



togetherforbetter

CLARK COUNTY, NEVADA

RFP NO. 607311-24
2015 OZONE NAAQS SERIOUS ATTAINMENT PLAN

SONOMA TECHNOLOGY, INC.
NAME OF FIRM
Jessica Klobas, Ph.D.
DESIGNATED CONTACT, NAME AND TITLE (Please type or print)
1450 North McDowell Boulevard, Suite 200 Petaluma, California 94954
ADDRESS OF FIRM INCLUDING CITY, STATE AND ZIP CODE
(707) 655-9900
(AREA CODE) AND TELEPHONE NUMBER
<u>jklobas@sonomatech.com</u>
E-MAIL ADDRESS

RFP No. 607311-24
2015 Ozone NAAQS Serious Attainment Plan

This Contract is made and entered into this _____ day of _____ 2025, by and between CLARK COUNTY, NEVADA (hereinafter referred to as COUNTY), and SONOMA TECHNOLOGY, INC. (hereinafter referred to as CONSULTANT), for 2015 OZONE NAAQS SERIOUS ATTAINMENT PLAN (hereinafter referred to as PROJECT).

WITNESSETH:

WHEREAS, CONSULTANT has the personnel and resources necessary to accomplish the PROJECT within the required schedule and with a budget allowance, including all travel, lodging, meals and miscellaneous expenses; and

WHEREAS, CONSULTANT has the required licenses and/or authorizations pursuant to all federal, State of Nevada and local laws in order to conduct business relative to this Contract.

NOW, THEREFORE, COUNTY and CONSULTANT agree as follows:

SECTION I: TERM OF CONTRACT

COUNTY agrees to retain CONSULTANT for the period from date of award through June 30, 2027. During this period, CONSULTANT agrees to provide services as required by COUNTY within the scope of this Contract. COUNTY reserves the right to extend the Contract for up to an additional six (6) months for its convenience.

SECTION II: COMPENSATION AND TERMS OF PAYMENT

A. Compensation

COUNTY agrees to pay CONSULTANT for the performance of services described in the Scope of Work (Exhibit A) for the not-to-exceed amount of \$1,306,514. COUNTY'S obligation to pay CONSULTANT cannot exceed the not-to-exceed amount. It is expressly understood that the entire work defined in Exhibit A must be completed by CONSULTANT and it shall be CONSULTANT'S responsibility to ensure that hours and tasks are properly budgeted, so the entire PROJECT is completed for the said fee.

B. Milestone Payments

CONSULTANT will be entitled to periodic payments for work completed in accordance with the completion of tasks in the Milestones exhibit (Exhibit D) Milestone/Deliverable Invoicing Schedule.

C. Terms of Payments

1. Each invoice received by COUNTY must include a Progress Report based on actual work performed to date in accordance with the completion of tasks indicated in Exhibit A, Scope of Work **and** Exhibit D, Milestone/Deliverable Invoicing Schedule.
2. Payment of invoices will be made within thirty (30) calendar days after receipt of an accurate invoice that has been reviewed and approved by COUNTY.
3. COUNTY, at its discretion, may not approve or issue payment on invoices if CONSULTANT fails to provide the following information required on each invoice:
 - a. The title of the PROJECT as stated in Exhibit A, Scope of Work, COUNTY'S Contract Number, Project Number, Purchase Order Number, Invoice Date, Invoice Period, Invoice Number, and the Payment Remittance Address.
 - b. For time and materials contracts, time is to be defined as an hourly rate prorated to the 1/4 hour for invoicing purposes. If applicable, copies of all receipts, bills, statements, and/or invoices pertaining to reimbursable expenses such as; airline itineraries, car rental receipts, cab and shuttle receipts, and statement of per diem rate being requested must accompany any invoices containing travel expenses. Maximum reimbursable travel expenses under this Contract shall be defined and set at the current U.S. GSA's CONUS rates at the time of travel. CONUS rates may be found at the following website: <http://www.gsa.gov/portal/category/21287>.

- c. COUNTY'S representative shall notify CONSULTANT in writing within fourteen (14) calendar days of any disputed amount included on the invoice. CONSULTANT must submit a new invoice for the undisputed amount which will be paid in accordance with paragraph C.2 above. Upon mutual resolution of the disputed amount CONSULTANT will submit a new invoice for the agreed to amount and payment will be made in accordance with paragraph C.2 above.

4. No penalty will be imposed on COUNTY if COUNTY fails to pay CONSULTANT within thirty (30) calendar days after receipt of a properly documented invoice, and COUNTY will receive no discount for payment within that period.
5. In the event that legal action is taken by COUNTY or CONSULTANT based on a disputed payment, the prevailing party shall be entitled to reasonable attorneys' fees and costs subject to COUNTY'S available unencumbered budgeted appropriations for the PROJECT.
6. COUNTY shall subtract from any payment made to CONSULTANT all damages, costs and expenses caused by CONSULTANT'S negligence, resulting from or arising out of errors or omissions in CONSULTANT'S work products, which have not been previously paid to CONSULTANT.
7. COUNTY shall not provide payment on any invoice CONSULTANT submits after six (6) months from the date CONSULTANT performs services, provides deliverables, and/or meets milestones, as agreed upon in Exhibit A, Scope of Work.
8. Invoices shall be submitted to: Department of Environment and Sustainability – Division of Air Quality; 4701 West Russell Road, Suite 200; Las Vegas, Nevada 89118.
9. COUNTY offers electronic payment to all suppliers. Payments will be deposited directly into your bank account via the Automated Clearing House (ACH) network. CONSULTANT will be provided information on how to enroll at time of award.

D. COUNTY'S Fiscal Limitations

1. The content of this section shall apply to the entire Contract and shall take precedence over any conflicting terms and conditions and shall limit COUNTY'S financial responsibility as indicated in Sections 2 and 3 below.
2. Notwithstanding any other provisions of this Contract, this Contract shall terminate and COUNTY'S obligations under it shall be extinguished at the end of the fiscal year in which COUNTY fails to appropriate monies for the ensuing fiscal year sufficient for the payment of all amounts which will then become due.
3. COUNTY'S total liability for all charges for services which may become due under this Contract is limited to the total maximum expenditure(s) authorized in COUNTY'S purchase order(s) to CONSULTANT.

SECTION III: SCOPE OF WORK

Services to be performed by CONSULTANT for the PROJECT shall consist of the work described in the Scope of Work as set forth in Exhibit A of this Contract.

SECTION IV: CHANGES TO SCOPE OF WORK

- A. COUNTY may at any time request changes within the general scope of this Contract and in the services or work to be performed. If such changes cause an increase or decrease in CONSULTANT 'S cost or time required for performance of any services under this Contract, CONSULTANT shall notify COUNTY in writing within thirty (30) calendar days from the date of receipt by CONSULTANT of notification of change. An equitable adjustment limited to an amount within current unencumbered budgeted appropriations for the PROJECT shall be made and this Contract shall be amended in writing accordingly.
- B. No services for which an additional compensation will be charged by CONSULTANT shall be furnished without the written authorization of COUNTY.

SECTION V: RESPONSIBILITY OF CONSULTANT

- A. It is understood that in the performance of the services herein provided for, CONSULTANT shall be, and is, an independent contractor, and is not an agent, representative or employee of COUNTY and shall furnish such services in its own manner and method except as required by this Contract. Further, CONSULTANT has and shall retain the right to exercise full control over

the employment, direction, compensation and discharge of all persons employed by CONSULTANT in the performance of the services hereunder. CONSULTANT shall be solely responsible for, and shall indemnify, defend and hold COUNTY harmless from all matters relating to the payment of its employees, including compliance with social security, withholding and all other wages, salaries, benefits, taxes, demands, and regulations of any nature whatsoever.

- B. CONSULTANT shall appoint a Manager, upon written acceptance by COUNTY, who will manage the performance of services. All of the services specified by this Contract shall be performed by the Manager, or by CONSULTANT'S associates and employees under the personal supervision of the Manager. Should the Manager, or any employee of CONSULTANT be unable to complete his or her responsibility for any reason, CONSULTANT must obtain written approval by COUNTY prior to replacing him or her with another equally qualified person. If CONSULTANT fails to make a required replacement within thirty (30) calendar days, COUNTY may terminate this Contract for default.
- C. CONSULTANT has, or shall, retain such employees as it may need to perform the services required by this Contract. Such employees shall not be employed by COUNTY.
- D. CONSULTANT agrees that its officers and employees shall cooperate with COUNTY in the performance of services under this Contract and shall be available for consultation with COUNTY at such reasonable times with advance notice as to not conflict with their other responsibilities.
- E. CONSULTANT shall follow COUNTY'S standard procedures as followed by COUNTY'S staff in regard to programming changes; testing; change control; and other similar activities.
- F. CONSULTANT shall be responsible for the professional quality, technical accuracy, timely completion, and coordination of all services furnished by CONSULTANT, its subcontractors and its and their principals, officers, employees and agents under this Contract. In performing the specified services, CONSULTANT shall follow practices consistent with generally accepted professional and technical standards.
- G. It shall be the duty of CONSULTANT to assure that all products of its effort are technically sound and in conformance with all pertinent Federal, State and Local statutes, codes, ordinances, resolutions and other regulations. CONSULTANT will not produce a work product which violates or infringes on any copyright or patent rights. CONSULTANT shall, without additional compensation, correct or revise any errors or omissions in its work products.
 - 1. Permitted or required approval by COUNTY of any products or services furnished by CONSULTANT shall not in any way relieve CONSULTANT of responsibility for the professional and technical accuracy and adequacy of its work.
 - 2. COUNTY's review, approval, acceptance, or payment for any of CONSULTANT'S services herein shall not be construed to operate as a waiver of any rights under this Contract or of any cause of action arising out of the performance of this Contract, and CONSULTANT shall be and remain liable in accordance with the terms of this Contract and applicable law for all damages to COUNTY caused by CONSULTANT'S performance or failures to perform under this Contract.
- H. All materials, information, and documents, whether finished, unfinished, drafted, developed, prepared, completed, or acquired by CONSULTANT for COUNTY relating to the services to be performed hereunder and not otherwise used or useful in connection with services previously rendered, or services to be rendered, by CONSULTANT to parties other than COUNTY shall become the property of COUNTY and shall be delivered to COUNTY'S representative upon completion or termination of this Contract, whichever comes first. CONSULTANT shall not be liable for damages, claims, and losses arising out of any reuse of any work products on any other project conducted by COUNTY. COUNTY shall have the right to reproduce all documentation supplied pursuant to this Contract.
- I. The rights and remedies of COUNTY provided for under this section are in addition to any other rights and remedies provided by law or under other sections of this Contract.

