

**SEVENTH AMENDMENT TO AGREEMENT BETWEEN
BROWARD COUNTY AND GRESHAM SMITH FOR CONSULTANT SERVICES FOR TERMINAL
MODERNIZATION (1, 2, AND 3) AT THE FORT LAUDERDALE-HOLLYWOOD INTERNATIONAL
AIRPORT**

This Seventh Amendment ("Seventh Amendment") is entered into between Broward County, a political subdivision of the State of Florida ("County"), and Gresham Smith, a Tennessee partnership ("Consultant") (each a "Party" and collectively referred to as the "Parties").

RECITALS

A. The Parties entered into the Agreement between Broward County and Gresham Smith (formerly, Gresham, Smith and Partners), dated January 31, 2012 (the "Original Agreement"), for the provision of consultant services for the terminal modernization program at the Fort Lauderdale-Hollywood International Airport ("FLL").

B. The Original Agreement has been amended six times. The Original Agreement, as amended by all six amendments, is referred to herein as the "Agreement."

C. The Parties now desire to further amend the Agreement to, among other things, increase the maximum compensation payable under the Agreement by Seven Million Five Hundred Thousand Dollars (\$7,500,000.00) to provide funding for continued consultant services for the terminal modernization program at FLL and update certain rates and terms in the Agreement.

Now, therefore, for good and valuable consideration, the receipt and sufficiency of which are hereby acknowledged, the Parties agree as follows:

1. The above Recitals are true and correct and are incorporated herein by reference. All capitalized terms not expressly defined within this Seventh Amendment shall retain the meaning ascribed to such terms in the Agreement.

2. Unless otherwise expressly stated herein, amendments to the Agreement made pursuant to this Seventh Amendment are indicated herein by use of strikethroughs to indicate deletions and bold/underlining to indicate additions. Except as modified herein, all remaining terms and conditions of the Agreement shall remain in full force and effect.

3. Section 5.1 of the Agreement is amended as follows:

5.1 AMOUNT AND METHOD OF COMPENSATION: The total cumulative amount authorized for all Work Authorizations issued under authority of this Agreement to CONSULTANT shall be ~~Fifty Three Million Four Hundred Thousand Dollars (\$53,400,000.00)~~ **Sixty Million Nine Hundred Thousand Dollars (\$60,900,000.00)** for labor and Two Million Two Hundred Thousand Dollars (\$2,200,000.00) for reimbursables, for a total maximum not to exceed of ~~Fifty Five Million Six Hundred Thousand Dollars (\$55,600,000.00)~~ **Sixty-Three Million One Hundred Thousand Dollars (\$63,100,000.00)**.

4. New Sections 10.33, 10.34, 10.35, and 10.36 are added to the Agreement as follows (bold/underlining omitted):

10.33 Discriminatory Vendor and Scrutinized Companies List; Countries of Concern. Consultant represents that it has not been placed on the “discriminatory vendor list” as provided in Section 287.134, Florida Statutes, and that it is not a “scrutinized company” pursuant to Sections 215.473 or 215.4725, Florida Statutes. Consultant represents and certifies that it is not, and for the duration of the term will not be, ineligible to contract with County on any of the grounds stated in Section 287.135, Florida Statutes. Consultant represents that it is, and for the duration of the term will remain, in compliance with Section 286.101, Florida Statutes.

10.34 Criminal History Screening Practices. If this Agreement is subject to the requirements of Section 26-125(d) of the Broward County Code of Ordinances, Consultant represents and certifies that Consultant will comply with Section 26-125(d) of the Broward County Code of Ordinances for the duration of the term.

10.35 Polystyrene Food Service Articles. Consultant shall not sell or provide for use on County property expanded polystyrene products or food service articles (e.g., Styrofoam), unencapsulated expanded polystyrene products, or single-use plastic straws or stirrers, as set forth in more detail in Section 27.173, Broward County Administrative Code.

10.36 Ownership Disclosure Requirement. By January 1 of each year, Consultant must submit, and cause each of its Subconsultants to submit, an Ownership Disclosure Form (or such other form or information designated by County), available at <https://www.broward.org/econdev/Pages/forms.aspx>, identifying the ownership of the entity and indicating whether the entity is majority-owned by persons fitting specified classifications.

