



**AGREEMENT BETWEEN**

**COUNTY OF SAN MATEO**

**AND**

**CAPITAL PROGRAM MANAGEMENT, INC.**

**TO ASSIST WITH**

**PROJECT AND CONSTRUCTION MANAGEMENT**

**FOR THE PERIOD**

**JANUARY 1, 2019 – DECEMBER 31, 2019**

Contact Person: Ying Sham  
Email: [ysham@smcgov.org](mailto:ysham@smcgov.org)  
Phone: (650) 802-3348

**AGREEMENT BETWEEN THE COUNTY OF SAN MATEO AND CAPITAL PROGRAM MANAGEMENT, INC.**

This Agreement is entered into this 8 day of January, 2019 by and between the County of San Mateo, a political subdivision of the state of California, hereinafter called "County" and Capital Program Management, Inc. hereinafter called "CPM" or "Contractor."

\* \* \*

Whereas, pursuant to Section 31000 of the California Government Code, County may contract with independent contractors for the furnishing of such services to or for County or any Department thereof; and

Whereas, it is necessary and desirable that Contractor be retained for the purpose of representative services for project and construction management services for Redwood Trailer Village at 855 Barron Avenue, Redwood City, California 94063.

**Now, therefore, it is agreed by the parties to this Agreement as follows:**

**1. Exhibits and Attachments**

The following exhibits and attachments are attached to this Agreement and incorporated into this Agreement by this reference:

- Exhibit A—Services
- Exhibit B—Payments and Rates

**2. Services to be performed by Contractor**

In consideration of the payments set forth in this Agreement and in Exhibit B, Contractor shall perform services for County in accordance with the terms, conditions, and specifications set forth in this Agreement and in Exhibits.

**3. Payments**

In consideration of the services provided by Contractor in accordance with all terms, conditions, and specifications set forth in this Agreement and in Exhibits, County shall make payment to Contractor based on the rates and in the manner specified in Exhibit B. County reserves the right to withhold payment if County determines that the quantity or quality of the work performed is unacceptable. In no event shall County's total fiscal obligation under this Agreement exceed **One-Hundred Thousand Dollars (\$100,000)**. In the event that County makes any advance payments, Contractor agrees to refund any amounts in excess of the amount owed by County at the time of contract termination or expiration. Contractor is not entitled to payment for work not performed as required by this agreement.

**4. Term**

Subject to compliance with all terms and conditions, the term of this Agreement shall be from January 1, 2019 – December, 31, 2019.

**5. Termination; Availability of Funds**

This Agreement may be terminated by Contractor or by the Director of the Department of Housing or his/her designee at any time without a requirement of good cause upon thirty (30) days' advance written notice to the other party. Subject to availability of funding, Contractor shall be entitled to receive payment for work/services provided prior to termination of the Agreement. Such payment shall be that prorated portion of the full payment determined by comparing the work/services actually completed to the work/services required by the Agreement.

County may terminate this Agreement or a portion of the services referenced in the Attachments and Exhibits based upon the unavailability of Federal, State, or County funds by providing written notice to Contractor as soon as is reasonably possible after County learns of said unavailability of outside funding.

Contractor may terminate this Agreement for cause. In order to terminate for cause, County must first give Contractor notice of the alleged breach. Contractor shall have five business days after receipt of such notice to respond and a total of ten calendar days after receipt of such notice to cure the alleged breach. If Contractor fails to cure the breach within this period, County may immediately terminate this Agreement without further action. The option available in this paragraph is separate from the ability to terminate without cause with appropriate notice described above. In the event that County provides notice of an alleged breach pursuant to this section, County may, in extreme circumstances, immediately suspend performance of services and payment under this Agreement pending the resolution of the process described in this paragraph. County has sole discretion to determine what constitutes an extreme circumstance for purposes of this paragraph, and County shall use reasonable judgement in making that determination.

**6. Contract Materials**

At the end of this Agreement, or in the event of termination, all finished or unfinished documents, data, studies, maps, photographs, reports, and other written materials (collectively referred to as "contract materials") prepared by Contractor under this Agreement shall become the property of County and shall be promptly delivered to County. Upon termination, Contractor may make and retain a copy of such contract materials if permitted by law.

**7. Relationship of Parties**

Contractor agrees and understands that the work/services performed under this Agreement are performed as an independent contractor and not as an employee of County and that neither Contractor nor its employees acquire any of the rights, privileges, powers, or advantages of County employees.

**8. Hold Harmless**

**a. General Hold Harmless**

Contractor shall indemnify and save harmless County and its officers, agents, employees, and servants from all third-party claims, suits, or actions of every name, kind, and description resulting from this Agreement, the performance of any work or services required of Contractor under this Agreement, or payments made pursuant to this Agreement brought for, or on account of, any of the following:

(A) injuries to or death of any person, including Contractor or its employees/officers/agents;

(B) damage to any property of any kind whatsoever and to whomsoever belonging;

- (C) any sanctions, penalties, or claims of damages resulting from Contractor's failure to comply, if applicable, with the requirements set forth in the Health Insurance Portability and Accountability Act of 1996 (HIPAA) and all Federal regulations promulgated thereunder, as amended; or
- (D) any other loss or cost, including but not limited to that caused by the concurrent active or passive negligence of County and/or its officers, agents, employees, or servants. However, Contractor's duty to indemnify and save harmless under this Section, including the duty to defend described below, shall not apply to injuries or damages caused by the County's own negligence or willful misconduct, or where such indemnification is prohibited by law.