SECTION VI: SUBCONTRACTS

- A. Services specified by this Contract shall not be subcontracted by CONSULTANT, without prior written approval of COUNTY.

- B. Approval by COUNTY of CONSULTANT 'S request to subcontract, or acceptance of, or payment for, subcontracted work by COUNTY shall not in any way relieve CONSULTANT of responsibility for the professional and technical accuracy and adequacy of the work. CONSULTANT is liable for all damages to COUNTY caused by negligent performance or non-performance of work under this Contract by CONSULTANT'S subcontractor or its sub-subcontractor.
- C. The compensation due under Section II shall not be affected by COUNTY'S approval of CONSULTANT'S request to subcontract.

SECTION VII: RESPONSIBILITY OF COUNTY

- A. COUNTY agrees that its officers and employees will cooperate with CONSULTANT in the performance of services under this Contract and will be available for consultation with CONSULTANT at such reasonable times with advance notice as to not conflict with their other responsibilities.
- B. The services performed by CONSULTANT under this Contract shall be subject to review for compliance with the terms of this Contract by COUNTY'S representative, Dawn Leaper, Department of Environment and Sustainability, telephone number (702) 455-1654 or their designee. COUNTY'S representative may delegate any or all of his responsibilities under this Contract to appropriate staff members and will inform CONSULTANT by written notice before the effective date of each such delegation.
- C. The review comments of COUNTY'S representative may be reported in writing as needed to CONSULTANT. It is understood that COUNTY'S representative's review comments do not relieve CONSULTANT from the responsibility for the professional and technical accuracy of all work delivered under this Contract.
- D. COUNTY will assist CONSULTANT in obtaining data on documents from public officers or agencies, and from private citizens and/or business firms, whenever such material is necessary for the completion of the services specified by this Contract.
- E. CONSULTANT will not be responsible for accuracy of information or data supplied by COUNTY or other sources to the extent such information or data would be relied upon by a reasonably prudent CONSULTANT.

SECTION VIII: TIME SCHEDULE

- A. Time is of the essence of this Contract.
- B. CONSULTANT shall complete the PROJECT in accordance with the milestones contained in Exhibit D of this Contract.
- C. If CONSULTANT'S performance of services is delayed or if CONSULTANT'S sequence of tasks is changed, CONSULTANT shall notify COUNTY'S representative in writing of the reasons for the delay and prepare a revised schedule for performance of services. The revised schedule is subject to COUNTY'S written approval.

SECTION IX: SUSPENSION AND TERMINATION

- A. Suspension
COUNTY may suspend performance by CONSULTANT under this Contract for such period of time as COUNTY, at its sole discretion, may prescribe by providing written notice to CONSULTANT at least ten (10) business days prior to the date on which COUNTY wishes to suspend. Upon such suspension, COUNTY will pay CONSULTANT its compensation, based on the percentage of the PROJECT completed and earned until the effective date of suspension, less all previous payments. CONSULTANT shall not perform further work under this Contract after the effective date of suspension until receipt of written notice from COUNTY to resume performance. In the event COUNTY suspends performance by CONSULTANT for any cause other than the error or omission of the CONSULTANT, for an aggregate period in excess of thirty (30) business days, CONSULTANT shall be entitled to an equitable adjustment of the compensation payable to CONSULTANT under this Contract to reimburse CONSULTANT for additional costs occasioned as a result of such suspension of performance by COUNTY based on appropriated funds and approval by COUNTY.
- B. Termination
 - 1. This Contract may be terminated in whole or in part by either party in the event of substantial failure or default of the other party to fulfill its obligations under this Contract through no fault of the terminating party; but only after the other party is given:
 - a. the opportunity to cure;

- b. not less than ten (10) calendar days written notice of intent to terminate; and
 - c. an opportunity for consultation with the terminating party prior to termination.
- 2. Termination for Convenience
 - a. This Contract may be terminated in whole or in part by COUNTY for its convenience; but only after CONSULTANT is given:
 - i. not less than ten (10) calendar days written notice of intent to terminate; and
 - ii. an opportunity for consultation with COUNTY prior to termination.
 - b. If termination is for COUNTY'S convenience, COUNTY will pay CONSULTANT that portion of the compensation which has been earned as of the effective date of termination but no amount will be allowed for anticipated profit on performed or unperformed services or other work.
- 3. Termination for Default
 - a. If termination for substantial failure or default is effected by COUNTY, COUNTY will pay CONSULTANT that portion of the compensation which has been earned as of the effective date of termination but:
 - i. No amount will be allowed for anticipated profit on performed or unperformed services or other work; and
 - ii. Any payment due to CONSULTANT at the time of termination may be adjusted to the extent of any additional costs occasioned to COUNTY by reason of CONSULTANT 'S default.
 - b. Upon receipt or delivery by CONSULTANT of a termination notice, CONSULTANT shall promptly discontinue all services affected (unless the notice directs otherwise) and deliver or otherwise make available to COUNTY'S representative, copies of all deliverables as provided in Section V, paragraph H.
 - c. If after termination for failure of CONSULTANT to fulfill contractual obligations it is determined that CONSULTANT has not so failed, the termination shall be deemed to have been effected for the convenience of COUNTY.
- 4. Upon termination, COUNTY may take over the work and execute the same to completion by agreement with another party or otherwise. In the event CONSULTANT shall cease conducting business, COUNTY will have the right to make an unsolicited offer of employment to any employees of CONSULTANT assigned to the performance of this Contract.
- 5. The rights and remedies of COUNTY and CONSULTANT provided in this section are in addition to any other rights and remedies provided by law or under this Contract.
- 6. Neither party shall be considered in default in the performance of its obligations hereunder, nor any of them, to the extent that performance of such obligations, nor any of them, is prevented or delayed by any cause, existing or future, which is beyond the reasonable control of such party. Delays arising from the actions or inactions of one or more of CONSULTANT 'S principals, officers, employees, agents, subcontractors, vendors or suppliers are expressly recognized to be within CONSULTANT'S control.

SECTION X: INSURANCE

- A. CONSULTANT shall obtain and maintain the insurance coverage required in Exhibit B incorporated herein by this reference. CONSULTANT shall comply with the terms and conditions set forth in Exhibit B and shall include the cost of the insurance coverage in their prices.
- B. If CONSULTANT fails to maintain any of the insurance coverage required herein, COUNTY may withhold payment, order CONSULTANT to stop the work, declare CONSULTANT in breach, suspend or terminate Contract.

SECTION XI: NOTICES

Any notice required to be given hereunder shall be deemed to have been given when received by the party to whom it is directed by personal service, hand delivery, certified U.S. mail, return receipt requested or facsimile, at the following addresses:

TO COUNTY: Clark County Department of Environment and Sustainability
4701 West Russell Road, Suite 200
Las Vegas, Nevada 89118

TO CONSULTANT:

Sonoma Technology, Inc.

Attn: Hilary Hafner, Chief Operating Officer

1450 North McDowell Boulevard, Suite 200

Petaluma, California 94954

SECTION XII: MISCELLANEOUS

A. Independent Contractor

CONSULTANT acknowledges that CONSULTANT and any subcontractors, agents or employees employed by CONSULTANT shall not, under any circumstances, be considered employees of COUNTY, and that they shall not be entitled to any of the benefits or rights afforded employees of COUNTY, including, but not limited to, sick leave, vacation leave, holiday pay, Public Employees Retirement System benefits, or health, life, dental, long-term disability or workers' compensation insurance benefits. COUNTY will not provide or pay for any liability or medical insurance, retirement contributions or any other benefits for or on behalf of CONSULTANT or any of its officers, employees or other agents.

B. Immigration Reform and Control Act

In accordance with the Immigration Reform and Control Act of 1986, CONSULTANT agrees that it will verify the identity and employment eligibility of anyone employed under this Contract.

C. Non-Discrimination/Public Funds

The Board of County Commissioners (BCC) is committed to promoting full and equal business opportunity for all persons doing business in Clark County. CONSULTANT acknowledges that COUNTY has an obligation to ensure that public funds are not used to subsidize private discrimination. CONSULTANT recognizes that if they or their subcontractors are found guilty by an appropriate authority of refusing to hire or do business with an individual or company due to reasons of race, color, religion, sex, sexual orientation, gender identity or gender expression, age, disability, national origin, or any other protected status, COUNTY may declare CONSULTANT in breach of the Contract, terminate the Contract, and designate CONSULTANT as non-responsible.