5. **Exhibit B** of the Agreement sets forth the Maximum Billing Rates for Consultant and each Subconsultant. The Maximum Billing Rates for Consultant, Argus Consulting, Inc., CMC International Services, Inc., DeRose Design Consultants, Inc., KEITH and Associates, Inc., and RS&H, Inc. are hereby deleted in their entirety and are replaced and superseded with **Exhibit B** attached hereto. Every reference in the Agreement to **Exhibit B** shall be deemed to refer to **Exhibit B** attached hereto, as applicable. All other Maximum Billing Rates set forth in **Exhibit B** not modified by this Seventh Amendment shall remain intact.

6. Entities of Foreign Concern. By execution of this Seventh Amendment, the undersigned authorized representative of Consultant hereby attests under penalty of perjury as follows: Consultant is not owned by the government of a foreign country of concern, is not organized under the laws of nor has its principal place of business in a foreign country of concern, and the government of a foreign country of concern does not have a controlling interest in Consultant; and the undersigned authorized representative of Consultant declares that they have read the foregoing statement and that the facts stated in it are true. Terms used in this section that are

not otherwise defined in the Agreement shall have the meanings ascribed to such terms in Section 287.138, Florida Statutes.

7. Anti-Human Trafficking. By execution of this Seventh Amendment by an authorized representative of Consultant, Consultant hereby attests under penalty of perjury that Consultant does not use coercion for labor or services, as such terms are defined in Section 787.06, Florida Statutes. Under penalties of perjury, the undersigned authorized representative of Consultant declares that they have read the foregoing statement and that the facts stated in it are true.

8. In the event of any conflict or ambiguity between this Seventh Amendment and the Agreement, the Parties agree that this Seventh Amendment shall control. The Agreement, as amended herein by this Seventh Amendment, incorporates and includes all prior negotiations, correspondence, conversations, agreements, and understandings applicable to the matters contained herein, and the Parties agree that there are no commitments, agreements, or understandings concerning the subject matter hereof that are not contained in the Agreement as amended by this Seventh Amendment. Accordingly, the Parties agree that no deviation from the terms hereof shall be predicated upon any prior representations or agreements, whether oral or written.

9. Preparation of this Seventh Amendment has been a joint effort of the Parties and the resulting document shall not, solely as a matter of judicial construction, be construed more severely against one of the Parties than any other.

10. Consultant acknowledges that through the date this Seventh Amendment is executed by Consultant, Consultant has no claims or disputes against County with respect to any of the matters covered by the Agreement.

11. The effective date of this Seventh Amendment shall be the date of complete execution by the Parties.

12. This Seventh Amendment may be executed in multiple originals or in counterparts, whether signed physically or electronically; each of which shall be deemed to be an original, and all of which, taken together, shall constitute one and the same agreement.

(The remainder of this page is blank.)

IN WITNESS WHEREOF, the Parties hereto have made and executed this Seventh Amendment: Broward County through its Board of County Commissioners, signing by and through its Mayor or Vice-Mayor, authorized to execute same by Board action on the 17th day of September, 2024; and Consultant, signing by and through its duly authorized representative.

COUNTY

ATTEST:

By: *Dr. Lynn Campbell*
Broward County Administrator, as
ex officio Clerk of the Broward County
Board of County Commissioners

BROWARD COUNTY, by and through
its Board of County Commissioners

By: *Nan Rich*
Digitally signed by NAN
H. RICH
Date: 2024.09.17
13:12:23 -04'00'
Mayor

____ day of _____, 2024



Approved as to form by
Andrew J. Meyers
Broward County Attorney

Aviation Office
320 Terminal Drive, Suite 200
Fort Lauderdale, Florida 33315
Telephone: (954) 359-6100

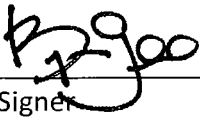
By: *Kaile Rush* *08/29/2024*
Kaile Rush (Date)
Assistant County Attorney

By: *Alexander J. Williams, Jr.* *08/29/2024*
Alexander J. Williams, Jr. (Date)
Senior Assistant County Attorney

KR/em
Gresham Smith - Seventh Amendment
08/22/2024
#1119973.2

**SEVENTH AMENDMENT TO AGREEMENT BETWEEN
BROWARD COUNTY AND GRESHAM SMITH FOR CONSULTANT SERVICES FOR TERMINAL
MODERNIZATION (1, 2, AND 3) AT THE FORT LAUDERDALE-HOLLYWOOD INTERNATIONAL
AIRPORT**

