

STAFF REPORT



MEETING DATE:	6/26/12
SUBJECT:	Approve Amendment #1 to Personal Services Agreement for activity-based travel model and approve new On-Call Services Maintenance Agreement with DKS Associates
AGENDA ITEM:	5-3
STAFF CONTACT:	Sean Tiedgen

SUMMARY:

An extension for the contract with DKS Associates (DKS) is needed to finish the development of the agency's activity-based model. An "on-call" services agreement is needed to provide technical assistance to staff after the model is completed.

STAFF RECOMMENDATION:

It is recommended that the board authorize the executive director to:

1. Sign Amendment #1 to extend the DKS personal services agreement (PSA) to December 31, 2012, for update of the travel demand model; and
2. Sign a new PSA with DKS Associates to provide on-call modeling support services for the new model, not to exceed \$150,000, starting no later than August 30, 2012, and ending June 30, 2015.

DISCUSSION:

The agency currently maintains and operates a traditional 'four-step' travel demand model in order to estimate current and future traffic on the transportation network for all of Shasta County. Although this model has met previous needs, new planning requirements prompted the agency to undertake development of a more refined 'activity-based' travel demand model estimated for completion in December. A contract extension is needed to complete the project. Total cost is unchanged.

As with the current travel demand model, ongoing technical assistance will be needed to operate and maintain the new activity-based model. It is recommended that such services be acquired through an on-call consultant services agreement with DKS. On-call services were competitively bid as part of the initial model development proposals.

ALTERNATIVES:

The board may decline to approve the contract with DKS Associates. This is not recommended as staff does not have the technical expertise to do complex model calculations in support of SRTA and local agency activities.

OTHER AGENCY INVOLVEMENT:

The Shasta Model Users Group has been involved throughout the development of the new model. The Technical Advisory Committee (TAC) concurs with the staff recommendation.

FINANCING:

The current agreement for the activity-based model was funded with Prop 84 model improvement grant funds. On-call services will be funded via FHWA planning funds currently budgeted in the 2012/13 Overall Work Program.

A handwritten signature in black ink, appearing to read 'Daniel S. Little', is written over a horizontal line.

Daniel S. Little, AICP, Executive Director

Attachment: Amendment #1 to June 29, 2011, PSA with DKS
Personal Service Agreement with DKS Associates

**FIRST AMENDMENT TO THE PERSONAL SERVICES AGREEMENT BETWEEN THE
SHASTA REGIONAL TRANSPORTATION AGENCY
AND DKS ASSOCIATES**

This first amendment is entered into between the Shasta Regional Transportation Agency ("SRTA") and DKS Associates ("Consultant").

The personal services agreement between the SRTA and Consultant for the purpose of updating the Shasta County Travel Demand Model, executed on June 29, 2011, is hereby amended in the following respects:

5. TERM OF AGREEMENT

This agreement shall be extended to December 31, 2012.

All other terms of the personal services agreement remain unchanged by this amendment.

IN WITNESS WHEREOF, the SRTA and Consultant have executed this agreement on the day and year set forth below. By their signatures below, each signatory represents that he/she has the authority to execute this agreement and to bind the party on whose behalf his/her execution is made.

Shasta Regional Transportation Agency

Date: _____

Daniel S. Little, AICP
Executive Director

John P. Long, P.E.
DKS Associates

**PERSONAL SERVICES AGREEMENT BETWEEN THE SHASTA REGIONAL TRANSPORTATION
AGENCY AND
DKS ASSOCIATES**

This agreement is entered into between the Shasta Regional Transportation Agency ("SRTA") and DKS Associates ("Consultant") for the purpose of providing "On-Call" travel modeling services.

1. RESPONSIBILITIES OF CONSULTANT.

- A. Pursuant to the terms and conditions of this agreement, Consultant shall provide on-call modeling support services to the SRTA as outlined below, and further defined in Exhibit A, Scope of Work, which is attached hereto and incorporated within:
 - 1) Presentation materials and script files
 - 2) Troubleshooting of travel modeling problems
 - 3) Assist in review of modeling data and assumptions
 - 4) Support model updates and refinements
 - 5) Provide training
 - 6) Support SRTA staff in model coordination
- B. As required by Government Code Section 7550, each document or report prepared by Consultant for or under the direction of the SRTA pursuant to this agreement shall contain the numbers and dollar amount of the agreement and all subcontracts under the agreement relating to the preparation of the document or written report. If multiple documents or written reports are the subject of the agreement or subcontracts, the disclosure section may also contain a statement indicating that the total contract amount represents compensation for multiple documents or written reports. Consultant shall label the bottom of the last page of the document or report as follows: agency name, agreement number, and dollar amount.