D. Assignment

Any attempt by CONSULTANT to assign or otherwise transfer any interest in this Contract without the prior written consent of COUNTY shall be void.

E. Indemnity

CONSULTANT does hereby agree to defend, indemnify, and hold harmless COUNTY and their employees, officers and agents of COUNTY from any liabilities, damages, losses, claims, actions or proceedings, including, without limitation, reasonable attorneys' fees, that are caused by the negligence, errors, omissions, recklessness or intentional misconduct of CONSULTANT or the employees or agents of CONSULTANT in the performance of this Contract.

F. Governing Law

Nevada law shall govern the interpretation of this Contract.

G. Gratuities

1. COUNTY may, by written notice to CONSULTANT, terminate this Contract if it is found after notice and hearing by COUNTY that gratuities (in the form of entertainment, gifts, or otherwise) were offered or given by CONSULTANT or any agent or representative of CONSULTANT to any officer or employee of COUNTY with a view toward securing a contract or securing favorable treatment with respect to the awarding or amending or making of any determinations with respect to the performance of this Contract.
2. In the event this Contract is terminated as provided in Paragraph 1 hereof, COUNTY shall be entitled:
 - a. to pursue the same remedies against CONSULTANT as it could pursue in the event of a breach of this Contract by CONSULTANT; and
 - b. as a penalty in addition to any other damages to which it may be entitled by law, to exemplary damages in an amount (as determined by COUNTY) which shall be not less than three (3) nor more than ten (10) times the costs incurred by CONSULTANT in providing any such gratuities to any such officer or employee.

3. The rights and remedies of COUNTY provided in this clause shall not be exclusive and are in addition to any other rights and remedies provided by law or under this Contract.

H. Audits

The performance of this Contract by CONSULTANT is subject to review by COUNTY to ensure contract compliance. CONSULTANT agrees to provide COUNTY any and all information requested that relates to the performance of this Contract. All requests for information will be in writing to CONSULTANT. Time is of the essence during the audit process. Failure to provide the information requested within the timeline provided in the written information request may be considered a material breach of Contract and be cause for suspension and/or termination of the Contract.

I. Covenant

CONSULTANT covenants that it presently has no interest and that it will not acquire any interest, direct or indirect, which would conflict in any manner or degree with the performance of services required to be performed under this Contract. CONSULTANT further covenants, to its knowledge and ability, that in the performance of said services no person having any such interest shall be employed.

J. Confidential Treatment of Information

CONSULTANT shall preserve in strict confidence any information obtained, assembled or prepared in connection with the performance of this Contract.

K. ADA Requirements

All work performed or services rendered by CONSULTANT shall comply with the Americans with Disabilities Act standards adopted by Clark County. All facilities built prior to January 26, 1992 must comply with the Uniform Federal Accessibility Standards; and all facilities completed after January 26, 1992 must comply with the Americans with Disabilities Act Accessibility Guidelines.

L. Subcontractor Information

CONSULTANT shall provide a list of the Minority-Owned Business Enterprise (MBE), Women-Owned Business Enterprise (WBE), Physically-Challenged Business Enterprise (PBE), Small Business Enterprise (SBE), Veteran Business Enterprise (VET), Disabled Veteran Business Enterprise (DVET), and Emerging Small Business Enterprise (ESB) subcontractors for this Contract utilizing the attached format (Exhibit C). The information provided in Exhibit C by CONSULTANT is for COUNTY'S information only.

M. Disclosure of Ownership Form

CONSULTANT agrees to provide the information on the attached Disclosure of Ownership/Principals form prior to any contract and/or contract amendment to be awarded by the Board of County Commissioners.

N. Authority

COUNTY is bound only by COUNTY agents acting within the actual scope of their authority. COUNTY is not bound by actions of one who has apparent authority to act for COUNTY. The acts of COUNTY agents which exceed their contracting authority do not bind COUNTY.

O. Force Majeure

CONSULTANT shall be excused from performance hereunder during the time and to the extent that it is prevented from obtaining, delivering, or performing, by acts of God, fire, war, loss or shortage of transportation facilities, lockout or commandeering of raw materials, products, plants or facilities by the government. CONSULTANT shall provide COUNTY satisfactory evidence that nonperformance is due to cause other than fault or negligence on its part.

P. Severability

If any terms or provisions of Contract shall be found to be illegal or unenforceable, then such term or provision shall be deemed stricken and the remaining portions of Contract shall remain in full force and effect.

Q. Non-Endorsement

As a result of the selection of CONSULTANT to supply goods or services, COUNTY is neither endorsing nor suggesting that CONSULTANT'S service is the best or only solution. CONSULTANT agrees to make no reference to COUNTY in any literature, promotional material, brochures, sales presentations, or the like, without the express written consent of COUNTY.

R. Public Records

COUNTY is a public agency as defined by state law, and as such, is subject to the Nevada Public Records Law (Chapter 239 of the Nevada Revised Statutes). Under the law, all of COUNTY'S records are public records (unless otherwise declared by law to be confidential) and are subject to inspection and copying by any person. All Contract documents are available for review following the award of the Contract.

S. Companies that Boycott Israel

CONSULTANT certifies that, at the time it signed this Contract, it was not engaged in, and agrees for the duration of the Contract, not to engage in, a boycott of Israel. Boycott of Israel means, refusing to deal or conduct business with, abstaining from dealing or conducting business with, terminating business or business activities with or performing any other action that is intended to limit commercial relations with Israel; or a person or entity doing business in Israel or in territories controlled by Israel, if such an action is taken in a manner that discriminates on the basis of nationality, national origin or religion. It does not include an action which is based on a bona fide business or economic reason; is taken pursuant to a boycott against a public entity of Israel if the boycott is applied in a nondiscriminatory manner; or is taken in compliance with or adherence to calls for a boycott of Israel if that action is authorized in 50 U.S.C. § 4607 or any other federal or state law.

IN WITNESS WHEREOF, the parties have caused this Contract to be executed the day and year first above written.


COUNTY:

CLARK COUNTY, NEVADA

By: _____
JESSICA COLVIN
Chief Financial Officer

DATE

CONSULTANT:
SONOMA TECHNOLOGY, INC.



By: _____
CLINTON MACDONALD
Business Unit Lead

3/5/2025

DATE

APPROVED AS TO FORM:

STEVEN B. WOLFSON
District Attorney


By: Sarah Schaerrer (Mar 24, 2025 10:28 PDT)
SARAH SCHAERRER
Deputy District Attorney

03/24/2025

DATE

EXHIBIT A

2015 OZONE NAAQS SERIOUS ATTAINMENT PLAN

SCOPE OF WORK

A. PROJECT INFORMATION:

Project Title: 2015 Ozone NAAQS Serious Attainment Plan		
Project Number: TBD		
COUNTY / Air Quality Department of Environment and Sustainability – Division of Air Quality 4701 W. Russell Road, Suite 200 Las Vegas, Nevada 89118	AQ Designated Point of Contact Araceli Pruett, Senior Planner Phone # & Email 702-455-3206 Araceli.pruett@ClarkCountyNV.gov	Project Manager Dawn Leaper, Principal Air Quality Specialist Phone # & Email 702-455-1654 Leaper@ClarkCountyNV.gov
Key Personnel listed may be updated by notice to the other party without formal amendment to the scope of work, substitution(s) for CONSULTANT must be approved in writing by the COUNTY.		

B. DEFINITIONS: The following definitions and acronyms are used throughout this Scope of Work:

BCC	Clark County Board of County Commissioners
CAA	Clean Air Act
CFR	Code of Federal Regulations
COUNTY	Clark County Department of Environment and Sustainability, Division of Air Quality
CTG	Control Techniques Guidelines
EPA	U.S. Environmental Protection Agency
MVEB	Motor Vehicle Emissions Budget
NAAQS	National Ambient Air Quality Standards
NNSR	Nonattainment New Source Review
NOx	Nitrous Oxide
NRS	Nevada Revised Statutes
O ₃	Ozone
P.O.	Clark County Purchase Order
RACM	Reasonably Available Control Measures
RACT	Reasonable Available Control Technology
RFP	Reasonable Further Progress
SIP	State Implementation Plan
SOW	Scope of Work
TSD	Technical Support Document
VOC	Volatile Organic Compounds

C. PROJECT OVERVIEW:

The Clark County Department of Environment and Sustainability, Division of Air Quality (hereinafter referred to as COUNTY) is the air pollution control agency for all of Clark County, Nevada. It is tasked with developing and implementing high-quality, effective local programs to fulfill air quality regulatory requirements, thereby ensuring that the quality of the air in COUNTY meets National Ambient Air Quality Standards (NAAQS).

The Las Vegas Valley (Hydrographic Area 212) within COUNTY is classified as a serious nonattainment area for the 2015 ozone (O₃) NAAQS. Under Section 182(c) of the Clean Air Act (CAA), COUNTY is required to submit a revision to the State Implementation Plan (SIP) that demonstrates attainment of the 2015 O₃ NAAQS and addresses the serious nonattainment area planning requirements.

COUNTY is seeking the services of a qualified environmental consultant (CONSULTANT) to assist with the preparation and completion of documents and analyses required for the attainment plan for the 2015 O₃ NAAQS serious nonattainment designation (O₃ Serious Attainment Plan). Upon local adoption, this plan will be submitted to the U.S. Environmental Protection Agency (EPA) through the Nevada Division of Environmental Protection as a revision to the Nevada SIP.

