

# SHORT FORM OF AGREEMENT BETWEEN OWNER AND ENGINEER FOR PROFESSIONAL SERVICES

This is an Agreement between **City of Mt. Juliet** (Owner) and **Smith Seckman Reid** (Engineer). Owner's Project, of which Engineer's services under this Agreement are a part, is generally identified as **Old Lebanon Dirt Road** (Project). Engineer's services under this Agreement (Services) are generally identified as **Construction Engineering and Inspection**.

Owner and Engineer further agree as follows:

## 1.01 Services of Engineer

- A. Engineer shall provide or furnish the Services set forth in this Agreement, and any Additional Services authorized by Owner and consented to by Engineer.

## 2.01 Owner's Responsibilities

- A. Owner shall provide Engineer with existing Project-related information and data in Owner's possession and needed by Engineer for performance of Engineer's Services. Owner will advise the Engineer of Project-related information and data known to Owner but not in Owner's possession. Engineer may use and rely upon Owner-furnished information and data in performing its Services, subject to any express limitations applicable to the furnished items.

- 1. Following Engineer's assessment of initially-available Project information and data, and upon Engineer's request, Owner shall obtain, furnish, or otherwise make available (if necessary through retention of specialists or consultants) such additional Project-related information and data as is reasonably required to enable Engineer to complete its Services; or, with consent of Engineer, Owner may authorize the Engineer to obtain or provide all or part of such additional information and data as Additional Services.

- B. Owner shall provide necessary direction and make decisions, including prompt review of Engineer's submittals, and carry out its other responsibilities in a timely manner so as not to delay Engineer's performance. Owner shall give prompt notice to Engineer whenever Owner observes or otherwise becomes aware of (1) any relevant, material defect or nonconformance in Engineer's Services, or (2) any development that affects the scope or time of performance of Engineer's Services.

## 3.01 Schedule for Rendering Services

- A. Engineer shall complete its Services within the following specific time period: **24 months of Construction from April 2026 to April 2028 with an additional 2 months for project close out**. If no specific time period is indicated, Engineer shall complete its Services within a reasonable period of time.
- B. If, through no fault of Engineer, such periods of time or dates are changed, or the orderly and continuous progress of Engineer's Services is impaired, or Engineer's Services are delayed or suspended, then the time for completion of Engineer's Services, and the rates and amounts of Engineer's compensation, shall be adjusted equitably.

#### 4.01 Invoices and Payments

- A. Invoices: Engineer shall prepare invoices in accordance with its standard invoicing practices and submit the invoices to Owner on a monthly basis. Invoices are due and payable within 30 days of receipt.
- B. Payment: As compensation for Engineer providing or furnishing Services and Additional Services, Owner shall pay Engineer as set forth in this Paragraph 4.01, Invoices and Payments. If Owner disputes an invoice, either as to amount or entitlement, then Owner shall promptly advise Engineer in writing of the specific basis for doing so, may withhold only that portion so disputed, and must pay the undisputed portion.
- C. Failure to Pay: If Owner fails to make any payment due Engineer for Services, Additional Services, and expenses within 30 days after receipt of Engineer's invoice, then (1) the amounts due Engineer will be increased at the rate of 1.0% per month (or the maximum rate of interest permitted by law, if less) from said thirtieth day; (2) in addition Engineer may, after giving 7 days' written notice to Owner, suspend Services under this Agreement until Engineer has been paid in full all amounts due for Services, Additional Services, expenses, and other related charges, and in such case Owner waives any and all claims against Engineer for any such suspension; and (3) if any payment due Engineer remains unpaid after 90 days, Engineer may terminate the Agreement for cause pursuant to Paragraph 5.01.A.2.
- D. Reimbursable Expenses: Engineer is entitled to reimbursement of expenses only if so indicated in Paragraph 4.01.E or 4.01.F. If so entitled, and unless expressly specified otherwise, the amounts payable to Engineer for reimbursement of expenses will be the Project-related internal expenses actually incurred or allocated by Engineer, plus all invoiced external expenses allocable to the Project, including Engineer's subcontractor and subconsultant charges, with the external expenses multiplied by a factor of **1.00**.
- E. Basis of Payment
  - 1. Lump Sum. Owner shall pay Engineer for Services as follows:
    - a. A Lump Sum amount of **\$2,531,248.52**.
    - b. In addition to the Lump Sum amount, reimbursement of the following expenses: None.
    - c. The portion of the compensation amount billed monthly for Engineer's Services will be based upon Engineer's estimate of the percentage of the total Services actually completed during the billing period.
- F. Additional Services: For Additional Services, Owner shall pay Engineer an amount equal to the cumulative hours charged in providing the Additional Services by Engineer's employees, times standard hourly rates for each applicable billing class; plus reimbursement of expenses incurred in connection with providing the Additional Services.