2. RESPONSIBILITIES OF THE SRTA.

The SRTA shall compensate Consultant as prescribed in Sections 3 and 4 of this agreement and shall monitor the outcomes achieved by Consultant.

3. COMPENSATION.

SRTA shall compensate consultant for labor costs and materials costs actually incurred in accordance with Exhibit B, which is attached hereto and incorporated herein. No annual cost indexing shall occur during the term of this agreement.

In no event shall compensation paid by SRTA to Consultant pursuant to this agreement exceed \$150,000.

4. BILLING AND PAYMENT.

The SRTA shall make payment within 30 days of receipt of Consultant's correct and approved statement or invoice.

5. TERM OF AGREEMENT.

This agreement shall start no later than August 30th, 2012 and is dependent on delivery of the activity-based travel demand model being developed by Consultant. The terms of this agreement shall end June 30, 2015. The Executive Director may extend this agreement provided total cost remains unchanged.

6. TERMINATION OF AGREEMENT.

- A. If Consultant materially fails to perform Consultant's responsibilities under this agreement to the satisfaction of the SRTA, or if Consultant fails to fulfill in a timely and professional manner Consultant's responsibilities under this agreement, or if Consultant violates any of the terms or provisions of this agreement, then the SRTA shall have the right to terminate this agreement for cause effective immediately upon the SRTA giving written notice thereof to Consultant. If termination for cause is given by the SRTA to Consultant and it is later determined that Consultant was not in default or the default was excusable, then the notice of termination shall be deemed to have been given without cause pursuant to Paragraph B of this section.
- B. Both SRTA and Consultant may terminate this agreement without cause on 30 days written notice to Consultant/SRTA.
- C. The SRTA may terminate this agreement immediately upon oral notice should funding cease or be materially decreased during the term of this agreement.
- D. The SRTA's right to terminate this agreement may be exercised by the Executive Director.

- E. Should this agreement be terminated, Consultant shall promptly provide to the SRTA any and all finished and unfinished reports, data, studies, photographs, charts, and other documents prepared by Consultant pursuant to this agreement.
- F. If this agreement is terminated, Consultant shall only be paid for services satisfactorily completed and provided prior to the effective date of termination.

7. ENTIRE AGREEMENT; AMENDMENTS; HEADINGS.

- A. This agreement supersedes all previous agreements relating to the subject of this agreement and constitutes the entire understanding of the parties hereto. Consultant shall be entitled to no other benefits other than those specified herein. Consultant specifically acknowledges that in entering into and executing this agreement, Consultant relies solely upon the provisions contained in this agreement and no others.
- B. No changes, amendments or alterations to this agreement shall be effective unless in writing and signed by both parties. However, minor amendments that do not result in a substantial or functional change to the original intent of this agreement and do not cause an increase to the maximum amount payable under this agreement may be agreed to in writing between Consultant and the SRTA Executive Director.
- C. The headings that appear in this agreement are for reference purposes only and shall not affect the meaning or construction of this agreement.

8. NONASSIGNMENT OF AGREEMENT; NON-WAIVER.

Inasmuch as this agreement is intended to secure the specialized services of Consultant, Consultant may not assign, transfer, delegate, or sublet any interest herein without the prior written consent of the SRTA. The waiver by the SRTA of any breach of any requirement of this agreement shall not be deemed to be a waiver of any other breach.

9. EMPLOYMENT STATUS OF CONSULTANT.

Consultant shall, during the entire term of this agreement, be construed to be an independent contractor, and nothing in this agreement is intended nor shall be construed to create an employer-employee relationship, a joint venture relationship, or to allow the SRTA to exercise discretion or control over the professional manner in which Consultant performs the work or services that are the subject matter of this agreement; provided, however, that the work or services to be provided by Consultant shall be provided in a manner consistent with the professional standards applicable to

such work or services. The sole interest of the SRTA is to insure that the work or services shall be rendered and performed in a competent, efficient, and satisfactory manner. Consultant shall be fully responsible for payment of all taxes due to the State of California or the federal government that would be withheld from compensation if Consultant were the SRTA employee. The SRTA shall not be liable for deductions for any amount for any purpose from Consultant's compensation. Consultant shall not be eligible for coverage under the SRTA's workers' compensation insurance plan nor shall Consultant be eligible for any other SRTA benefits. Consultant must issue W-2 and 941 Forms for income and employment tax purposes, for all of Consultant's assigned personnel under the terms and conditions of this agreement.

