LOCAL ROADS AND STREETS

Motor Fuel Tax – Engineering Agreement
Village of Lombard
Section No.: 11-00155-00-CH
DuPage County

December 9, 2013

Ms. Sharon Kuderna Village Clerk Village of Lombard 255 East Wilson Avenue Lombard, IL 60148

Dear Ms. Kuderna:

The Phase II Engineering Services Agreement dated November 21, 2013 between the Village and Christopher B. Burke Engineering, Ltd., Consulting Engineers, in connection with the Motor Fuel Tax (MFT) Construction Improvement designated as the above-referenced section was approved as of December 6, 2013.

Enclosed is one copy for your records. If you have any questions or need additional information, please contact Marilin Solomon, Field Engineer, at (847) 705-4407 or via email at Marilin.Solomon@illinois.gov.

Very truly yours,

John Fortmann, P.E. Deputy Director of Highways, Region One Engineer

By:

Christopher J. Holt, P.E.

Bureau Chief of Local Roads and Streets

C' HIL

Enclosure

cc: Christopher B. Burke Engineering, Ltd. w/encl.

	•							
3011.0.22500	ge of	y f Lombard		L 0 C	Illinois Depa of Transport	rtment ation	CO	Name Christopher B. Burke Eng. Ltd.
York				A L A	Preliminary Engir Services Agree		N S U L	Address 9575 W. Higgins Rd.
Coun				G	For Motor Fuel Tax F		T A	City Rosemont
Section 11-0		5-00-CH		O Y			T	State IL
Age: impr supe	ncy (I ovem rvisid	on of the State	ultant (ENGIN ove SECTION Department	NEER) : N. Moto t of Trai	and covers certain professor Fuel Tax Funds, allotted	to the LA by the	ing s	, 2013 between the above Local services in connection with the state of Illinois under the general MENT", will be used entirely or in part
					Section Descrip	tion		
Nam	e _	IL Route 53/M	ladison Stree	t Inters	ection Improvements			
Rout	e _	IL Rt 53	Length	0.47	Mi	FT		(Structure No)
Term	ini	IL Route 53	/Madison Stre	eet Inte	rsection			
with	ecor	3 to provide a	new southbo	und to	eastbound left turn lane ar	nd a new northl	2011	et including widening and resurfacing nd to eastbound right turn lanes along w traffic signals will also be installed
					Agreement Provi	sions		
		neer Agrees,						
1. T	o pe ropo	rform or be re sed improvem	sponsible for nents herein b	the per pefore o	rformance of the following described, and checked be	engineering se low:	rvic	es for the LA, in connection with the
					are necessary for the prepare			
b		Make stream of detailed b	n and flood pland ridge plans.	ain hyd	raulic surveys and gather	high water data	a, aı	nd flood histories for the preparation
С	. 🗌	analyses the	reof as may b	be requ	ired to furnish sufficient da	ta for the design	an o	luding borings and soil profiles and if the proposed improvement. nts of the DEPARTMENT.
d		Make or cause	se to be made elent data for t	e such the des	traffic studies and counts ign of the proposed impro	and special intervement.	erse	ection studies as may be required to
е	. 🗆	Prepare Arm Bridge water agreements.	way sketch, a	ngineer and/or (	s Permit, Department of N Channel Change sketch, L	atural Resourd Itility plan and I	es-( oca	Office of Water Resources Permit, tions, and Railroad Crossing work
f.		Prepare Prel and high wat	iminary Bridg er effects on	je desig roadwa	gn and Hydraulic Report, (i ay overflows and bridge ap	ncluding econo proaches.	mic	analysis of bridge or culvert types)
g		with five (5)	copies of the i	plans, s	special provisions, proposa	als and estimate	es	estimates of cost and furnish the LA Additional copies of any or all actual cost for reproduction.
h.	$\boxtimes$	Furnish the L	A with survey	y and d	rafts in quadruplicate of al	necessary rigi	nt-o	f-way dedications, construction the corresponding plats and staking

Note: Four copies to be submitted to the Regional Engineer

as required.