#### 5.01 Termination

- A. Termination for Cause
  - 1. Either party may terminate the Agreement for cause upon 30 days' written notice in the event of substantial failure by the other party to perform in accordance with the terms of the Agreement, through no fault of the terminating party.

- a. Notwithstanding the foregoing, this Agreement will not terminate under Paragraph 5.01.A.1 if the party receiving such notice begins, within 7 days of receipt of such notice, to correct its substantial failure to perform and proceeds diligently to cure such failure within no more than 30 days of receipt thereof; provided, however, that if and to the extent such substantial failure cannot be reasonably cured within such 30-day period, and if such party has diligently attempted to cure the same and thereafter continues diligently to cure the same, then the cure period provided for herein will extend up to, but in no case more than, 60 days after the date of receipt of the notice.
  2. In addition to its termination rights in Paragraph 5.01.A.1, Engineer may terminate this Agreement for cause upon 7 days' written notice (a) if Owner demands that Engineer furnish or perform services contrary to Engineer's responsibilities as a licensed professional, (b) if Engineer's services for the Project are delayed or suspended for more than 90 days for reasons beyond Engineer's control, (c) if payment due Engineer remains unpaid for 90 days, as set forth in Paragraph 4.01.C, or (d) as the result of the presence at the Site of undisclosed Constituents of Concern as set forth in Paragraph 6.01.I.
  3. Engineer will have no liability to Owner on account of any termination by Engineer for cause.
- B. Termination for Convenience: Owner may terminate this Agreement for convenience, effective upon Engineer's receipt of notice from Owner.
- C. Payments Upon Termination: In the event of any termination under Paragraph 5.01, Engineer will be entitled to invoice Owner and to receive full payment for all services performed or furnished in accordance with this Agreement, and to reimbursement of expenses incurred through the effective date of termination. Upon making such payment, Owner will have the limited right to the use of all deliverable documents, whether completed or under preparation, subject to the provisions of Paragraph 6.01.F, at Owner's sole risk.
1. If Owner has terminated the Agreement for cause and disputes Engineer's entitlement to compensation for services and reimbursement of expenses, then Engineer's entitlement to payment and Owner's rights to the use of the deliverable documents will be resolved in accordance with the dispute resolution provisions of this Agreement or as otherwise agreed in writing.
  2. If Owner has terminated the Agreement for convenience, or if Engineer has terminated the Agreement for cause, then Engineer will be entitled, in addition to the payments identified above, to invoice Owner and receive payment of a reasonable amount for services and expenses directly attributable to termination, both before and after the effective date of termination, such as reassignment of personnel, costs of terminating contracts with Engineer's subcontractors or subconsultants, and other related close-out costs, using methods and rates for Additional Services as set forth in Paragraph 4.01.F.

#### 6.01 General Considerations

- A. The standard of care for all professional engineering and related services performed or furnished by Engineer under this Agreement will be the care and skill ordinarily used by members of the subject profession practicing under similar circumstances at the same time and in the same locality. Engineer makes no warranties, express or implied, under this

Agreement or otherwise, in connection with any services performed or furnished by Engineer. Subject to the foregoing standard of care, Engineer may use or rely upon design elements and information ordinarily or customarily furnished by others, including, but not limited to, specialty contractors, manufacturers, suppliers, and the publishers of technical standards.