10. INDEMNIFICATION.

Consultant shall hold harmless and indemnify SRTA, its elected officials, officers, employees, agents, and volunteers against all claims, suits, actions, costs, expenses (including but not limited to reasonable attorney's fees of the SRTA Counsel and counsel retained by the SRTA, expert fees, litigation costs, and investigation costs), damages, judgments, or decrees by reason of any person's or persons' injury, including death, or property (including property of the SRTA) being damaged by the negligent acts, willful acts, or errors or omissions of the Consultant or any of Consultant's subcontractors, any person employed under Consultant, or under any subcontractor, or in any capacity during the progress of the work or the provision of services pursuant to this agreement, except when the injury or loss is caused by the negligence or intentional wrongdoing of the SRTA. Consultant shall also indemnify the SRTA for any adverse determination made by the Internal Revenue Service or the State Franchise Tax Board and/or any other taxing or regulatory agency and shall indemnify and hold harmless the SRTA with respect to Consultant's "independent contractor" status that would establish a liability on the SRTA for failure to make social security deductions or contributions or income tax withholding payments, or any other legally mandated payment.

For professional services provided under this agreement, Consultant shall indemnify and hold harmless the SRTA, its elected officials, officers, employees, agents, and volunteers from and against any and all claims, demands, actions, losses, liabilities, damage, and costs, including reasonable attorneys' fees, arising out of or resulting from the negligent performance of the professional services provided under this agreement or from recklessness or willful misconduct.

11. INSURANCE COVERAGE.

- A. Consultant and any subcontractor shall obtain, from an insurance carrier authorized to transact business in the State of California, and maintain continuously during the term of this agreement Commercial General Liability Insurance, including coverage for owned and non-owned automobiles, and other insurance necessary to protect the SRTA and the public with limits of liability of

not less than \$1 million combined single limit bodily injury and property damage; such insurance shall be primary as to any other insurance maintained by the SRTA.

- B. Consultant and any subcontractor shall obtain and maintain continuously required Workers' Compensation and Employer's Liability Insurance to cover Consultant, subcontractor, Consultant's partner(s), subcontractor's partner(s), Consultant's employees, and subcontractor(s) employees with an insurance carrier authorized to transact business in the State of California covering the full liability for compensation for injury to those employed by Consultant or subcontractor. Consultant hereby certifies that Consultant is aware of the provisions of Section 3700 of the Labor Code, which requires every employer to insure against liability for workers' compensation or to undertake self-insurance in accordance with the provisions of the Labor Code, and Consultant shall comply with such provisions before commencing the performance of the work or services prescribed in this agreement.
- C. Consultant shall obtain and maintain continuously a policy of Errors and Omissions coverage with limits of liability of not less than \$1 million.
- D. Consultant shall require subcontractors to furnish satisfactory proof to the SRTA that liability and workers' compensation and other required types of insurance have been obtained and are maintained similar to that required of Consultant pursuant to this agreement.
- E. With regard to all insurance coverage required by this agreement:
 - (1) Any deductible or self-insured retention exceeding \$25,000 for Consultant or subcontractor shall be disclosed to and be subject to approval by the SRTA prior to the effective date of this agreement.
 - (2) If any insurance coverage required hereunder is provided on a "claims made" rather than "occurrence" form, Consultant or subcontractor shall maintain such insurance coverage with an effective date earlier or equal to the effective date of this agreement and continue coverage for a period of three years after the expiration of this agreement and any extensions thereof. In lieu of maintaining post-agreement expiration coverage as specified above, Consultant or subcontractor may satisfy this provision by purchasing tail coverage for the claims-made policy. Such tail coverage shall, at a minimum, provide coverage for claims received and reported three years after the expiration date of this agreement.
 - (3) All insurance (except workers' compensation and professional liability) shall include an endorsement or an amendment to the policy of

insurance that names *the SRTA, its elected officials, officers, employees, agents, and volunteers as additional insureds* and provides that coverage *shall not be reduced or canceled without 30 days' written prior notice to the SRTA*. The additional insureds coverage shall be equal to Insurance Service Office endorsement CG 20 10 for on-going operations, and CG 20 37 for completed operations.