	<ul> <li>i. Assist the LA in the tabulation and interpretation of the contractors' proposals</li> </ul>	
	j. Prepare the necessary environmental documents in accordance with the procedures adopted by DEPARTMENT's Bureau of Local Roads & Streets.	the
	k. Prepare the Project Development Report when required by the DEPARTMENT.	
(2	2) That all reports, plans, plats and special provisions to be furnished by the ENGINEER pursuant to the AC be in accordance with current standard specifications and policies of the DEPARTMENT. It is being und such reports, plats, plans and drafts shall, before being finally accepted, be subject to approval by the LADEPARTMENT.	erstood that all
(3	3) To attend conferences at any reasonable time when requested to do so by representatives of the LA or t	he Department.
(4	4) In the event plans or surveys are found to be in error during construction of the SECTION and revisions of survey corrections are necessary, the ENGINEER agrees that he will perform such work without expense though final payment has been received by him. He shall give immediate attention to these changes so minimum delay to the Contractor.	e to the I A over
(5	5) That basic survey notes and sketches, charts, computations and other data prepared or obtained by the pursuant to this AGREEMENT will be made available, upon request, to the LA or the DEPARTMENT with without restriction or limitations as to their use.	Engineer hout cost and
(6)	5) That all plans and other documents furnished by the ENGINEER pursuant to this AGREEMENT will be enand will show his professional seal where such is required by law.	ndorsed by him
Th	he LA Agrees,	
1.	To pay the ENGINEER as compensation for all services performed as stipulated in paragraphs 1a, 1g, 1i accordance with one of the following methods indicated by a check mark:	i, 2, 3, 5 and 6 ir
	a. A sum of money equal to percent of the awarded contract cost of the proposed in approved by the DEPARTMENT.	mprovement as
	b.  A sum of money equal to the percent of the awarded contract cost for the proposed improvement the DEPARTMENT based on the following schedule:	as approved by
	Schedule for Percentages Based on Awarded Contract Cost	
	Awarded Cost Percentage Fees Under \$50,000 [s	ee note)
	%	i.
	Note: Not necessarily a percentage. Could use per diem, cost-plus or lump sum.	
	c.  Cost-plus fixed fee (see attached CECS)	
2.	To pay for services stipulated in paragraphs 1b, 1c, 1d, 1e, 1f, 1h, 1j & 1k of the ENGINEER AGREES at performing such work plus percent to cover profit, overhead and readiness to serve - "actual cos as material cost plus payrolls, insurance, social security and retirement deductions. Traveling and other cexpenses will be reimbursed to the ENGINEER at his actual cost. Subject to the approval of the LA, the Esublet all or part of the services provided under the paragraph 1b, 1c, 1d, 1e, 1f, 1h, 1j & 1k. If the ENGIN or part of this work, the LA will pay the cost to the ENGINEER plus a five (5) percent service charge.	st" being defined out-of-pocket ENGINEER may
	"Cost to Engineer" to be verified by furnishing the LA and the DEPARTMENT copies of invoices from the work. The classifications of the employees used in the work should be consistent with the employee class the services performed. If the personnel of the firm, including the Principal Engineer, perform routine services.	sifications for

commensurate with the work performed.

should normally be performed by lesser-salaried personnel, the wage rate billed for such services shall be

- 3. That payments due the ENGINEER for services rendered in accordance with this AGREEMENT will be made as soon as practicable after the services have been performed in accordance with the following schedule:
  - a. Upon completion of detailed plans, special provisions, proposals and estimate of cost being the work required by paragraphs 1a through 1g under THE ENGINEER AGREES - to the satisfaction of the LA and their approval by the DEPARTMENT, 90 percent of the total fee due under this AGREEMENT based on the approved estimate of cost.
  - b. Upon award of the contract for the improvement by the LA and its approval by the DEPARTMENT, 100 percent of the total fee due under the AGREEMENT based on the awarded contract cost, less any amounts paid under "a" above.

By Mutual agreement, partial payments, not to exceed 90 percent of the amount earned, may be made from time to time as the work progresses.

That, should the improvement be abandoned at any time after the ENGINEER has performed any part of the services provided for in paragraphs 1a, through 1h and prior to the completion of such services, the LA shall reimburse the ENGINEER for his actual costs plus percent incurred up to the time he is notified in writing of such
abandonment -"actual cost" being defined as in paragraph 2 of THE LA AGREES.

That, should the LA require changes in any of the detailed plans, specifications or estimates except for those required pursuant to paragraph 4 of THE ENGINEER AGREEs, after they have been approved by the DEPARTMENT, the LA very pay the ENGINEER for such changes on the basis of actual cost plus percent to cover profit, overhead an readiness to serve -"actual cost" being defined as in paragraph 2 of THE LA AGREES. It is understood that "changes" used in this paragraph shall in no way relieve the ENGINEER of his responsibility to prepare a complete and adequate set of plans and specifications.
set of plans and specifications.