D. PROJECT LOCATION(S):

While the program is located in Clark County, Nevada, much of the work can be done remotely. Some work may need to be conducted in the county, and this can be negotiated as needed.

E. PROJECT OBJECTIVES:

The goal of this project is to develop a complete and approvable O₃ Serious Attainment Plan. To achieve this goal, CONSULTANT shall assist with the project tasks outlined in Section F of this Scope of Work (SOW).

F. PROJECT TASKS:

CONSULTANT shall assist COUNTY with the following project:

1. **O₃ Serious Attainment Plan.** This Serious O₃ Attainment Plan for the Las Vegas Valley nonattainment area will demonstrate how COUNTY plans to attain the 2015 O₃ NAAQS by meeting the requirements established for serious nonattainment areas under CAA Section 182(c). The plan will follow EPA guidelines and procedures, ensuring CAA requirements are met. CONSULTANT will collaborate with COUNTY staff to update or develop documents and analyses that support the O₃ Serious Attainment Plan package that are consistent with the COUNTY'S goals and objectives for the plan.

Deliverables and Milestone Tasks: CONSULTANT shall complete all defined deliverables and milestones described in Section H of this SOW.

G. STAFFING AND EQUIPMENT:

CONSULTANT shall inform COUNTY in writing of changes in key project staff. This SOW is based on the staffing levels submitted in the proposal. If a change in staffing levels within the term of this contract affects CONSULTANT'S ability to provide deliverables or impacts the deliverable schedule, it is the responsibility of CONSULTANT to notify COUNTY, develop a solution to meet the project schedule, and submit a request for consideration of an amendment to the contract, if necessary. Any change will be made with staff who possess comparable skills, experience, and expertise as those initially agreed upon, and shall be reviewed and approved by COUNTY in writing.

Upon request by COUNTY, CONSULTANT shall submit to COUNTY the credentials of key staff members working on the project.

H. PROJECT SCHEDULE, MILESTONES, AND DELIVERABLES:

CONSULTANT shall complete all deliverables and meet all milestones per the schedule listed in Exhibit D, "Basic Services, Milestone/Deliverable/Invoicing Schedule Table."

Description of Deliverables and Milestones

1. Contract Award and Mobilization. COUNTY will issue notice of award in writing, and CONSULTANT may begin work.
2. Project Work Plan. This plan identifies the specific actions and anticipated schedule to complete the project milestones and deliverables listed in Exhibit D, "Basic Services, Milestone/Deliverable/Invoicing Schedule Table."
3. Progress Meetings. CONSULTANT'S Project Manager and other key staff, as needed, shall participate in project progress meetings upon COUNTY's request. These meetings can be conducted in person or via teleconference, as agreed upon by COUNTY and CONSULTANT. These meetings are held once every two weeks, last up to (2) hours each, and will be scheduled as COUNTY deems necessary.
4. Additional Conference Calls. CONSULTANT'S Project Manager and other key staff, as needed, shall participate in additional calls with COUNTY staff, EPA, and other project participants upon COUNTY's request. These meetings can be conducted in person or via teleconference, as agreed upon by COUNTY and CONSULTANT. These meetings are held weekly, last up to (2) hours each, and will be scheduled as COUNTY deems necessary.

5. Public Workshops. CONSULTANT shall assist COUNTY in coordinating and facilitating public workshops related to the development of the O₃ Serious Attainment Plan, including rulemaking, control measures, attainment challenges, and any other issues associated with the development of this plan. These workshops can be conducted in person or virtually, as agreed upon by COUNTY and CONSULTANT. Includes up to (6) workshops at (4) hours each.
6. Attainment Demonstration Rules. CONSULTANT shall draft rules to establish the necessary requirements for stationary and other sources to implement the 2015 O₃ NAAQS, in compliance with the CAA and regulatory requirements for serious O₃ nonattainment areas. This task includes, but is not limited to, stakeholder identification, rule scoping, and matrix development for Reasonably Available Control Technology (RACT), Reasonably Available Control Measures (RACM), 9% Reasonable Further Progress (RFP), and attainment control measures rules. CONSULTANT shall work with COUNTY and other project participants to develop these rules. Includes development of up to (8) rules.
7. Contingency Measure Rules. CONSULTANT shall draft rules for contingency measures to be implemented in case of failure to attain the NAAQS or failure to demonstrate RFP by the required deadlines. Task may also include, as directed by COUNTY, identification and technical work to justify adoption of certain measures to satisfy contingency measure obligations. CONSULTANT shall work with COUNTY and other project participants to develop these rules. Includes development of up to (2) rules.
8. TSDs for Proposed Rule Revisions. The technical support documents (TSDs) shall explain the basis for each proposed rule and include a compilation of all public comments and responses, stating for each whether the comment was considered applicable and what (if any) changes were made to the draft rule as a result.
9. Review Emission Inventory and Attainment/Modeling TSDs. COUNTY will provide CONTRACTOR with TSDs that include a detailed description of the methodologies and technical details used to develop the emission inventories and attainment/modeling demonstration for the O₃ Serious Attainment Plan. CONTRACTOR shall review these documents and use their information to support the writing of the plan.
10. Draft Serious O₃ Attainment Plan. The draft O₃ Serious Attainment Plan shall be a consolidation of the following:
 - a. Executive Summary. The executive summary shall comprise a summary of the O₃ Serious Attainment Plan sections and proposal for attainment (e.g., controls, attainment test results, etc.).
 - b. SIP Overview. This chapter shall provide background information on O₃ production and health effects, the history of the O₃ NAAQS, a description of the planning area, and the area's designation and planning history, including designation dates and previous SIP actions.
 - c. O₃ Serious Attainment Plan Requirements. This chapter shall explain the purpose of the O₃ Serious Attainment Plan and identify the CAA and regulatory requirements for serious O₃ nonattainment areas.
 - d. Enhanced Monitoring Network/Air Quality Trends. This chapter shall provide a description and map of the O₃ monitoring network, a discussion on quality assurance and data validity, an analysis of historic and recent air quality data, and design value calculations. It shall also demonstrate how COUNTY's network meets the enhanced monitoring requirements for serious O₃ nonattainment areas outlined in Section 182(c)(1) of the CAA and 40 CFR 58. Task may include assessing COUNTY's current monitoring network to ensure it meets these requirements and providing recommendations as needed.
 - e. Emissions Inventory. This chapter shall provide a summary of the emissions inventory TSD. It shall include a base year inventory of actual emissions, an intermediate year inventory, and a projected (attainment year) inventory, including all assumptions, data sources, emission factors, and a description of the emission estimation methodology.

- f. Attainment Demonstration. This chapter shall be based on the attainment/modeling TSD and include a weight-of-evidence analysis using emissions forecasts, photochemical modeling results, and proposed control strategy scenarios that show the area will attain the 2015 O₃ NAAQS by the applicable attainment date. It shall also provide a summary and the conclusions of the TSD, with descriptions of the models used for the attainment demonstration.
- g. Control Strategy. This chapter shall be based on the attainment/modeling TSD; it shall describe existing control measures, and any additional Reasonably Available Control Measures required to achieve attainment, how the measures will be implemented and enforced, and how emission reductions are determined. For voluntary measures, it shall include the reduction credit requested, how effectiveness will be tracked, and how COUNTY will respond to shortfalls in emission reductions. CONSULTANT shall work with COUNTY and other project participants to develop a control strategy.
- h. RACT Evaluation/Analysis. This task shall assess existing control measures for major sources and control technique guidelines (CTG) emission source categories of O₃ precursors to ensure that current rules satisfy RACT requirements for 2015 O₃ NAAQS serious nonattainment areas and to identify any rules that must be updated to meet these requirements, in accordance with CAA Sections 182(c) and 182(f) and 40 CFR 51.1312(a) and (b). CONSULTANT shall work with COUNTY and other project participants to develop this analysis.

This task includes evaluating existing O₃ precursor control measures to determine compliance with the federal RACT requirements for stationary sources covered by a CTG. The results of this evaluation shall be provided in a final report that summarizes the results for each source category.

This task includes determination of RACT analyses from major Part 70 source applicants up to (20). Analyses should be consolidated into a final report that contains a detailed description of the analyses and results for each source.

- i. RACT SIP. This chapter shall present the results of the CTG and major source RACT analyses and demonstrate how COUNTY has met the VOC and NO_x RACT requirements of CAA Sections 172(c)(1), 182(c), and 182(f) and 40 CFR 51.1312(a) and (b) for the 2015 O₃ NAAQS.
- j. RACM Analysis. This task includes conducting a RACM analysis to assess existing SIP control measures for sources of O₃ precursors and identifying any additional measures required to achieve attainment of the 2015 O₃ NAAQS in serious nonattainment areas, in accordance with CAA Section 172(c)(1) and 40 CFR 51.1312(c). CONSULTANT shall work with COUNTY and other project participants to develop this analysis.
- k. RACM Demonstration. This chapter shall present the results of the RACM analysis and demonstrate how COUNTY has adopted all RACM necessary to meet RFP requirements, how COUNTY will demonstrate attainment of the 2015 O₃ NAAQS as expeditiously as practicable, and state whether additional RACM would advance the attainment date or not, in accordance with Section 172(c)(1) and 40 CFR 51.1312(c).
- l. RFP Plan. This chapter shall demonstrate how implementation of the control strategy will achieve RFP and establish a schedule for emissions reductions to achieve the RFP. It shall explain the RFP requirements and how a 9% emissions reduction will be achieved within nine years of the baseline year (2017), in accordance with the requirements of CAA Sections 182(c)(2)(B) and (C). CONSULTANT shall work with COUNTY and other project participants to develop the RFP Plan.
- m. Contingency Plan. This chapter shall identify up to (2) contingency measures that will take effect without further action by DAQ or EPA if the area fails to achieve RFP goals or milestones or to attain the 2015 O₃ NAAQS by the attainment date, as described in CAA Sections 172(c)(9) and 182(c)(9). CONSULTANT shall work with COUNTY and other project participants to identify potential contingency measures.