- B. Engineer shall not at any time supervise, direct, control, or have authority over any Constructor's work, nor will Engineer have authority over or be responsible for the means, methods, techniques, sequences, or procedures of construction selected or used by any Constructor, or the safety precautions and programs incident thereto, for security or safety at the Project site, nor for any failure of a Constructor to comply with laws and regulations applicable to that Constructor's furnishing and performing of its work. Engineer shall not be responsible for the acts or omissions of any Constructor.
- C. Engineer neither guarantees the performance of any Constructor nor assumes responsibility for any Constructor's failure to furnish and perform its work.
- D. Engineer's opinions of probable construction cost (if any) are to be made on the basis of Engineer's experience, qualifications, and general familiarity with the construction industry. However, because Engineer has no control over the cost of labor, materials, equipment, or services furnished by others, or over contractors' methods of determining prices, or over competitive bidding or market conditions, Engineer cannot and does not guarantee that proposals, bids, or actual construction cost will not vary from opinions of probable construction cost prepared by Engineer. If Owner requires greater assurance as to probable construction cost, then Owner agrees to obtain an independent cost estimate.
- E. Engineer shall not be responsible for any decision made regarding the construction contract requirements, or any application, interpretation, clarification, or modification of the construction contract documents, other than those made by Engineer.
- F. All documents prepared or furnished by Engineer are instruments of service, and Engineer retains an ownership and property interest (including the copyright and the right of reuse) in such documents, whether or not the Project is completed. Engineer grants to Owner a limited license to use the deliverable documents on the Project, extensions of the Project, and for related uses of the Owner, subject to receipt by Engineer of full payment due and owing for all Services and Additional Services relating to preparation of the deliverable documents, and subject to the following limitations:
  - 1. Owner acknowledges that such documents are not intended or represented to be suitable for use on the Project unless completed by Engineer, or for use or reuse by Owner or others on extensions of the Project, on any other project, or for any other use or purpose, without written verification or adaptation by Engineer;
  - 2. any such use or reuse, or any modification of the documents, without written verification, completion, or adaptation by Engineer, as appropriate for the specific purpose intended, will be at Owner's sole risk and without liability or legal exposure to Engineer or to its officers, directors, members, partners, agents, employees, and subconsultants;
  - 3. such limited license to Owner shall not create any rights in third parties.

- G. Owner and Engineer agree to transmit, and accept, Project-related correspondence, documents, text, data, drawings, information, and graphics, in electronic media or digital format, either directly, or through access to a secure Project website, in accordance with a mutually agreeable protocol.
- H. Waiver of Damages; Limitation of Liability: To the fullest extent permitted by law, Owner and Engineer (1) waive against each other, and the other's officers, directors, members, partners, agents, employees, subconsultants, and insurers, any and all claims for consequential damages arising out of, resulting from, or in any way related to this Agreement or the Project, from any cause or causes.
- I. The parties acknowledge that Engineer's Services do not include any services related to unknown or undisclosed Constituents of Concern. If Engineer or any other party encounters, uncovers, or reveals an unknown or undisclosed Constituent of Concern, then Engineer may, at its option and without liability for consequential or any other damages, suspend performance of Services on the portion of the Project affected thereby until such portion of the Project is no longer affected, or terminate this Agreement for cause if it is not practical to continue providing Services.
- J. Owner and Engineer agree to negotiate each dispute between them in good faith during the 30 days after notice of dispute. If negotiations are unsuccessful in resolving the dispute, then the dispute will be mediated. If mediation is unsuccessful, then the parties may exercise their rights at law.
- K. This Agreement is to be governed by the laws of the state in which the Project is located.
- L. Engineer's Services do not include: (1) serving as a "municipal advisor" for purposes of the registration requirements of Section 975 of the Dodd-Frank Wall Street Reform and Consumer Protection Act (2010) or the municipal advisor registration rules issued by the Securities and Exchange Commission; (2) advising Owner, or any municipal entity or other person or entity, regarding municipal financial products or the issuance of municipal securities, including advice with respect to the structure, timing, terms, or other similar matters concerning such products or issuances; (3) providing surety bonding or insurance-related advice, recommendations, counseling, or research, or enforcement of construction insurance or surety bonding requirements; or (4) providing legal advice or representation.

#### 7.01 Definitions

- A. Constructor—Any person or entity (not including the Engineer, its employees, agents, representatives, subcontractors, and subconsultants), performing or supporting construction activities relating to the Project, including but not limited to contractors, subcontractors, suppliers, Owner's work forces, utility companies, construction managers, testing firms, shippers, and truckers, and the employees, agents, and representatives of any or all of them.
- B. Constituent of Concern—Asbestos, petroleum, radioactive material, polychlorinated biphenyls (PCBs), lead based paint (as defined by the HUD/EPA standard), hazardous waste, and any substance, product, waste, or other material of any nature whatsoever that is or becomes listed, regulated, or addressed pursuant to laws and regulations regulating, relating to, or imposing liability or standards of conduct concerning, any hazardous, toxic, or dangerous waste, substance, or material.