### It is Mutually Agreed,

- 1. That any difference between the ENGINEER and the LA concerning their interpretation of the provisions of this Agreement shall be referred to a committee of disinterested parties consisting of one member appointed by the ENGINEER, one member appointed by the LA and a third member appointed by the two other members for disposition and that the committee's decision shall be final.
- 2. This AGREEMENT may be terminated by the LA upon giving notice in writing to the ENGINEER at his last known post office address. Upon such termination, the ENGINEER shall cause to be delivered to the LA all surveys, permits, agreements, preliminary bridge design & hydraulic report, drawings, specifications, partial and completed estimates and data, if any from traffic studies and soil survey and subsurface investigations with the understanding that all such material becomes the property of the LA. The ENGINEER shall be paid for any services completed and any services partially completed in accordance with Section 4 of THE LA AGREES.
- 3. That if the contract for construction has not been awarded one year after the acceptance of the plans by the LA and their approval by the DEPARTMENT, the LA will pay the ENGINEER the balance of the engineering fee due to make 100 percent of the total fees due under this AGREEMENT, based on the estimate of cost as prepared by the ENGINEER and approved by the LA and the DEPARTMENT.
- 4. That the ENGINEER warrants that he/she has not employed or retained any company or person, other than a bona fide employee working solely for the ENGINEER, to solicit or secure this contract, and that he/she has not paid or agreed to pay any company or person, other than a bona fide employee working solely for the ENGINEER, any fee, commission, percentage, brokerage fee, gifts or any other consideration, contingent upon or resulting from the award or making of this contract. For Breach or violation of this warranty the LA shall have the right to annul this contract without liability.
- 5. Total compensation amount is not to exceed the amount of \$276,908.51.

IN WITNESS WHEREOF, the parties have caused the AGRE which shall be considered as an original by their duly authorize	EEMENT to be executed in quadruplicate counterparts, each of zed officers.
Executed by the LA:	
ATTEST: By anet a mores	VILLAGE OF LOMBARD (Municipality/Township/County)  State of Illinois, acting by and through its
Janet Rowner, Deputy_Village Clerk (Seal)	By Keith Giagnorio Title Village President
Executed by the ENGINEER:	Christpl &B
ATTEST: By Melina Mandes Title Executive Admin Assistant	By Christopher B Benke
Approved  12 / 06 / 17  Date  Department of Transportation	

Regional Engineer

### SCOPE OF SERVICES

### PHASE II ENGINEERING

<u>Task 1 – Data Collection and Kick off Meeting:</u> We will meet with the Village for a kickoff meeting to refine the scope and project area and to collect any pertinent information for the project area.

<u>Task 2 – Plats and Legal Documents</u>: Upon confirming the required right-of-way and easements that were identified in the Phase I Report, CBBEL will prepare plats and legal descriptions for the affected parcel. A separate plat of survey will be prepared for each parcel and each plat of survey will be referenced to an overall plat of highways. The centerline alignment and existing right-of-way previously established will be the basis for the development of the plats and legal descriptions.

Based on the feasibility study we estimate that five temporary easements, and two permanent takes will be required.

Right-of-way acquisition shall be in accordance with Titles II and III of the "Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970" (Public Law 91-646) and any subsequent amendments. Transaction Screens in accordance with ASTM E 1528 will be prepared for each parcel, and if necessary, an environmental site assessment in accordance with ASTM E 1527 will be prepared.

<u>Task 3 – Right-of-Way Acquisition Services</u>: CBBEL will hire Santacruz Associates, Inc. to provide right-of-way acquisition services including appraisals, review appraisals and negotiations in accordance with State and Federal requirements. CBBEL will assist Santacruz by preparing exhibits and attend meetings with property owners.

<u>Task 4 – Utility Coordination:</u> CBBEL will send the plans to all known utility companies for their review. Based on the information received from the utility companies CBBEL will mark the locations of their facilities on the plans. CBBEL will design the proposed to minimize utility conflicts.

CBBEL will also review the proposed underground work and its proximity to any existing utilities located in the field prior to the start of utility work. We will work with the Village, contractor, and utility to provide a cost effective and timely solution as necessary to maintain the project schedule.