- n. Nonattainment New Source Review. This chapter shall demonstrate that COUNTY's Nonattainment New Source Review (NNSR) permitting program and rules meet the de minimis rule and NNSR offset requirements identified in CAA Sections 182(c)(6) and 182(c)(10). It shall also describe how COUNTY's permitting program and rules meet the NNSR modification requirements outlined in CAA Sections 182(c)(7)–(8).
 - o. I/M Plan. This chapter shall assess whether the current inspection and maintenance (I/M) plan meets the enhanced I/M requirements of CAA Section 182(c)(3). The accompanying task includes analyzing the state's existing I/M program to ensure it meets these requirements and, if areas of the program are not compliant, identifying methods to obtain compliance.
 - p. Clean Fuel Vehicle Program. This chapter shall describe the programs and measures in place to meet the clean fuel vehicle requirements of CAA Section 182(c)(4) and the Clean Fuel Fleet Program requirements codified at 40 CFR 88.301-93 through 88.313-93. The accompanying task may include assessing the state's clean fuels programs to ensure they meet these requirements and providing recommendations as needed.
 - q. Transportation Control. This chapter shall demonstrate that current aggregate vehicle mileage, aggregate vehicle emissions, congestion level, and other relevant parameters are consistent with those used for the area's demonstration of attainment, as provided in CAA Section 182(c)(5). The accompanying task may include assessing transportation data and reporting programs to ensure they meet these requirements and providing recommendations as needed.
 - r. Conformity—MVEB. This chapter shall be based on the motor vehicle emissions budget (MVEB) provided by COUNTY. It shall describe the transportation conformity provisions applicable to O₃ nonattainment areas under CAA Section 176 and include an on-road MVEB. It shall also describe general conformity requirements and provide estimates for forecasted airport emissions.
 - s. Conclusion. This chapter shall summarize the key components of the plan and describe how the relevant CAA and regulatory requirements for serious O₃ nonattainment areas have been met.
11. Public and EPA Comments. Upon request, CONSULTANT shall assist COUNTY in addressing any comments from the public and EPA. Assistance shall include responding to comments, augmenting technical analyses and revising subject documents as needed, and providing a summary of all comments.
 12. Final Serious O₃ Attainment Plan. The final Serious O₃ Attainment Plan shall incorporate any revisions based on public, EPA, and COUNTY comments and be delivered in a format suitable for submission to EPA.
 13. Additional Compensation/Technical Support. Upon request, CONSULTANT shall assist COUNTY in any supplementary tasks to complete any necessary but unforeseen activities that arise during this project. These may include preparing additional contingency measures, developing regulations, and other tasks deemed necessary for NAAQS attainment and plan approval. These tasks shall be coordinated with and approved by COUNTY before CONSULTANT proceeds with work and billed under Exhibit E, "Additional Compensation."
 14. Final Project Review Summary and Claim Release. This deliverable shall be submitted at the completion of the project and in accordance with the date listed in Exhibit D, "Basic Services, Milestone/Deliverable/Invoicing Schedule Table." This form will be provided by COUNTY.

It is the responsibility of CONSULTANT to review all deliverables prepared by subcontractors and to work out details of those reviews to allow timely submission of all deliverables to COUNTY.

Pursuant to this SOW, and at any time thereafter at the request of COUNTY, CONSULTANT shall make a written determination of the existence of any actual or potential conflicts of interest. Furthermore, CONSULTANT will continue

to maintain and periodically review a list of projects being performed nationwide to ensure the discovery of any such conflicts. If a conflict should arise or be discovered, CONSULTANT will notify COUNTY within two days of such discovery and take action as required by COUNTY to minimize or remove the conflict.

I. DOCUMENT SUBMITTAL:

All deliverables must be submitted via email to: Araceli Pruett, Senior Planner, AQPlanning@ClarkCountyNV.gov, unless otherwise specified.

Deliverables submitted electronically may not exceed 30MB file size.

If submitting a document in a format other than Microsoft Word, Microsoft Excel, Microsoft PowerPoint, or Adobe Acrobat, CONSULTANT shall contact COUNTY'S Project Manager to determine if the software is acceptable and if the document can be submitted via email.

If CONSULTANT is unable to submit deliverables via email and COUNTY'S Project Manager has agreed, then deliverables may be submitted via U.S. mail or commercial courier or parcel service. Only one deliverable should be submitted per storage disk, and CONSULTANT should ensure that each disk is labeled with the project title and project number listed in this SOW.

Deliverables submitted via U.S. mail or commercial courier, or parcel service shall be addressed as follows:

Araceli Pruett, Senior Planner
Clark County Department of Environment and Sustainability, Division of Air Quality
4701 W. Russell Road, Suite 200
Las Vegas, NV 89118

Within thirty (30) calendar days of receipt of a deliverable, COUNTY'S Project Manager will approve or reject the deliverable and notify CONSULTANT in writing. If more time is needed for review of deliverables, as in the case of peer review, COUNTY will notify CONSULTANT in writing and provide an estimated number of days for review. If the deliverable is not approved, the notification will include the reasons for the disapproval, including, but not limited to, the quality and substance of the deliverable based on standard professional practice and applicable terms of this Contract. CONSULTANT shall correct the deficiencies and resubmit an acceptable deliverable to COUNTY within ten (10) calendar days for approval unless otherwise directed by COUNTY. Upon CONSULTANT'S request and justification, COUNTY may grant CONSULTANT more time for corrections. Invoice payment will be withheld pending deliverable approval.

J. INVOICING SCHEDULE AND REQUIREMENTS:

CONSULTANT shall invoice COUNTY *only* upon submission and acceptance of deliverables and completion of milestones and in accordance with the "amount allowed" fee(s) listed in Exhibit D, "Basic Services, Milestone/Deliverable/Invoicing Schedule Table."

It is the responsibility of CONSULTANT to ensure all deliverables for the invoice period have been delivered and accepted, and all milestones completed, **before submitting an invoice**. CONSULTANT shall cite the deliverable and/or milestone number being invoiced. For time and materials work, CONSULTANT shall provide a descriptive line for the work being invoiced.

COUNTY, at its discretion, may not approve or issue payment on invoices if CONSULTANT fails to provide the following information, which is required on each invoice:

- a. The title of the project as stated in this SOW, Project Number, Deliverable and/or Milestone Number being invoiced, Purchase Order Number, Invoice Date, Invoice Number, and Payment Address.
- b. Time is to be defined as an hourly rate prorated to the 1/4 hour for invoicing purposes. If applicable, copies of all receipts, bills, statements, and/or invoices pertaining to reimbursable expenses—such as airline itineraries, car rental receipts, cab and shuttle receipts, and statement of per diem rate being requested—must accompany any invoice containing travel expenses. Maximum reimbursable travel expenses under this contract shall be defined and set at the current GSA CONUS rates at the time of travel. Expenses not defined in this SOW, or expenses greater than the per diem rates, will not be paid without prior written authorization by the COUNTY.
- c. A "BUDGET SUMMARY COMPARISON" sheet that outlines the total amount CONSULTANT was awarded, amount expended to date, current invoice amount, total expenditures, and remaining award balance must accompany all invoices.

Invoices shall be submitted via email to Araceli Pruett at araceli.pruett@clarkcountynv.gov, or via U.S. mail, commercial courier, or parcel service and addressed as follows:

Araceli Pruett, Senior Planner
Clark County Department of Environment and Sustainability, Division of Air Quality
4701 W. Russell Road, Suite 200
Las Vegas, NV 89118

PLEASE DO NOT SEND INVOICES VIA EMAIL **AND** U.S. MAIL. Select one option and submit invoices only once.

Per NRS 244.250, COUNTY shall not provide payment on any invoice that CONSULTANT submits after six (6) months from the date CONSULTANT performs services, provides deliverables, and/or meets milestones, as agreed upon in this SOW.

K. SUBCONTRACTS:

CONSULTANT may use subcontractors to perform the tasks of this contract. All subcontractors must be approved by COUNTY in writing.

EXHIBIT B
2015 OZONE NAAQS SERIOUS ATTAINMENT PLAN
INSURANCE REQUIREMENTS

TO ENSURE COMPLIANCE WITH THE CONTRACT DOCUMENT, CONSULTANT SHOULD FORWARD THE FOLLOWING INSURANCE CLAUSE AND SAMPLE INSURANCE FORM TO THEIR INSURANCE AGENT PRIOR TO PROPOSAL SUBMITTAL.