- (4) Each insurance policy (except for workers' compensation and professional liability policies), or endorsement thereto, shall contain a "separation of insureds" clause which shall read:

"Separation of Insureds.

Except with respect to the Limits of Insurance, and any rights or duties specifically assigned in this Coverage Part to the first Named Insured, this insurance applies:

- a. As if each Named Insured were the only Named Insured; and
 - b. Separately to each suit insured against whom a claim is made or suit is brought."
- (5) Consultant shall provide the SRTA with an endorsement or amendment to Consultant's policy of insurance as evidence of insurance protection before the effective date of this agreement.
- (6) The insurance required herein shall be in effect at all times during the term of this agreement. In the event any insurance coverage expires at any time during the term of this agreement, Consultant shall provide, at least 20 days prior to said expiration date, a new endorsement or policy amendment evidencing insurance coverage as provided for herein for not less than the remainder of the term of this agreement or for a period of not less than one year. In the event Consultant fails to keep in effect at all times insurance coverage as herein provided and a renewal endorsement or policy amendment is not provided within 10 days of the expiration of the endorsement or policy amendment in effect at inception of this agreement, the SRTA may, in addition to any other remedies it may have, terminate this agreement upon the occurrence of such event.
- (7) If the endorsement or amendment does not reflect the limits of liability required by this agreement provided by the policy of insurance, Consultant shall provide the SRTA a certificate of insurance reflecting those limits.

12. NOTICE OF CLAIM/APPLICABLE LAW/VENUE.

- A. If any claim for damages is filed with Consultant or if any lawsuit is instituted concerning Consultant's performance under this agreement and that in any way, directly or indirectly, contingently or otherwise, affects or might reasonably affect the SRTA, Consultant shall give prompt and timely notice thereof to the SRTA. Notice shall be prompt and timely if given within 30 days following the date of receipt of a claim or 10 days following the date of service of process of a lawsuit.
- B. Any dispute between the parties, and the interpretation of this agreement, shall be governed by the laws of the State of California. Any litigation shall be venued in Shasta County.

13. COMPLIANCE WITH LAWS; NON-DISCRIMINATION.

- A. Consultant shall observe and comply with all applicable federal, state, and local laws, ordinances, and codes that relate to the work or services to be provided pursuant to this agreement.
- B. Consultant shall not discriminate in employment practices or in the delivery of services on the basis of race, color, creed, religion, national origin, sex, age, marital status, sexual orientation, medical condition (including cancer, HIV and AIDS) physical or mental disability or use of family care leave.
- C. Consultant represents that Consultant is in compliance with and agrees that Consultant shall continue to comply with the Americans with Disabilities Act of 1990 (42 U.S.C. Sections 12101, *et seq.*), the Fair Employment and Housing Act (Government Code Sections 12900, *et seq.*), and regulations and guidelines issued pursuant thereto.
- D. The requirements of 49 CFR Part 26, Regulations of the U.S. Department of Transportation, apply to this contract. It is the policy of the SRTA to practice nondiscrimination based on race, color, sex, or national origin in the award or performance of this contract. All firms qualifying under this solicitation are encouraged to submit bids/proposals. Award of this contract will be conditioned upon satisfying the requirements of this bid specification. These requirements apply to all bidders/offerors, including those who qualify as a DBE. A DBE contract goal of 9 percent race-neutral has been established for this contract. The bidder/offeror shall make good faith efforts, as defined in 49 CFR Part 26 (Appendix A), to meet the contract goal for DBE participation in the performance of this contract.

The bidder/offeror will be required to submit the following information: (1) the names and addresses of DBE firms that will participate in the contract; (2) a description of the work that each DBE firm will perform; (3) the dollar amount of the participation of each DBE firm participating; (4) Written documentation of the bidder/offeror's commitment to use a DBE subcontractor whose participation it submits to meet the contract goal; (5) Written confirmation from the DBE that it is participating in the contract as provided in the commitment made under (4); and (5) if the contract goal is not met, evidence of good faith efforts.