Additional coordination effort is included here to contact homeowners along Madison to determine location and invert elevation of sanitary outlet at each house as well as establish foundation elevation of each house.

This may also include a survey mailing and/or individual site visits. We have budgeted a total of 16 hours survey crew time to determine the invert elevations of the existing sanitary services.

<u>Task 5 – Preliminary Plans Specifications and Estimates (65% Submittal):</u> CBBEL will prepare plans and specifications for the roadway improvements. The plans and specifications will be submitted for review to the Village and will be submitted to IDOT.



## SCOPE OF SERVICES

The following sheets and estimated associated manhours will be required:

Name	No. of Sheets
Title Sheet	1
General Notes/Summary of Quantities	2
Roadway Typical Sections	2
Alignment, Ties and Benchmarks	1
Existing Conditions and Removal Plans	2
Proposed Roadway Plan and Profiles	5
Proposed Drainage/Utility Plan and Profiles	8
Intersection Details	1
Traffic Signal Plans	6
Roadway Lighting Plans	6
Construction Details	2
Structural Details	3
Landscaping/Erosion Control Plans	3
Stormwater Pollution Prevention Plan (SWPPP)	3
Cross Sections	10
Specifications	-
Cost Estimate/Quantities	
TOTALS	55

Project specific special provisions will be prepared in accordance with IDOT guidelines.

<u>Task 6 – Permitting and PSI:</u> CBBEL will submit the plans and specifications for the project to the Illinois Department of Transportation (IDOT) for approval and obtain any other necessary permits from IEPA, IDOT or other permitting agencies. A permit from DuPage County is not anticipated.

The PESA identified a potential REC site on the west side of IL Rt 53 between Madison Street on Charles Lane. Since we are anticipating storm sewer and swale construction in this area, we have budgeted an allowance for a PSI study. If this is confirmed to be required, we will have Huff & Huff, Inc. perform the PSI.

<u>Task 7 – Village Coordination and Public Information Meeting:</u> CBBEL has assumed that four coordination/review meetings will be required with the Village (including one Public Information Meeting during Phase II). CBBEL will prepare exhibits for, make a brief presentation and answer resident questions at the Public Information Meeting. CBBEL will also coordinate the proposed construction with police, fire, schools, post office, and other government agencies that may be affected.

<u>Task 8 – Prefinal Plans, Specifications and Estimates (95% Submittal):</u> Based on the 65% review comments, CBBEL will prepare pre-final contract documents consisting of plans, specifications, estimate of time, status of utilities to be adjusted and an estimate of construction cost.

## SCOPE OF SERVICES

<u>Task 9 – Final QA/QC and Bidding Documents (100% Submittal):</u> Based on the Village and IDOT or other permit agencies review comments, CBBEL will revise the plans, specifications and estimate. The final plans will be resubmitted to the Village and permitting agencies for final comments and approval and then bid documents (mylars) will be submitted to IDOT and the Village. It is assumed that IDOT will handle the letting process if federal funds are used.

N:\PROPOSALS\ADMIN\2013\Lombard Madison Street\Tab 5-Project Understanding and Scope REVISED 041910.doc

## COST ESTIMATE OF CONSULTANT SERVICES COST PLUS FIXED FEE

DF-824-039 REV 12/04

11/08/13

FIRM
Local Agency
Section
Project
Job No: Christopher B. Burke Engineering, Ltd. Lombard 11-00155-00-CH OVERHEAD RATE COMPLEXITY FACTOR Cost Plus Fixed Fee 1 130.82% 14.50% [DL+R(DL) +1.4(DL)+IHDC]