- A. **Format/Time:** CONSULTANT shall provide COUNTY with Certificates of Insurance, per the sample format (page B-3), for coverage as listed below, and endorsements affecting coverage required by this Contract within **ten (10) business days** after COUNTY'S written request for insurance. All policy certificates and endorsements shall be signed by a person authorized by that insurer and who is licensed by the State of Nevada in accordance with NRS 680A.300. All required aggregate limits shall be disclosed and amounts entered on the Certificate of Insurance and shall be maintained for the duration of the Contract and any renewal periods.
- B. **Best Key Rating:** COUNTY requires insurance carriers to maintain during the Contract term, a Best Key Rating of A.VII or higher, which shall be fully disclosed and entered on the Certificate of Insurance.
- C. **Owner Coverage:** COUNTY, its officers and employees must be expressly covered as additional insured's except on Workers' Compensation or Professional Liability. CONSULTANT 'S insurance shall be primary with respect to COUNTY, its officers and employees.
- D. **Endorsement/Cancellation:** CONSULTANT 'S general liability and automobile liability insurance policy shall be endorsed to recognize specifically CONSULTANT'S contractual obligation of additional insured to COUNTY and must note that COUNTY will be given thirty (30) calendar days advance notice by certified mail "return receipt requested" of any policy changes, cancellations, or any erosion of insurance limits. Either a copy of the additional insured endorsement, or a copy of the policy language that gives COUNTY automatic additional insured status must be attached to any certificate of insurance. ***Policy number must be referenced on endorsement or the form number must be referenced on certificate.***
- E. **Deductibles:** All deductibles and self-insured retentions shall be fully disclosed in the Certificates of Insurance and may not exceed \$25,000. *If the deductible is "zero" it must still be referenced on the certificate.*
- F. **Aggregate Limits:** If aggregate limits are imposed on bodily injury and property damage, then the amount of such limits must not be less than \$2,000,000.
- G. **Commercial General Liability:** Subject to Paragraph F of this Exhibit, CONSULTANT shall maintain limits of no less than \$1,000,000 combined single limit per occurrence for bodily injury (including death), personal injury and property damages. Commercial general liability coverage shall be on a "per occurrence" basis only, not "claims made," and be provided either on a Commercial General Liability or a Broad Form Comprehensive General Liability (including a Broad Form CGL endorsement) insurance form. Policies must contain a primary and non-contributory clause and must contain a waiver of subrogation endorsement. ***A separate copy of the waiver of subrogation endorsement must be provided. A separate copy of the additional insured endorsement is required and must be provided for Commercial General Liability. Policy number must be referenced on endorsement or the form number must be referenced on certificate.***
- H. **Automobile Liability:** Subject to Paragraph F of this Exhibit, CONSULTANT shall maintain limits of no less than \$1,000,000 combined single limit per occurrence for bodily injury and property damage to include, but not be limited to, coverage against all insurance claims for injuries to persons or damages to property which may arise from services rendered by CONSULTANT and ***any auto*** used for the performance of services under this Contract. ***A separate copy of the additional insured endorsement is required and must be provided for Automobile Liability policies. Policy number must be referenced on endorsement or the form number must be referenced on certificate.***
- I. **Professional Liability:** CONSULTANT shall maintain limits of no less than \$1,000,000 aggregate. If the professional liability insurance provided is on a Claims Made Form, then the insurance coverage required must continue for a period of two (2) years beyond the completion or termination of this Contract. Any retroactive date must coincide with or predate the beginning of this and may not be advanced without the consent of COUNTY.
- J. **Cyber Liability:** CONSULTANT shall obtain and maintain with limits not less than \$2,000,000 per occurrence or claim, \$2,000,000 aggregate. Coverage shall be sufficiently broad to respond to the duties and obligations as is undertaken by CONSULTANT in this Contract and shall include, but not be limited to, claims involving security breach, system failure, data recovery, business interruption, cyber extortion, social engineering, infringement of intellectual property, including but not limited to infringement of copyright, trademark, trade dress, invasion of privacy violations, information theft, damage to or destruction of electronic information, release of private information, and alteration of electronic information. The policy shall provide coverage for breach response costs, regulatory fines and penalties as well as credit monitoring expenses.

Technology Professional Liability Errors and Omissions Insurance appropriate to CONSULTANT'S profession and work hereunder, with limits not less than \$2,000,000 per occurrence. Coverage shall be sufficiently broad to respond to the duties and obligations as is undertaken by CONSULTANT in this Contract and shall include, but not be limited to, claims involving security breach, system failure, data recovery, business interruption, cyber extortion, social engineering, infringement of intellectual property, including but not limited to infringement of copyright, trademark, trade dress, invasion of privacy violations, information theft, damage to or destruction of electronic information, release of private information, and alteration of electronic information. The policy shall provide coverage for breach response costs, regulatory fines and penalties as well as credit monitoring expenses.

1. The Policy shall include or be endorsed to include; property damage liability coverage for damage to, alteration of, loss of, or destruction of electronic data and/or information "property" of COUNTY in the care, custody, or control of CONSULTANT. If not covered under CONSULTANT'S liability policy, such "property" coverage of COUNTY may be endorsed onto CONSULTANT'S Cyber Liability Policy as covered property as follows:

If CONSULTANT maintains broader coverage and/or higher limits than the minimums shown above, COUNTY requires and shall be entitled to the broader coverage and/or the higher limits maintained by CONSULTANT. Any available insurance proceeds in excess of the specified minimum limits of insurance and coverage shall be available to COUNTY.

- K. **Workers' Compensation:** CONSULTANT shall obtain and maintain for the duration of this Contract, a work certificate and/or a certificate issued by an insurer qualified to underwrite workers' compensation insurance in the State of Nevada, in accordance with Nevada Revised Statutes Chapters 616A-616D, inclusive, provided, however, a CONSULTANT that is a Sole Proprietor shall be required to submit an affidavit (Attachment 1) indicating that CONSULTANT has elected not to be included in the terms, conditions and provisions of Chapters 616A-616D, inclusive, and is otherwise in compliance with those terms, conditions and provisions.
- L. **Failure to Maintain Coverage:** If CONSULTANT fails to maintain any of the insurance coverage required herein, COUNTY may withhold payment, order CONSULTANT to stop the work, declare CONSULTANT in breach, suspend or terminate the Contract.
- M. **Additional Insurance:** CONSULTANT is encouraged to purchase any such additional insurance as it deems necessary.
- N. **Damages:** CONSULTANT is required to remedy all injuries to persons and damage or loss to any property of COUNTY, caused in whole or in part by CONSULTANT, their subcontractors or anyone employed, directed or supervised by CONSULTANT.
- O. **Cost:** CONSULTANT shall pay all associated costs for the specified insurance. The cost shall be included in the price(s).
- P. **Insurance Submittal Address:** All Insurance Certificates requested shall be sent to the Clark County Purchasing and Contracts Division, Attention: Insurance Coordinator at 500 South Grand Central Parkway, 4th Floor, Las Vegas, Nevada 89155
- Q. **Insurance Form Instructions:** The following information must be filled in by CONSULTANT'S Insurance Company representative:
 1. Insurance Broker's name, complete address, phone and fax numbers.
 2. CONSULTANT'S name, complete address, phone and fax numbers.
 3. Insurance Company's Best Key Rating
 4. Commercial General Liability (Per Occurrence)
 - (A) Policy Number
 - (B) Policy Effective Date
 - (C) Policy Expiration Date
 - (D) Each Occurrence (\$1,000,000)
 - (E) General Aggregate (\$2,000,000)
 5. Automobile Liability (Any Auto)
 - (F) Policy Number
 - (G) Policy Effective Date
 - (H) Policy Expiration Date
 - (I) Combined Single Limit (\$1,000,000)
 6. Worker's Compensation
 7. Description: RFP Number and Name of Contract (must be identified on the initial insurance form and each renewal form).

8. Certificate Holder:
Clark County, Nevada
c/o Purchasing and Contracts Division
Government Center, Fourth Floor
500 South Grand Central Parkway
P.O. Box 551217
Las Vegas, Nevada 89155-1217
9. Appointed Agent Signature to include license number and issuing state.



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an **ADDITIONAL INSURED**, the policy(ies) must be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER 1. INSURANCE BROKER'S NAME ADDRESS	CONTACT NAME:		
	PHONE (A/C No. Ext):	BROKER'S PHONE NUMBER	
	FAX (A/C No.):	BROKER'S FAX NUMBER	
	E-MAIL ADDRESS: BROKER'S EMAIL ADDRESS		
INSURER(S) AFFORDING COVERAGE		NAIC #	
INSURED 2. CONSULTANT'S NAME ADDRESS PHONE & FAX NUMBERS	INSURER A:		3. Company's Best Key Rating
	INSURER B:		
	INSURER C:		
	INSURER D:		

COVERAGES**CERTIFICATE NUMBER:****REVISION NUMBER:**

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED, NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADD'L INSR	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YY)	POLICY EXP (MM/DD/YY)	LIMITS	
4.	GENERAL LIABILITY	X		(A)	(B)	(C)	EACH OCCURRENCE	\$ (D) 1,000,000
	<input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY							
	<input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR							
	GEN'L AGGREGATE LIMIT APPLIES PER:							
	<input type="checkbox"/> POLICY <input checked="" type="checkbox"/> PROJECT <input type="checkbox"/> LOC						GENERAL AGGREGATE	\$ (E) 2,000,000
							DEDUCTIBLE MAXIMUM	\$ 25,000
5.	AUTOMOBILE LIABILITY	X		(F)	(G)	(H)	COMBINED SINGLE LIMIT (Ea accident)	\$ (I) 1,000,000
	<input checked="" type="checkbox"/> ANY AUTO							
	<input type="checkbox"/> ALL OWNED AUTOS							
	<input type="checkbox"/> SCHEDULED AUTOS							
	<input type="checkbox"/> HIRED AUTOS						PROPERTY DAMAGE (Per accident)	\$
	<input type="checkbox"/> NON-OWNED AUTOS							\$
							DEDUCTIBLE MAXIMUM	\$ 25,000
6.	WORKER'S COMPENSATION AND EMPLOYERS' LIABILITY	N/A					WC STATUTORY LIMITS	OTHER
	ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) describe under DESCRIPTION OF OPERATIONS below							
							E.L. EACH ACCIDENT	\$
							E.L. DISEASE - E.A. EMPLOYEE	\$
							E.L. DISEASE - POLICY LIMIT	\$