## 8.01 Successors, Assigns, and Beneficiaries

### A. Successors and Assigns

1. Owner and Engineer are hereby bound and the successors, executors, administrators, and legal representatives of Owner and Engineer (and to the extent permitted by Paragraph 8.01.A.2 the assigns of Owner and Engineer) are hereby bound to the other party to this Agreement and to the successors, executors, administrators, and legal representatives (and said assigns) of such other party, in respect of all covenants, agreements, and obligations of this Agreement.
2. Neither Owner nor Engineer may assign, sublet, or transfer any rights under or interest (including, but without limitation, money that is due or may become due) in this Agreement without the written consent of the other party, except to the extent that any assignment, subletting, or transfer is mandated by law. Unless specifically stated to the contrary in any written consent to an assignment, no assignment will release or discharge the assignor from any duty or responsibility under this Agreement.

- B. Beneficiaries: Unless expressly provided otherwise, nothing in this Agreement shall be construed to create, impose, or give rise to any duty owed by Owner or Engineer to any Constructor, other third-party individual or entity, or to any surety for or employee of any of them. All duties and responsibilities undertaken pursuant to this Agreement will be for the sole and exclusive benefit of Owner and Engineer and not for the benefit of any other party.

## 9.01 Total Agreement

- A. This Agreement (including any expressly incorporated attachments), constitutes the entire agreement between Owner and Engineer and supersedes all prior written or oral understandings. This Agreement may only be amended, supplemented, modified, or canceled by a duly executed written instrument.

Attachments: Exhibit A, Engineer's Scope of Services

This Agreement's Effective Date is **12/23/25**.

Owner:

\_\_\_\_\_  
(name of organization)

By: \_\_\_\_\_  
(authorized individual's signature)

Date: \_\_\_\_\_  
(date signed)

Name: \_\_\_\_\_  
(typed or printed)

Title: \_\_\_\_\_  
(typed or printed)

Address for giving notices:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Designated Representative:

Name: \_\_\_\_\_  
(typed or printed)

Title: \_\_\_\_\_  
(typed or printed)

Address:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Phone: \_\_\_\_\_

Email: \_\_\_\_\_

Engineer:

**Smith Seckman Reid, Inc.**  
\_\_\_\_\_  
(name of organization)

By: \_\_\_\_\_  
(authorized individual's signature)

Date: **1-6-26**  
(date signed)

Name: **David Donoho**  
(typed or printed)

Title: **Senior Principal**  
(typed or printed)

Address for giving notices:

**Smith Seckman Reid, Inc.**  
\_\_\_\_\_  
**2995 Sidco Drive**  
\_\_\_\_\_  
**Nashville, TN 37204**  
\_\_\_\_\_

Designated Representative:

Name: **David Donoho**  
(typed or printed)

Title: **Senior Principal**  
(typed or printed)

Address:

**Smith Seckman Reid, Inc.**  
\_\_\_\_\_  
**2995 Sidco Drive**  
\_\_\_\_\_  
**Nashville, TN 37204**  
\_\_\_\_\_

Phone: **615-514-6129**

Email: **ddonoho@ssr-inc.com**



## EXHIBIT A – ENGINEERING SERVICES

December 22, 2025

Mr. Matthew White  
Public Works Director  
City of Mt Juliet  
115 Clemmons Rd  
Mt. Juliet, TN 37122

Re: CEI for Old Lebanon Dirt Road Widening

Dear Mr. White:

Smith Seckman Reid, Inc. (“SSR” or “the Consultant”) is pleased to submit this letter agreement (the “Agreement”) to The City of Mt. Juliet (“the Owner” or the “City”) for providing Construction Management and Construction Inspection services. The following is our project understanding, scope of services, schedule, and fee.

### **Project Understanding**

We understand that the City of Mt. Juliet desires to widen and realign Old Lebanon Dirt Road, from Chandler Road to Moreland Drive, and expand the roadway from two to three lanes with a multi-use path along one side. The project shall be accomplished in accordance with the TDOT Standard Specifications with full oversight by the City. SSR will provide Construction Engineering and Inspection services for the project. SSR will conduct all acceptance testing required on the project.

### **Scope of Services**

SSR will provide the services specifically set forth below.