CONSULTANT

By:  _____
Authorized Signer

Benjamin C. Goebel, Senior Vice President
Print Name and Title

29th day of August, 2024

Exhibit B
Maximum Billing Rates

Project No: RLI# R0900601R1
Project Title: Fort Lauderdale-Hollywood International Airport Terminal Modernization (1, 2, and 3)
Consultant/ Subconsultant: Gresham Smith

	MAXIMUM HOURLY RATE		MULTIPLIER (2023 FAR)		MAXIMUM BILLING RATE
TITLE	(\$/HR)	X	3.00	=	(\$/HR)
Project Executive	\$100.00		3.00		\$300.00
Vice President	\$93.33		3.00		\$279.99
Principal	\$85.00		3.00		\$255.00
Sr. Project Manager	\$75.00		3.00		\$225.00
Project Manager	\$70.00		3.00		\$210.00
Assistant Project Manager	\$50.00		3.00		\$150.00
Sr. Design Architect (Registered)	\$90.00		3.00		\$270.00
Sr. Architect (Registered)	\$70.00		3.00		\$210.00
Architect (Registered)	\$60.00		3.00		\$180.00
Architect	\$50.00		3.00		\$150.00
Intern Architect	\$35.00		3.00		\$105.00
BIM Manager	\$60.00		3.00		\$180.00
Sr. Technician (CADD)	\$45.00		3.00		\$135.00
Technician (CADD)	\$30.00		3.00		\$90.00
Interior Design Manager	\$60.00		3.00		\$180.00
Sr. Interior Designer	\$55.00		3.00		\$165.00
Interior Designer	\$35.00		3.00		\$105.00
LEED/Sust. Designer	\$50.00		3.00		\$150.00
EMS/Sust. Master Planner	\$75.00		3.00		\$225.00
Specification Writer	\$65.00		3.00		\$195.00
Structural Engineer Manager	\$100.00		3.00		\$300.00
Sr. Structural Engineer (Registered)	\$70.00		3.00		\$270.00
Structural Engineer (Registered)	\$45.00		3.00		\$135.00
Project Engineer (EIT)	\$30.00		3.00		\$90.00
Envir. Graphics Manager	\$60.00		3.00		\$180.00
Environmental Graphic Sr. Designer	\$55.00		3.00		\$165.00
Envir. Graphic Designer	\$50.00		3.00		\$150.00
Administrative Assistant	\$35.00		3.00		\$105.00

Sr. Roadway Designer	\$80.00		3.00		\$240.00
Sr. Transportation Engineer	\$85.00		3.00		\$255.00
Transportation Engineer	\$50.00		3.00		\$150.00
Resident Project Representative (RPR)	\$70.00		3.00		\$210.00
Sr. Construction Administrative	\$65.00		3.00		\$195.00
Construction Administrative	\$45.00		3.00		\$135.00

Multiplier of 3.00 is calculated as follows:

OVERHEAD = 124.37%

FRINGE = 48.91%

FINAL OPERATING MARGIN = (1 + OVERHEAD + FRINGE) x OPERATING MARGIN (9.96%)

MULTIPLIER = 1 + OVERHEAD + FRINGE + FINAL OPERATING MARGIN

Exhibit B
Maximum Billing Rates

Project No: RLI# R0900601R1
Project Title: Fort Lauderdale-Hollywood International Airport
Terminal Modernization (1, 2, and 3)
Consultant/ Gresham Smith
Subconsultant: Argus Consulting, Inc.