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (Attach ACORD 101, Additional Remarks Schedule, if more space is required)

7. RFP NO.607311-24; 2015 OZONE NAAQS SERIOUS ATTAINMENT PLAN

8. CERTIFICATE HOLDER

CANCELLATION

CLARK COUNTY, NEVADA
C/O PURCHASING AND CONTRACTS DIVISION
GOVERNMENT CENTER, FOURTH FLOOR
500 S. GRAND CENTRAL PARKWAY
P.O. BOX 551217
LAS VEGAS, NV 89155-1217

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

9. AUTHORIZED REPRESENTATIVE

© 1988-2010 ACORD CORPORATION. All rights reserved.

ACORD 25 (2010/05)

The ACORD name and logo are registered marks of ACORD

POLICY NUMBER: _____

COMMERCIAL GENERAL AND AUTOMOBILE LIABILITY

RFP NUMBER AND CONTRACT NAME: RFP No. 607311-24 2015 Ozone NAAQS Serious Attainment Plan

THIS ENDORSEMENT CHANGED THE POLICY. PLEASE READ IT CAREFULLY
ADDITIONAL INSURED – DESIGNATED PERSON OR ORGANIZATION

This endorsement modifies insurance provided under the following:

COMMERCIAL GENERAL LIABILITY AND AUTOMOBILE LIABILITY COVERAGE PART.

SCHEDULE

Name of Person or Organization:

CLARK COUNTY, NEVADA
C/O PURCHASING & CONTRACTS DIVISION
500 S. GRAND CENTRAL PKWY 4TH FL
PO BOX 551217
LAS VEGAS, NEVADA 89155-1217

(If no entry appears above, information required to complete this endorsement will be shown in the Declarations as applicable to this endorsement.)

WHO IS AN INSURED (Section II) is amended to include as an insured the person or organization shown in the Schedule as an insured but only with respect to liability arising out of your operations or premises owned by or rented to you.

CLARK COUNTY, NEVADA, ITS OFFICERS, EMPLOYEES AND VOLUNTEERS ARE INSUREDS WITH RESPECT TO LIABILITY ARISING OUT OF THE ACTIVITIES BY OR ON BEHALF OF THE NAMED INSURED IN CONNECTION WITH THIS PROJECT.

ATTACHMENT 1

AFFIDAVIT

(ONLY REQUIRED FOR A SOLE PROPRIETOR)

I, _____, on behalf of my company, _____, being duly sworn,
(Name of Sole Proprietor) (Legal Name of Company)

depose and declare:

1. I am a Sole Proprietor;
2. I will not use the services of any employees in the performance of this Contract, identified as RFP No. 607311-24, entitled 2015 OZONE NAAQS SERIOUS ATTAINMENT PLAN
3. I have elected to not be included in the terms, conditions, and provisions of NRS Chapters 616A-616D, inclusive; and
4. I am otherwise in compliance with the terms, conditions, and provisions of NRS Chapters 616A-616D, inclusive.

I release Clark County from all liability associated with claims made against me and my company, in the performance of this Contract, that relate to compliance with NRS Chapters 616A-616D, inclusive.

Signed this _____ day of _____, _____.

Signature _____

State of Nevada)
)ss.
County of Clark)

Signed and sworn to (or affirmed) before me on this _____ day of _____, 20____,
by _____ (name of person making statement).

Notary Signature

STAMP AND SEAL

**EXHIBIT C
SUBCONTRACTOR INFORMATION**

DEFINITIONS:

- **MINORITY OWNED BUSINESS ENTERPRISE (MBE):** An independent and continuing **Nevada** business for profit which performs a commercially useful function and is at least 51% owned and controlled by one or more minority persons of Black American, Hispanic American, Asian-Pacific American or Native American ethnicity.
- **WOMEN OWNED BUSINESS ENTERPRISE (WBE):** An independent and continuing **Nevada** business for profit which performs a commercially useful function and is at least 51% owned and controlled by one or more women.
- **PHYSICALLY CHALLENGED BUSINESS ENTERPRISE (PBE):** An independent and continuing **Nevada** business for profit which performs a commercially useful function and is at least 51% owned and controlled by one or more disabled individuals pursuant to the federal Americans with Disabilities Act.
- **SMALL BUSINESS ENTERPRISE (SBE):** An independent and continuing **Nevada** business for profit which performs a commercially useful function, is **not** owned and controlled by individuals designated as minority, women, or physically challenged, and where gross annual sales does not exceed \$2,000,000.
- **VETERAN OWNED ENTERPRISE (VET):** A Nevada business at least 51% owned/controlled by a veteran.
- **DISABLED VETERAN OWNED ENTERPRISE (DVET):** A Nevada business at least 51% owned/controlled by a disabled veteran.
- **EMERGING SMALL BUSINESS (ESB):** Certified by the Nevada Governor's Office of Economic Development effective January, 2014. Approved into Nevada law during the 77th Legislative session as a result of AB294.

It is our intent to utilize the following MBE, WBE, PBE, SBE, VET, DVET and ESB subcontractors in association with CONTRACT:

1. Subcontractor Name: _____
Contact Person: _____ Telephone Number: _____
Description of Work: _____
Estimated Percentage of Total Dollars: _____
Business Type: ☐ MBE ☐ WBE ☐ PBE ☐ SBE ☐ VET
 ☐ DVET ☐ ESB

2. Subcontractor Name: _____
Contact Person: _____ Telephone Number: _____
Description of Work: _____
Estimated Percentage of Total Dollars: _____
Business Type: ☐ MBE ☐ WBE ☐ PBE ☐ SBE ☐ VET
 ☐ DVET ☐ ESB

3. Subcontractor Name: _____
Contact Person: _____ Telephone Number: _____
Description of Work: _____
Estimated Percentage of Total Dollars: _____
Business Type: ☐ MBE ☐ WBE ☐ PBE ☐ SBE ☐ VET
 ☐ DVET ☐ ESB

☐ No MBE, WBE, PBE, SBE, VET, DVET, or ESB subcontractors will be used.

EXHIBIT D
MILESTONES

MILESTONE/DELIVERABLE/INVOICING SCHEDULE TABLE

Project Name: O₃ Serious Attainment SIP

Due Date (on or before)	Deliverable/ Milestone	Description of Deliverable or Milestone	CONSULTANT Costs	SUBCONTRACTOR Costs
Contract Award	M	Contract Award and Mobilization (<i>Task 1</i>)	NO FEE	--
2 weeks after award	D	Project Work Plan (<i>Task 2</i>)	\$18,875	--
once every 2 weeks	M	Progress Meetings (<i>Task 3</i>) (38 meetings @ \$1,884 each)	\$71,592	--
Weekly	M	Additional conference calls (<i>Task 4</i>) (76 meetings @ \$1,781 each)	\$135,356	--
TBD	M	Public Workshops (<i>Task 5</i>) (assumes 6 workshops at 4 hours each) (Sonoma Technology: 6 workshops at \$5,009.50 each with travel, \$4,069 each without travel) (TRC: 6 workshops at \$7,039.83 each with travel, \$6,610 each without travel)	\$30,057	\$42,239
		Attainment Demonstration Rules (<i>Task 6</i>)	Subtotal: \$220,356	Subtotal: \$6,800
6/15/2025	D	Rules Scoping and Matrix Draft 1 – complete matrix	\$25,000	--
7/30/2025	D	Rules Scoping and Matrix Draft 2 – refined cost/benefits analysis for prioritized actions	\$10,000	--
11/30/2025	D	Rule 1st draft (\$15,000)/per rule (x 8)	\$120,000	--
11/30/2025	D	Rule 2nd draft (\$4,084.80)/per rule (x 8)	\$32,678	--
12/30/2025	D	Rule Final draft (\$4,084.80)/per rule (x 8)	\$32,678	--
8/30/2025	D	Stakeholder Identification		\$6,800
		Contingency Measure Rules (<i>Task 7</i>)	Subtotal: \$46,338	--
11/30/2025	D	1st draft (\$15,000)/per rule (x2)	\$30,000	--
12/30/2025	D	2nd draft (\$4,084.80)/per rule (x2)	\$8,169	--
1/30/2026	D	Final (\$4,084.80) per rule (x2)	\$8,169	--
		TSD for Proposed Rule Revisions (<i>Task 8</i>)	Subtotal: \$65,000	--
11/30/2025	D	Draft TSD (\$4,000)/per rule (x10)	\$40,000	--
1/10/2026	D	Final TSD (\$2,500)/per rule (x10)	\$25,000	--
		Review Emission Inventory and Attainment/Modeling TSDs (<i>Task 9</i>)	Subtotal: \$4,313	--
**6/30/2025 or 30 days after receipt	M	Emission Inventory TSD Review	\$2,000	--
**3/1/2026 or 30 days after receipt	M	Attainment/Modeling TSD Review	\$2,313	--
12/15/2025 ^a	D	Draft Serious O ₃ Attainment Plan — Executive Summary/SIP Overview/ O ₃ Serious Attainment Plan Requirements (<i>Tasks</i> <i>10.a-c</i>)	\$9,483	--
		Draft Enhanced Monitoring Network/Air Quality Trends (<i>Task 10.d</i>)	Subtotal: \$31,737	--
9/30/2025	D	1st draft	\$26,737	--
10/30/2025	D	2nd draft, including response to EPA comments	\$5,000	--
**12/30/2025 or 30 days after receipt	D	Draft Emissions Inventory (<i>Task 10.e</i>)	\$5,821	--
**3/1/2026 or 30 days after receipt	D	Draft Attainment Demonstration (<i>Task 10.f</i>)	\$6,725	--
		Draft Control Strategy (<i>Task 10.g</i>)	Subtotal: \$35,410	--
11/30/2025	D	1st draft	\$28,410	--
12/30/2025	D	2nd draft, including response to EPA comments	\$7,000	--