DATE

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TOTALS	Cascollogicality Dr	Subconsultant DL										Direct Cost	Final QA/QC & Bidding Documents	Prefinal Plans, Specs, & Estimates	Village/IDOT Coord & Pulblic Info	Permitting and PSI	Preliminary Plans, Specs & Estimates	Utility Coordination	Right of Way Acquisition Services	Plats and Legal Documents	Data Collection/Kick-off Meeting			ITEM	
1745												0	140	328	102	80	764	112	36	154	29	(A)		MANHOURS	
82,079.40												0.00	6,533.44	15,170.60	5,401.68	3,776.84	34,835.80	5,162.88				(B)		PAYROLL	
107,376.27												0.00	8,547.05	19,846.18	7,066.48	4,940.86	45,572.19			10,183.89	2,049.66	(C)	FRINGE BENF	ĝο	OVERHEAD
0.00																						(D)	COSTS	DIRECT	IN-HOUSE
28.563.63												0.00	2,273.64	5,279.37	1,879.78	1,314.34	12,122.86	1,796.68	642.66	2,709.06	545.24	(E)	FEE	FIXED	
10 439 21												10,439.21										(F)	Costs	Direct	Outside
48 450 00																7,500.00			40,950.00			(G)	OTHERS	ВҮ	SERVICES
0 00																						Œ	TOTAL	DBE	
276 008 51	0 00											10,439.21	17.354.12	40,296.15	14.347.94	17.532.04	92,530,85	13.713.64	45.855.26	20.677.61	4.161.68	(B-G)		TOTAL	
100 00%												3.77%	6.27%	14.55%	5.18%	6.33%	33.42%	4 95%	16.56%	7.47%	1.50%		TOTAL	GRAND	% OF

DBE

# **AVERAGE HOURLY PROJECT RATES**

	Droinos
11-00-155-00-CH	Section
Lombard	Local Agency
Christopher B. Burke Engineering, Ltd.	FIRM

DATE 11/08/13

SHEET \_\_\_\_\_

1 OF 2

	PAYROLL	AVG	TOTAL PROJECT RATES			Data Co	Data Collection/Kick-off M Plats and Legal Documer Right of Way Acquisition 1 Utility Coordination	k-off M	Plats an	d Legal I	Occumer	Right of	Way Acq	uisition \$	Utility C	oordinatio		Prelimin	Preliminary Plans, Specs &	Space &
		HOURLY	Hours	%	Wgtd	Hours	%	Wgtd	Hours	%	Wgtd	Hours	%	Watd	Hours	%	Watd	Hours	%	Watd
CLA	CLASSIFICATION	RATES		Part.	Avg		Part.			Part.	Avg		Part.			Part.	Ava		Part	Ava
Engineer VI	er VI	70.00	109	6.25%	4.37	5	17.24%	12.07							4	3.57%	2.50	40	5.24%	3.66
Engineer V	er V	58.43	300	17.19%	10.05	6	20.69%	12.09	6	3.90%	2.28	20	55.56%	32.46	48	42.86%	25.04	100	13.09%	7.65
Engineer IV	er IV	47.04	194	11.12%	5.23							4	11.11%	5.23				100	13.09%	6.16
Engineer III	er III	39.60	270	15.47%	6.13										12	10.71%	4.24	140	18.32%	7.26
Engineer I/II	er I/II	31.26	0																	
Env R€	Env Res Specialist V	61.00	0																	
Env R€	Env Res Specialist IV	48.67	0																	
Env Re	Env Res Specialist III	36.79	0																	
Env R€	Env Res Technician	31.75	0																	
Landso	_andscape Architect	47.00	18	1.03%	0.48															
Survey V	<	70.00	8	0.46%	0.32				8	5.19%	3.64									
Survey IV	N	57.00	48	2.75%	1.57				48	31.17%	17.77									
Survey III	Ē	49.00	28	1.60%	0.79				24	15.58%	7.64				4	3.57%	1.75			
Survey II	=	34.36	42	2.41%	0.83				24	15.58%	5.35				18	16.07%	5.52			
Survey I	_	28.50	18	1.03%	0.29										18	16.07%	4.58			
Survey Intern	Intern	14.00	0																	
CAD M	CAD Manager	50.63	136	7.79%	3.95	16	55.17%	27.93	40	25.97%	13.15							48	6.28%	3.18
Asst. C	Asst. CAD Manager	45.83	0																	
CAD II		40.83	520	29.80%	12.17							12	33.33%	13.61	4	3.57%	1.46	320	41.88%	17.10
CADI		31.50	0																	
Engine	Engineering Technician	65.00	0																	
Engine	Engineering Technician	51.00	0																	
Engine	Engineering Technician	42.74	0																	
Engine	Engineering Technician	28.00	0																	
GSI Sp	GSI Specialist III	39.00	0																	
GSI Sp	GSI Specialist I/II	23.00	0																	
Engine	Engineering Intern	. 13.50	0																	
Admini	Administrative	28.06	54	3.09%	0.87	2	6.90%	1.94	4	2.60%	0.73				4	3.57%	1.00	16	2.09%	0.59
	TOTALS		1745	100%	\$47.04	29	100.00% \$54.03	\$54.03	154	100%	\$50.55	36	100%	\$51.30	112	100%	\$46.10	764	100%	\$45.60
	101710		7	10070	40.14	67	100.00%	\$54.00	154	100%	\$50.55	36	100%	\$51.30	112	100%		\$46.10	\$46.10 764	_