#### **Task 1 – Project Management**

This task will consist of the following project management activities:

- Project Coordination –SSR will assist the City with coordination to provide updates, coordinate project reviews, and other activities to help the City keep the project stakeholders generally informed of the progress of the project. SSR will provide preconstruction services regarding plans or contract review, if requested. The review will include but not be limited to constructability, phasing, scheduling, contractual language and/or other related processes. SSR will attend bid opening. Review of bid documents and bid opening will be performed by others.
- Progress Meetings – SSR will conduct progress meetings for scheduling and resolving project issues. SSR will assist the City for unresolved issues and provide a record of accountability on each party involved with the contract. SSR will produce meeting minutes.

- Environmental Compliance - SSR will conduct Erosion Prevention and Sediment Control (EPSC) inspection with the Contractor in accordance to the guidelines outlined and accepted by the Tennessee Department of Environment and Conservation (TDEC). The EPSC inspection will be carried out in accordance to the Storm Water Prevention Pollution Plan (SWPPP).
- Public Relations – SSR will meet with any homeowner that has questions about the project and the impact to their property. SSR will respond to complaints in a timely manner and work with contractor and City to get the complaints, if valid, resolved.

### **Task 2 – Construction Engineering Inspection**

SSR will provide Construction Engineering and Inspection (CEI) services for the Client in accordance with TDOT Guidelines. SSR will provide inspection services for the project. SSR will provide the appropriate field and office staff as described above to assist the Client in compliance with the guidelines as outlined in the subtasks below.

#### ***A. Pre-Construction and Pre-Erosion Conference.***

SSR will attend one Pre-Construction at a time and location determined by the Client.

#### ***B. Project Administration***

SSR will provide project administration and coordinate with the assigned City Supervisor. SSR will prepare for, cooperate with, and assist the City that may be assigned to review project records, payments, reports, etc. SSR will provide the inspectors and assistance to monitor the work being done on the contract. A list of emergency contacts and phone numbers will be supplied to the Client. The project administrator will also obtain from the contractor a list of contractor's personnel that will be responsible for any occurrence that may arise on the project for the life of the project.

#### ***C. Supplemental Agreements – Construction Change Orders***

SSR will notify the Client of the necessity for any Supplemental Agreements/Construction Changes. SSR will negotiate prices for additional pay items with the contractor while adhering to the "TDOT Average Unit Price" listing when possible and coordinate acceptance of prices with the Client. SSR will prepare the Supplemental Agreement/Construction Change and submit to the Client for final review and submittal for processing. Any work that cannot be negotiated with the prime contractor will be pursued by Force Account as defined in the TDOT Standard Specifications and recorded on forms supplied by the Tennessee Department of Transportation. SSR will assist the Engineer of Record with any Value Engineering Change Proposals and prepare recommendations for the Client.

#### ***D. Quality Assurance, Testing for Acceptance, and Training***

SSR will provide certified and trained personnel for field and inspection as defined in the Contract, Plans or Specifications and document testing on standard forms normally used by TDOT. SSR will provide miscellaneous checking of application rates

and dimensions and bearings to assure conformance to Plans and Specifications. If certifications of material are submitted by the contractor they will be reviewed by SSR for conformity to the Specifications.

*E. Progress Payments*

SSR will collect and assemble quantities for Monthly Progress Payments to the prime Contractor from actual project field records, as directed by Special Provisions in the contract, from Supplemental Agreements/Construction Changes, or from Force Accounts. The quantities for payment will be referenced to field records prior to submission for payment. If test reports are required, they will be on file prior to payment. Pay quantities will be submitted to the Client for review and payment. Payments for stockpiled material may be made as defined in the TDOT Standard Specifications and approved by the Project Supervisor. Estimate "cut-off" will be the last day of each month.

Copies of approved subcontracts will be on file prior to the first Progress Payment.

*F. Distribution of Correspondence*

SSR will submit to the Client a copy of all correspondence between SSR, the City, the contractor, and subcontractors concerning matters related to the project. SSR will maintain an office file copy for submission with the project Final Records.

*G. Inspection of Work*

SSR will provide inspection services as defined above to determine if the work is in conformance to Plans and Specifications for items that are being incorporated into the project. SSR will observe, measure and record all quantities for payment. SSR will record field measurements in project records for review by the Client, or auditors. The records will be recorded electronically and/or on field inspection forms to be submitted to the Client. SSR will proof roll subgrade prior to placing stone lifts. SSR will check traffic control daily, and additionally as required or requested, and will notify the contractor of deficiencies or problems observed. SSR will document weekly (or as often as necessary) project traffic control on forms normally used by TDOT and distribute as required. SSR will inspect erosion control items for conformance to the plans as well as effectiveness in the field and will notify the contractor of deficiencies. SSR will prepare to justify pay quantities in the case of questions by the contractor or City. SSR will maintain an accurate daily diary consisting of:

- A record of the contractors on the project
- Their personnel (number and classification)
- Equipment (number and type or size)
- Location and work performed by each contractor or subcontractor
- Orders given the contractor
- Events of note on the project
- Accidents on the project and any details surrounding the accident such as police report number, fatalities, causes, time, etc. Obtain a copy of the police report for the project records whenever possible.
- Weather, amount of precipitation, temperature at morning, noon, and evening, cloudy, clear, etc.