14. ACCESS TO RECORDS/RETENTION.

The SRTA, federal, and state officials shall have access to any books, documents, papers, and records of Consultant that are directly pertinent to the subject matter of this agreement for the purpose of auditing or examining the activities of Consultant or the SRTA. Except where longer retention is required by federal or state law, Consultant shall maintain all records for five years after the SRTA makes final payment hereunder.

15. CONSULTANT'S COMPLIANCE WITH CHILD, FAMILY AND SPOUSAL SUPPORT REPORTING OBLIGATIONS.

Consultant's failure to comply with state and federal child, family, and spousal support reporting requirements regarding Consultant's employees or failure to implement lawfully served wage and earnings assignment orders or notices of assignment relating to child, family, and spousal support obligations shall constitute a default under this agreement. Consultant's failure to cure such default within 90 days of notice by the SRTA shall be grounds for termination of this agreement.

16. LICENSES AND PERMITS.

Consultant shall possess and maintain all necessary licenses, permits, certificates, and credentials required by the laws of the United States, the State of California, the County of Shasta, and all other appropriate governmental agencies, including any certification and credentials required by the SRTA. Failure to maintain the licenses, permits, certificates, and credentials shall be deemed a breach of this agreement and constitutes grounds for the termination of this agreement by the SRTA.

17. PERFORMANCE STANDARDS.

Consultant shall perform the services required by this agreement in accordance with the industry and/or professional standards applicable to Consultant's services.

18. CONFLICTS OF INTEREST.

Consultant and Consultant's officers and employees shall not have a financial interest, or acquire any financial interest, direct or indirect, in any business, property, or source of income that could be financially affected by or otherwise conflict in any manner or degree with the performance of the work or services required under this agreement.

19. NOTICES.

- A. Except as provided in Section 6.C. of this agreement (oral notice of termination due to insufficient funding), any notice required to be given pursuant to the terms and provisions of this agreement shall be in writing and shall be sent first-class mail to the following addresses:

If to the SRTA: Executive Director
Shasta Regional Transportation Agency
1255 East Street, Suite 202
Redding, CA 96001

If to Consultant: John Long, P.E., Principal
DKS Associates
8950 Cal Center Drive, Suite 340
Sacramento, CA 95826

- B. Written notice shall be deemed to be effective two days after mailing. Any oral notice authorized by this agreement shall be deemed to be effective immediately.

20. AGREEMENT PREPARATION.

It is agreed and understood by the parties that this agreement has been arrived at through negotiation and that neither party is to be deemed the party which created any uncertainty in this agreement within the meaning of Civil Code Section 1654.

21. COMPLIANCE WITH POLITICAL REFORM ACT.

Consultant shall comply with the California Political Reform Act (Government Code Sections 87100, *et seq.*), with all regulations adopted by the Fair Political Practices Commission pursuant thereto, and with the SRTA's Conflict of Interest Code, with regard to any obligation on the part of Consultant to disclose financial interests and to recuse from influencing any SRTA decisions which may affect Consultant's financial interests. If required by the SRTA's Conflict of Interest Code, Consultant shall comply with the ethics training requirements of Government Code Section 53234 *et seq.*

22. CONFIDENTIALITY.

During the term of this agreement, both parties may have access to information that is confidential or proprietary in nature. Both parties agree to preserve the confidentiality of and to not disclose any such information to any third party without the express written consent of the other party or as required by law. This provision shall survive the termination, expiration, or cancellation of the agreement.

23. SCOPE AND OWNERSHIP OF WORK.

The scope of work shall be as prescribed in Paragraph 1. All research data, reports, and every other work product of any kind or character arising from or related to the scope of work of this agreement shall become the property of the SRTA and be delivered to the SRTA upon completion of its authorized use pursuant to this agreement. The SRTA may use such work products for any purpose whatsoever. All works produced under this agreement shall be deemed works produced by a contractor for hire, and all copyright with respect thereto shall vest in the SRTA without payment of royalty or any other additional compensation. Notwithstanding anything to the contrary contained in this agreement, Consultant shall retain all of Consultant's rights in Consultant's own proprietary information, including, without limitation, Consultant's methodologies and methods of analysis, ideas, concepts, expressions, know how, methods, techniques, skills, knowledge, and experience possessed by Consultant prior to, or acquired by Consultant during the performance of this agreement and Consultant shall not be restricted in any way with respect thereto.