# **AVERAGE HOURLY PROJECT RATES**

DF-824-039 REV 12/04

FIRM Local Agency	Christopher B. Burke Engineering, Ltd. Lombard	er B. Bu	rke Engir	neering,	Ltd.									DATE		11/08/12			
Section Project	11-00155-00-CH	00-CH												DAILE	829	11/08/13			
Job No:													0	SHEET		s	2	s	
																7	, -	N	
PAYROLL	AVG	Permittin	Permitting and PSI		Village/ID	Village/IDOT Coord & Pulblic Prefinal Plans Specs & Estimution 104/00 & Bidding Town District Control	Pulblic	Prefinal P	lans Spece	& Ection	Einal OA	OC & BIALI							
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CI ASSIEICATION	BATES	Sinous	, %	_	Hours	%	Wgtd	Hours	%	Wgtd	Hours	%	Wgtd	Hours	%	Wgtd	Hours	%	8
Engineer VI	30.00		FdI L.	BAN		Part.	Avg		Part.	Avg		Part.	Avg		Part.			Part	AV
Engineer V	50.00	4	5.00%	3.50	24	23.53%	16.47	20	6.10%	4.27	12	8.57%	6.00						
רוושווססו ע	30.43	71	15.00%	8.76	40	39.22%	22.91	48	14.63%	8.55	20	14.29%	8.35						
Engineer IV	47.04	40	50.00%	23.52	6	5.88%	2.77	32	9.76%	4.59	12	8 57%	4 03						
Engineer III	39.60	12	15.00%	5.94				88	20 12%	707	30	20 570/	1.00						
Engineer I/II	31.26							00	10.12/0	1.01	40	20.01%	11.31						
Env Res Specialist \	61.00																		

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CLASSIFICATION	RATES		Part.	Avg		Part.			Part.	Ava		Part	Ava		Dan à	N. C.	cinoria	0	pigav
Engineer VI	70.00	4	5.00%	3.50	24	23.53%	16.47	20	6.10%	4 27	13	8 57%	200			SAC		rait.	BAW
Engineer V	58.43	12	15.00%	8.76	40	39.22%	22.91	48	14.63%	8 55	20	1/1 200%	8 35			T			
Engineer IV	47.04	40	50.00%	23.52	6	5.88%	277	3 8	9.76%	4 50	100	0 670/	0.30			T			
Engineer III	39.60	12	15.00%	5.94		000	1111	88	20 12%	7.07	10	0.07%	4.03						
Engineer I/II	31.26							00	20.12/0	1.01	40	20.07%	11.31						
Env Res Specialist V	61.00																		
Env Res Specialist IV	48.67																		
Env Res Specialist II	36.79																		
Env Res Technician	31.75																		
Landscape Architect	47.00							10	2 660/	4 70	0	4 200/	2						
Survey V	70.00							i	0.00/6	1.1.6	c	4.25%	2.01						
Survey IV	57.00																		
Survey III	49.00																I		
Survey II	34.36																		
Survey I	28.50																		
Survey Intern	14.00																		
CAD Manager	50.63							24	7 32%	3 70	œ	E 740/	3						
Asst. CAD Manager	45.83							1	1.00.70	0.70	c	3.7 1.70	2.03						
CADII	40.83	8	10.00%	4.08	16	15.69%	6.40	120	36.59%	14 94	40	79.53 80	11 67						
CADI	31.50							1	00.00	17.07	d	20.07 /0	11.07						
Engineering Technic	65.00																		
Engineering Technic	51.00																		
Engineering Technic	42.74																		
Engineering Technic	28.00																		
GSI Specialist III	39.00																		
GSI Specialist I/II	23.00																		
Engineering Intern	13.50																		
Administrative	28.06	4	5.00%	1.40	16	15.69%	4.40	6	1.83%	0.51	2	1.43%	0.40						
TOTALS		80	100%	\$47.21	102	100%	\$52.96	328	100%	\$46 25	140	100%	\$46.67	>	00/	900	,	200	