	MAXIMUM HOURLY RATE		MULTIPLIER (2023 FAR)		MAXIMUM BILLING RATE
TITLE	(\$/HR)	X	3.00	=	(\$/HR)
A1 Administrative Assistant	\$ 21.63		3.00		\$ 64.88
A2 Project Technical Assistant	\$ 31.94		3.00		\$ 95.82
A3 Finance/Marketing/Office Manager	\$ 37.50		3.00		\$ 112.50
A4 Project Accountant/Controls	\$ 54.13		3.00		\$ 162.39
A5 Executive	\$ 71.55		3.00		\$ 214.64
C1 Construction Manager	\$ 45.67		3.00		\$ 137.01
C3 Sr Construction Manager	\$ 65.63		3.00		\$ 196.89
C4 Construction Project Manager	\$ 75.96		3.00		\$ 227.88
C5 Sr Construction Project Manager/Ops	\$ 84.13		3.00		\$ 252.39
C7 M&R Executive	\$ 100.00		3.00		\$ 300.00
D1 Cad Technician	\$ 28.61		3.00		\$ 85.83
D2 Designer	\$ 37.36		3.00		\$ 112.08
D3 Staff Designer	\$ 45.85		3.00		\$ 137.55
D4 Senior Designer	\$ 53.68		3.00		\$ 161.04
E1 Engineer I	\$ 35.73		3.00		\$ 107.20
E2 Engineer II	\$ 40.51		3.00		\$ 121.53
E3 Staff Engineer I	\$ 50.33		3.00		\$ 150.98
E4 Staff Engineer II	\$ 53.83		3.00		\$ 161.48
E5 Senior Engineer I	\$ 62.14		3.00		\$ 186.42
E6 Senior Engineer II	\$ 66.31		3.00		\$ 198.92
E7 Associate Engineer	\$ 70.76		3.00		\$ 212.28
E8 Senior Associate Engineer	\$ 78.43		3.00		\$ 235.30
E9 Principal Engineer	\$ 93.33		3.00		\$ 279.99
T1 Jr Fuels Specialist	\$ 25.51		3.00		\$ 76.54
T2 Staff Fuels Specialist	\$ 45.74		3.00		\$ 137.22
T3 Sr Fuels Specialist	\$ 58.55		3.00		\$ 175.65
T Associate Fuels Specialist	\$ 62.08		3.00		\$ 186.24

T5 Sr. Associate Fuels Specialist	\$ 87.33		3.00		\$ 261.99
T6 Principal Fuels Specialist	\$ 83.20		3.00		\$ 249.60

Multiplier of 3.00 is calculated as follows:

OVERHEAD = 106.36%

FRINGE = 85.37%

FINAL OPERATING MARGIN = (1 + OVERHEAD + FRINGE) x OPERATING MARGIN (3.00%)

MULTIPLIER = 1 + OVERHEAD + FRINGE + FINAL OPERATING MARGIN

Exhibit B
Maximum Billing Rates

Project No: RLI# R0900601R1
Project Title: Fort Lauderdale-Hollywood International Airport
Terminal Modernization (1, 2, and 3)
Consultant/ Subconsultant: Gresham Smith
CMC International Services, Inc.

	MAXIMUM HOURLY RATE		MULTIPLIER		MAXIMUM BILLING RATE
TITLE	(\$/HR)	X	2.90	=	(\$/HR)
Principal/Project Manager	\$100.00		2.90		\$290.00
Senior Building Envelope Consultant	\$61.06		2.90		\$177.07

Multiplier of 2.90 is calculated as follows:

OVERHEAD = 147.61%

FRINGE = 15.78%

FINAL OPERATING MARGIN = (1 + OVERHEAD + FRINGE) x OPERATING MARGIN (10.00%)

MULTIPLIER = 1 + OVERHEAD + FRINGE + FINAL OPERATING MARGIN = 2.90 MAXIMUM

Exhibit B
Maximum Billing Rates

Project No: RLI# R0900601R1
 Project Title: Fort Lauderdale-Hollywood International Airport
 Terminal Modernization (1, 2, and 3)
 Consultant/ Gresham Smith
 Subconsultant: DeRose Design Consultants, Inc. (WSP)

	MAXIMUM HOURLY RATE		MULTIPLIER (2023 FAR)		MAXIMUM BILLING RATE
TITLE	(\$/HR)	X	2.66	=	(\$/HR)
Principal	\$89.39		2.66		\$237.78
QA/QC Manager	\$95.00		2.66		\$252.70
Sr. Project Manager	\$95.00		2.66		\$252.70
Project Manager	\$63.10		2.66		\$167.85
Revit/CADD Manager	\$75.00		2.66		\$199.50
Engineer V	\$95.00		2.66		\$252.70
Engineer IV	\$74.00		2.66		\$196.84
Engineer III	\$59.00		2.66		\$156.94
Senior Engineer	\$57.84		2.66		\$153.85
Engineer	\$47.33		2.66		\$125.90
Tech/Designer IV	\$46.00		2.66		\$122.36
Tech/Designer III	\$42.00		2.66		\$111.72
Senior Designer	\$36.81		2.66		\$97.91
Junior Designer	\$26.30		2.66		\$69.96
CADD Operator	\$22.08		2.66		\$58.73
Administrative Assistant	\$37.00		2.66		\$98.42

Multiplier of 2.66 is calculated as follows:

OVERHEAD = 99.75%

FRINGE = 41.70%

FINAL OPERATING MARGIN = (100% + OVERHEAD + FRINGE) x MARGIN (10%) = 24.15%

MULTIPLIER = 1 + OVERHEAD + FRINGE + FINAL OPERATING MARGIN = 2.66

Exhibit B
Maximum Billing Rates

Project No: RLI# R0900601R1
Project Title: Fort Lauderdale- Hollywood International Airport Terminal Modernization (1, 2, and 3)
Consultant/ Subconsultant: Gresham Smith
KEITH and Associates, Inc.