- Equipment arriving or leaving the project, idle equipment

All SSR field technicians will be certified in the applicable TDOT certification workshops listed below:

- Class 1 Concrete Technician/ACI
- Aggregate Technician
- Asphalt Certified Roadway
- Nuclear Gauge Training
- OSHA 10 Safety Training Construction
- TDEC EPSC Level 1

*H. Contractor's Payrolls, Employee Interviews and Contract Compliance:*

Although the submission of civil rights documents such as certified payrolls, prompt payments, CC3 forms, ect are not expected on this project, if they become required by the City, SSR will receive and review as they would on a state wage rate project.

*I. Subconsultant Services*

Subconsultant services will consist of laboratory testing of materials such as concrete cylinder breaks, soil proctors, and stone proctors.

*J. Reports*

There are numerous reports, documents, etc., that must be generated in the process of contract administration. SSR will maintain either electronic or paper copies of project documentation.

*K. Final Records*

SSR will submit a compilation of project records to the Client after project completion. SSR will make corrections when/if notified and resubmit the records and a final estimate for the project at the appropriate time. SSR will submit all final documents (paper and/or electronic) with the final records.

## **Additional Services**

Any services not specifically provided for in the above scope will be billed as additional services and performed for mutually agreed upon fees.

## **Information Provided by Client**

We shall be entitled to rely on the completeness and accuracy of all information provided by the Client or the Client's consultants or representatives.

## **Fee and Billing**

SSR will provide the above services at a Lump Sum fee not to exceed **\$2,531,248.52** for the construction phase services. The fee includes all direct and indirect costs associated with the construction phases.

SSR will invoice the City once per month for the services provided for that month. Payment is expected within 30 days of the invoice.

It is further understood that the CEI services for this project are for the specified timeframe of 24 months of Construction from April 2026 to April 2028 with an additional 2 months for project close out. In the event that the Contractor does not finish the project in the allotted time frame, SSR will negotiate a supplement to this contract to cover services rendered beyond the construction original contract end date.

We look forward to continuing our working relationship with the City of Mt. Juliet. If you have any questions please feel free to contact me.

Sincerely,



David Donoho  
Principal, SSR  
615-514-6129, ddonoho@ssr-inc.com

**CEI SERVICES FOR OLD LEBANON DIRT ROAD**

**ESTIMATED MAN-HOURS**

<b>SSR</b>	Apr-26	May-26	Jun-26	Jul-26	Aug-26	Sep-26	Oct-26	Nov-26	Dec-26	Jan-27	Feb-27	Mar-27	Apr-27	May-27	Jun-27	Jul-27	Aug-27	Sep-27	Oct-27	Nov-27	Dec-27	Jan-28	Feb-28	Mar-28	Apr-28	May-28	Jun-28
Senior Project Manager	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1
Construction Manager	92	80	88	88	84	84	88	72	72	80	80	82	88	80	88	84	88	84	84	80	80	80	84	82	80	60	30
Construction Admin	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5
Senior Inspector - Roadway	236	216	236	236	226	226	236	196	206	216	216	246	236	216	236	226	236	226	226	216	216	216	226	246	216	100	100
Senior Inspector - OT	60	56	60	60	58	58	60	52	54	56	56	62	60	56	60	58	60	58	58	56	56	56	58	62	56	20	20
Inspector - Roadway	220	200	220	220	210	210	220	180	190	200	200	230	220	200	220	210	220	210	210	200	200	200	210	230	200		
Inspector - OT	44	40	44	44	42	42	44	36	38	40	40	46	44	40	44	42	44	42	42	40	40	40	42	46	40		
Asphalt Plant Inspector		100	50			50							100					50						150			
Asphalt Plant - OT		20	10			10							20					10						30			
Survey Chief	200	40			24	8								44	44										200	40	
Rodman	120	120			24	24																			120	120	