Due Date (on or before)	Deliverable/ Milestone	Description of Deliverable or Milestone	CONSULTANT Costs	SUBCONTRACTOR Costs
		RACT Evaluation/Analysis (Task 10.h)	Subtotal: \$52,000	--
10 working days after each application is delivered to STI	D	RACT Applicant Completeness Checks (\$1,000 each) (x20 includes buffer for rechecks of incomplete applications)	\$20,000	--
11/30/2025	D	RACT / CTG Analyses	\$32,000	--
11/30/2025	D	Draft RACT SIP (Task 10.i)	\$13,828	--
11/30/2025	D	RACM Analysis (Task 10.j)	\$8,601	--
12/30/2025	D	Draft RACM Demonstration (Task 10.k)	\$16,192	--
10/15/2025	D	Draft RFP Plan (Task 10.l) RFP inventory from Ramboll 7/1/2025	\$14,030	--
		Draft Contingency Plan (Task 10.m)	Subtotal: \$21,089	--
12/30/2025	D	1st Draft	\$17,089	--
2/13/2026	D	2nd Draft, including response to EPA Comments	\$4,000	--
8/30/2025	D	Draft Nonattainment New Source Review (Task 10.n)	\$8,847	--
		Draft I/M Plan (Task 10.o)	Subtotal: \$15,680	Subtotal: \$1,655
7/10/2025	D	1st Draft	\$13,680	\$1,655
9/10/2025	D	2nd Draft, including response to EPA Comments	\$2,000	--
		Draft Clean Fuel Vehicle Program (Task 10.p)	Subtotal: \$16,229	Subtotal: \$1,655
6/10/2025	D	1st Draft	\$13,229	\$1,655
8/8/2025	D	2nd Draft, including response to EPA Comments.	\$3,000	--
		Draft Transportation Control (Task 10.q)	Subtotal: \$29,401	Subtotal: \$28,033
12/30/2025	D	1st Draft	\$24,401	\$23,033
1/30/2026	D	2nd Draft, including response to EPA Comments.	\$5,000	\$5,000
		Draft Conformity- MVEB (Task 10.r) Conformity Budget from Ramboll 10/1/25	Subtotal: \$50,067	Subtotal: \$12,021
12/15/2025	D	1st Draft	\$43,067	\$10,021
1/30/2026	D	2nd Draft, including response to EPA Comments.	\$7,000	\$2,000
1/30/2026	D	Draft Conclusion (Task 10.s)	\$13,787	\$5,387
TBD	D	Public and EPA Comments (Task 11)	\$23,830	\$7,484
5/1/2026 or 30 days after receipt	D	Final O ₃ Serious Attainment Plan (Task 12)	\$31,086	\$5,010
June 30, 2027	D	Final Project Review Summary Form and Project Claim Release (Task 14)	\$500	--
June 30, 2027		Project Closeout	N/A	--
SUBTOTAL BASIC SERVICES NOT-TO-EXCEED AMOUNT			\$996,230	\$110,284
SUBTOTAL ADDITIONAL COMPENSATION NOT-TO-EXCEED AMOUNT			\$100,000	
TOTAL NOT-TO-EXCEED AMOUNT				\$1,206,514
ONE (1), (6) MONTH NO COST EXTENSION ALLOWED AND EXPRESSLY PERMITTED AT THE SOLE OPTION OF THE COUNTY				
Due dates for deliverables and milestones may be revised by COUNTY staff as necessary without a formal amendment. Revised dates must not exceed the end date of the Contract. Any changes to deliverables or milestones that include material changes to scope, total cost or Contract term, must be executed through formal amendment.				

EXHIBIT E
ADDITIONAL COMPENSATION

O₃ Serious Attainment SIP

ALLOWANCE FOR ADDITIONAL SERVICES

- a. A not-to-exceed allowance for additional services is hereby established as set forth below. COUNTY'S representative has authority to pre-authorize in writing additional services up to the subtotal not-to-exceed amount. Services performed prior to receiving the required written authorization or in excess of the subtotal not-to-exceed cost shall not be obligated for compensation.
- b. Additional services are services provided in the interests of the project that are not set forth in Exhibit D – Basic Services, Milestone/Deliverable/Invoicing Schedule Table.
- c. CONSULTANT shall be compensated for additional services in accordance with the fees set forth in Exhibit E - Additional Compensation, or if no additional service fee has been established for the service, in accordance with CONSULTANT'S hourly rates established in Exhibit E - Additional Compensation. Additional service compensation disputes shall be resolved in accordance with the claims and disputes provisions of COUNTY'S Contract terms and conditions and shall not be cause for CONSULTANT to delay providing requested services. Payment shall be made for each completed additional service pursuant to invoices submitted in accordance with this SOW.
- d. Reimbursable expenses may be compensated from this allowance for additional services to the extent they are allowed by Exhibit E - Additional Compensation. Payment shall be made for each completed reimbursable expense pursuant to invoices submitted in accordance with this SOW. Expenses not listed in Exhibit E - Additional Compensation as allowed reimbursable expenses shall not be compensated without amendment or work authorization to allow them as reimbursable expenses.
- e. Increases to this not-to-exceed cost for additional services may only be authorized by written amendment to this SOW.

ADDITIONAL SERVICES ALLOWANCE	
Authorized by written request from COUNTY Representative Only	
SUBTOTAL NOT-TO-EXCEED AMOUNT	\$100,000

- f. Additional services authorized by a written work authorization, issued within the Additional Services Allowance amount above, and upon approved budgeted appropriations; may include the following:

(As Applicable) Additional Services Authorized by written work authorization from COUNTY Representative Only	AMOUNT ALLOWED
	\$ _____
	\$ _____

CONSULTANT hourly rate sheet as follows:

Labor Categories	2025	2026	2027
Intern 1	\$49.99	\$51.99	\$54.07
Intern 3	\$55.94	\$58.18	\$60.50
Intern 5	\$61.89	\$64.37	\$66.94
Staff 2	\$66.65	\$69.31	\$72.09
Staff 4	\$74.98	\$77.98	\$81.10
Staff 6	\$82.13	\$85.41	\$88.83
Staff 7	\$85.69	\$89.12	\$92.68
Staff 8	\$89.27	\$92.84	\$96.55
Staff 9	\$95.22	\$99.03	\$102.99
Staff 10	\$98.79	\$102.74	\$106.85
Staff 11	\$104.74	\$108.93	\$113.28
Staff 12	\$108.31	\$112.65	\$117.15
Staff 13	\$115.44	\$120.06	\$124.87
Staff 14	\$120.21	\$125.02	\$130.02
Staff 15	\$126.16	\$131.21	\$136.46
Associate Staff 1	\$132.12	\$137.40	\$142.90
Associate Staff 2	\$140.44	\$146.06	\$151.90
Associate Staff 3	\$146.40	\$152.26	\$158.35
Associate Staff 4	\$155.92	\$162.15	\$168.64
Associate Staff 5	\$161.87	\$168.34	\$175.08
Associate Staff 6	\$170.20	\$177.01	\$184.09
Associate Staff 7	\$178.53	\$185.67	\$193.09
Associate Staff 8	\$188.05	\$195.58	\$203.40
Associate Staff 9	\$195.20	\$203.01	\$211.13
Associate Staff 10	\$205.91	\$214.14	\$222.71
Associate Staff 11	\$215.42	\$224.04	\$233.00
Associate Staff 12	\$227.34	\$236.43	\$245.89
Associate Staff 13	\$239.24	\$248.81	\$258.76
Associate Staff 14	\$249.94	\$259.94	\$270.34
Associate Staff 15	\$264.23	\$274.80	\$285.79
Senior Staff 1	\$276.13	\$287.18	\$298.66
Senior Staff 2	\$290.41	\$302.02	\$314.10
Senior Staff 3	\$305.88	\$318.12	\$330.84
Senior Staff 4	\$318.98	\$331.74	\$345.01
Senior Staff 5	\$336.83	\$350.30	\$364.31
Senior Staff 6	\$352.30	\$366.39	\$381.04
Senior Staff 7	\$371.34	\$386.19	\$401.64
Senior Staff 8	\$390.38	\$406.00	\$422.24
Senior Staff 9	\$408.24	\$424.57	\$441.55
Senior Staff 10	\$429.66	\$446.85	\$464.72