	MAXIMUM HOURLY RATE		MULTIPLIER (2023 FAR)		MAXIMUM BILLING RATE
TITLE	(\$/HR)	X	3.00	=	(\$/HR)
Principal	\$100.00		3.00		\$300.00
Sr. Project Manager	\$93.33		3.00		\$279.99
Project Manager	\$65.00		3.00		\$195.00
Construction Manager	\$70.00		3.00		\$210.00
Assistant Project Manager	\$55.00		3.00		\$165.00
Project Engineer	\$45.00		3.00		\$135.00
Doc. Controls Admin.	\$30.00		3.00		\$90.00
Senior RPR	\$65.00		3.00		\$195.00
RPR Inspector III	\$60.00		3.00		\$180.00
RPR Inspector II	\$50.00		3.00		\$150.00
RPR Inspector I	\$40.00		3.00		\$120.00
Cost / Contracts Controls	\$40.00		3.00		\$120.00
Construction Admin.	\$30.00		3.00		\$90.00
Administrative Assistant	\$25.00		3.00		\$75.00
Sr. Professional Eng.	\$85.00		3.00		\$255.00
Professional Eng.	\$75.00		3.00		\$225.00
Design Engineer III	\$65.00		3.00		\$195.00
Design Engineer II	\$50.00		3.00		\$150.00
Design Engineer I	\$35.00		3.00		\$105.00
Senior Surveyor & Mapper	\$75.00		3.00		\$225.00
Professional Surveyor	\$55.00		3.00		\$165.00
Surveyor I	\$35.00		3.00		\$105.00
Surveyor II	\$45.00		3.00		\$135.00
CADD Operator/Technician	\$25.00		3.00		\$75.00
GIS Specialist	\$40.00		3.00		\$120.00
Senior Permit Expeditor	\$65.00		3.00		\$195.00
Permit Expeditor	\$45.00		3.00		\$135.00
Senior Planner	\$55.00		3.00		\$165.00

Planner	\$35.00		3.00		\$105.00
Senior Utility Coordinator	\$55.00		3.00		\$165.00
Utility Coordinator	\$35.00		3.00		\$105.00
Utility Technician	\$25.00		3.00		\$75.00
Arborist	\$45.00		3.00		\$135.00
Landscape Architect	\$75.00		3.00		\$225.00
Field Surveyor IV	\$35.00		3.00		\$105.00
Field Surveyor III	\$30.00		3.00		\$90.00
Field Surveyor II	\$25.00		3.00		\$75.00
Field Surveyor I	\$20.00		3.00		\$60.00
Subsurface Utility Location Manager	\$65.00		3.00		\$195.00
Field SUE Technician III	\$45.00		3.00		\$135.00
Field SUE Technician II	\$35.00		3.00		\$105.00
Field SUE Technician I	\$25.00		3.00		\$75.00
Field Supervisor	\$50.00		3.00		\$150.00

Reimbursables for Direct Non-Salary Expenses

Reimbursable	Units	Maximum Reimbursable
SUE or Survey Truck & Equipment	Per Hr (\$/HR)	\$75.00
Designation Equipment	Per Hr (\$/HR)	\$100.00
Coring Equipment (>8")	Per Hr (\$/HR)	\$30.00

Multiplier of 3.00 is calculated as follows:

OVERHEAD = 128.93%

FRINGE = 55.28%

FINAL OPERATING MARGIN = (1 + OVERHEAD + FRINGE) x OPERATING MARGIN (5.73%)

MULTIPLIER = 1 + OVERHEAD + FRINGE + FINAL OPERATING MARGIN

Exhibit B
Maximum Billing Rates

Project No:	RLI# R0900601R1
Project Title:	Fort Lauderdale-Hollywood International Airport Terminal Modernization (1, 2, and 3)
Consultant/	Gresham Smith
Subconsultant:	RS&H, Inc.