24. USE OF SRTA PROPERTY.

Consultant shall not use SRTA premises, property (including equipment, instruments and supplies), or personnel for any purpose other than in the performance of Consultant's obligations under this agreement.

25. SEVERABILITY.

If any portion of this agreement or application thereof to any person or circumstance is declared invalid by a court of competent jurisdiction or if it is found in contravention of any federal or state statute or regulation or SRTA ordinance, the remaining provisions of this agreement, or the application thereof, shall not be invalidated thereby and shall remain in full force and effect to the extent that the provisions of this agreement are severable.

SIGNATURE PAGE FOLLOWS

IN WITNESS WHEREOF, the SRTA and Consultant have executed this agreement on the day and year set forth below. By their signatures below, each signatory represents that he/she has the authority to execute this agreement and to bind the party on whose behalf his/her execution is made.

Shasta Regional Transportation Agency

Date: _____

Daniel S. Little, AICP
Executive Director

John P. Long, P.E., Principal
DKS Associates

Tax I.D. 94-2583153

Approved as to form:

John Kenny, Counsel
Shasta Regional Transportation Agency

John Kenny

Exhibit A – Scope of Work

When requested by SRTA, consultant shall complete the following tasks. Upon receipt of each such request, consultant shall provide SRTA with an estimate of the cost and timeframe necessary to complete each task.

Consultant shall not commence work on any task without first having received from the SRTA Executive Director a written authorization to proceed. Such authorization may contain time, monetary or other limitations regarding the scope of the work for the particular task authorized.

Task 1 – Presentation materials and script files

- A. Assist SRTA staff with development of new or refined model scripts.
- B. Research and/or develop scripts that will help SRTA staff use the model more efficiently.
- C. Develop automated procedures that generate standard reports and/or graphics for presentation purposes.

Task 2 – Troubleshooting of travel modeling problems

- A. Troubleshoot major and minor problems related to the model or model data.
- B. Identify and fix scripting or other model processing errors.
- C. Assist SRTA staff with the development of new or refined methods for extracting applicable data from the model.

Task 3 – Assist in review of modeling data and assumptions

- A. Assist SRTA staff with the review and development of land use, census, and socioeconomic data;
- B. Provide recommendations for improvements in development of data and calculation methods.

Task 4 – Support model updates and refinements

- A. Assist SRTA staff with network identification and accuracy.
- B. Assist SRTA staff with parcel, census block, census tract and traffic analysis zone (TAZ) layer identification, accuracy, updating and refinement as needed.
- C. Assist SRTA staff with identification, updating, and refinement of network links as needed, including speed characteristics, geometrics, special circumstances, and other attributes. Provide recommendations for improvements as applicable for the agency's needs.
- D. Assist SRTA staff with development and refinement of network project Access or Excel databases to maintain master network.
- E. Assist SRTA staff with GIS operations in model refinement and other modeling related tasks.
- F. Assist SRTA staff with developing specific model output formats for use in planning studies, reports, projects and presentations.

Task 5 – Provide training

- A. Prepare a model users guide for staff to assist in use of the model.
- B. Prepare a training outline and associated material to assist in the professional development of staff.

- C. Inform SRTA staff of update software and/or new programs that relate to travel modeling
- D. Recommend software and/or software updates.
- E. Provide new training as model is update or new versions become available.

Task 6 – Support SRTA staff in model coordination

- A. Consultant shall prepare written documentation, attend meetings, and/or make presentations to explain important aspects of the model, input assumptions, data, model development or any other components, as requested by staff.
- B. Advise SRTA staff and Shasta Model Users Group (SMUG) on best practices for review, maintaining and updating the model.
- C. Advise SRTA on procedures for use of the model by other agencies and consultants.

Exhibit B – Hourly Rates

DKS Associates will perform On-Call services for the Shasta Regional Transportation Agency at the following rates below. There is no annual cost indexing:

Name	Title	Hourly Rate
John Long, P.E.	Principal	\$235
Britt Fugitt	Associate Transportation Engineer	\$105
John Gibb, P.E.	Senior Transportation Engineer	\$165
Michael Mauch	Senior Transportation Data Analyst	\$185
John Bowman	Sub-consultant	\$230
Mark Bradley	Sub-consultant	\$230
Joe Castiglione, RSG	Senior Project Consultant	\$160