	MAXIMUM HOURLY RATE		MULTIPLIER (2023 FAR)		MAXIMUM BILLING RATE
TITLE	(\$/HR)	X	2.98	=	(\$/HR)
Regional Director VP (X05)	\$100.00		2.98		\$298.00
Project Officer VP (X05)	\$97.00		2.98		\$289.06
Project Director VP (X05)	\$85.00		2.98		\$253.30
Senior Project Manager EV (E05)	\$100.00		2.98		\$298.00
Project Manager (E04)	\$85.00		2.98		\$253.30
Engineer V (E05)	\$100.00		2.98		\$298.00
Engineer IV (E04)	\$85.00		2.98		\$253.30
Engineer III (E03)	\$69.00		2.98		\$205.62
Engineer II (E02)	\$58.00		2.98		\$172.84
Engineer I (E01)	\$43.00		2.98		\$128.14
Architect V (A05)	\$100.00		2.98		\$298.00
Architect IV (A04)	\$72.00		2.98		\$214.56
Architect III (A03)	\$60.00		2.98		\$178.80
Architect II (A02)	\$48.00		2.98		\$143.04
Architect I (A01)	\$39.00		2.98		\$116.22
Planner V (Q05)	\$83.00		2.98		\$247.34
Planner IV (Q04)	\$75.00		2.98		\$223.50
Planner III (Q03)	\$67.00		2.98		\$199.66
Planner II (Q02)	\$40.00		2.98		\$119.20
Planner I (Q01)	\$34.00		2.98		\$101.32
Tech/Designer V (T05)	\$75.00		2.98		\$223.50
Tech/Designer IV(T04)	\$53.00		2.98		\$157.94
Tech/Designer III (T03)	\$48.00		2.98		\$143.04
Tech/Designer II (T02)	\$38.00		2.98		\$113.24
Tech/Designer I (T01)	\$28.00		2.98		\$83.44

Environmental Specialist V (E14)	\$80.00		2.98		\$238.40
Environmental Specialist IV (E13)	\$75.00		2.98		\$223.50
Environmental Specialist III (E12)	\$52.00		2.98		\$154.96
Environmental Specialist II (E11)	\$40.00		2.98		\$119.20
Environmental Specialist I (E10)	\$33.00		2.98		\$98.34
Administrative Assistant IV (O63)	\$39.00		2.98		\$116.22
Administrative Assistant III (O62)	\$36.00		2.98		\$107.28
Administrative Assistant II (O61)	\$35.00		2.98		\$104.30
Administrative Assistant I (O60)	\$24.00		2.98		\$71.52
Interior Designer V (I95)	\$63.00		2.98		\$187.74
Interior Designer IV (I94)	\$41.00		2.98		\$122.18
Interior Designer III (I93)	\$40.00		2.98		\$119.20
Interior Designer II (I92)	\$28.00		2.98		\$83.44
Interior Designer I (I91)	\$24.00		2.98		\$71.52
Document Coordinator IV (M63)	\$39.00		2.98		\$116.22
Document Coordinator III (M62)	\$36.00		2.98		\$107.28
Document Coordinator II (M61)	\$35.00		2.98		\$104.30
Document Coordinator I (M60)	\$28.00		2.98		\$83.44
Landscape Architect V (P05)	\$75.00		2.98		\$223.50
Landscape Architect IV (P04)	\$52.00		2.98		\$154.96
Landscape Architect III (P03)	\$45.00		2.98		\$134.10
Landscape Architect II (P02)	\$33.00		2.98		\$98.34
Landscape Architect I (P01)	\$27.00		2.98		\$80.46
IT Specialist IV (O12)	\$51.00		2.98		\$151.98

IT Specialist III (O11)	\$50.00		2.98		\$149.00
IT Specialist II (S02)	\$38.00		2.98		\$113.24
Financial Specialist V (Q05)	\$84.00		2.98		\$250.32
Field Representative V (F05)	\$58.00		2.98		\$172.84
Field Representative IV (F04)	\$53.00		2.98		\$157.94
Field Representative III (F03)	\$47.00		2.98		\$140.06
Field Representative II (F02)	\$34.00		2.98		\$101.32
Field Representative I (F01)	\$31.00		2.98		\$92.38
Accounting Specialist III (S74)	\$38.00		2.98		\$113.24
Accounting Specialist II (S73)	\$30.00		2.98		\$89.40

Multiplier of 3.00 is calculated as follows:

OVERHEAD = 114.27%

FRINGE = 56.53%

FINAL OPERATING MARGIN = (1 + OVERHEAD + FRINGE) x OPERATING MARGIN (10.0%)

MULTIPLIER = 1 + OVERHEAD + FRINGE + FINAL OPERATING MARGIN = 2.98