The duty of Contractor to indemnify and save harmless as set forth by this Section shall include the duty to defend as set forth in Section 2778 of the California Civil Code.

**9. Assignability and Subcontracting**

Contractor shall not assign this Agreement or any portion of it to a third party or subcontract with a third party to provide services required by Contractor under this Agreement without the prior written consent of County. Any such assignment or subcontract without County's prior written consent shall give County the right to automatically and immediately terminate this Agreement without penalty or advance notice.

**10. Insurance**

**a. General Requirements**

Contractor shall not commence work or be required to commence work under this Agreement unless and until all insurance required under this Section has been obtained and such insurance has been approved by County, and Contractor shall use diligence to obtain such insurance and to obtain such approval. Contractor shall furnish County with certificates of insurance evidencing the required coverage including contractual liability assumed by Contractor pursuant to this Agreement. These certificates shall specify or be endorsed to provide that thirty (30) days' notice must be given, in writing, to County of any pending change in the limits of liability or of any cancellation or modification of the policy.

**b. Workers' Compensation and Employer's Liability Insurance**

Contractor shall have in effect during the entire term of this Agreement workers' compensation and employer's liability insurance providing full statutory coverage. In signing this Agreement, Contractor certifies, as required by Section 1861 of the California Labor Code, that (a) it is aware of the provisions of Section 3700 of the California Labor Code, which require every employer to be insured against liability for workers' compensation or to undertake self-insurance in accordance with the provisions of the Labor Code, and (b) it will comply with such provisions before commencing the performance of work under this Agreement.

**c. Liability Insurance**

Contractor shall take out and maintain during the term of this Agreement such bodily injury liability and property damage liability insurance as shall protect Contractor and all of its employees/officers/agents while performing work covered by this Agreement from any and all claims for damages for bodily injury, including accidental death, as well as any and all claims for property damage which may arise from Contractor's operations under this Agreement, whether such operations be by Contractor, any subcontractor, anyone

directly or indirectly employed by either of them, or an agent of either of them. Such insurance shall be combined single limit bodily injury and property damage for each occurrence and shall not be less than the amounts specified below:

- Commercial General Liability..... \$1,000,000
- Motor Vehicle Liability Insurance.....\$1,000,000
- Professional Liability.....\$1,000,000

County and its officers, agents, employees, and servants shall be named as additional insured on any such policies of insurance, which shall also contain a provision that (a) the insurance afforded thereby to County and its officers, agents, employees, and servants shall be primary insurance to the full limits of liability of the policy and (b) if the County or its officers, agents, employees, and servants have other insurance against the loss covered by such a policy, such other insurance shall be excess insurance only.

In the event of the breach of any provision of this Section, or in the event any notice is received which indicates any required insurance coverage will be diminished or canceled, County, at its option, may, notwithstanding any other provision of this Agreement to the contrary, immediately declare a material breach of this Agreement and suspend all further work and payment pursuant to this Agreement.

**11. Compliance With Laws**

All services to be performed by Contractor pursuant to this Agreement shall be performed in accordance with all applicable Federal, State, County, and municipal laws, ordinances, and regulations, including but not limited to the Health Insurance Portability and Accountability Act of 1996 (HIPAA) and the Federal Regulations promulgated thereunder, as amended (if applicable), the Business Associate requirements set forth in Attachment H (if attached), the Americans with Disabilities Act of 1990, as amended, and Section 504 of the Rehabilitation Act of 1973, which prohibits discrimination on the basis of disability in programs and activities receiving any Federal or County financial assistance. Such services shall also be performed in accordance with all applicable ordinances and regulations, including but not limited to appropriate licensure, certification regulations, provisions pertaining to confidentiality of records, and applicable quality assurance regulations. In the event of a conflict between the terms of this Agreement and any applicable State, Federal, County, or municipal law or regulation, the requirements of the applicable law or regulation will take precedence over the requirements set forth in this Agreement.

Contractor will timely and accurately complete, sign, and submit all necessary documentation of compliance.

**12. Non-Discrimination and Other Requirements**

**a. General Non-discrimination**

No person shall be denied any services provided pursuant to this Agreement (except as limited by the scope of services) on the grounds of race, color, national origin, ancestry, age, disability (physical or mental), sex, sexual orientation, gender identity, marital or domestic partner status, religion, political beliefs or affiliation, familial or parental status (including pregnancy), medical condition (cancer-related), military service, or genetic information.

**b. Equal Employment Opportunity**

Contractor shall ensure equal employment opportunity based on objective standards of recruitment, classification, selection, promotion, compensation, performance evaluation, and management relations for all employees under this Agreement. Contractor's equal employment policies shall be made available to County upon request.

**c. Section 504 of the Rehabilitation Act of 1973**

Contractor shall comply with Section 504 of the Rehabilitation Act of 1973, as amended, which provides that no otherwise qualified individual with a disability shall, solely by reason of a disability, be excluded from the participation in, be denied the benefits of, or be subjected to discrimination in the performance of any services this Agreement. This Section applies only to contractors who are providing services to members of the public under this Agreement.

**d. Compliance with County's Equal Benefits Ordinance**

With respect to the provision of benefits to its employees, Contractor shall comply with Chapter 2.84 of the County Ordinance Code, which prohibits contractors from discriminating in the provision of employee benefits between an employee with a domestic partner and an employee with a spouse. In order to meet the requirements of Chapter 2.84, Contractor must certify which of the following statements is/are accurate:

- Contractor complies with Chapter 2.84 by offering the same benefits to its employees with spouses and its employees with domestic partners.
- Contractor complies with Chapter 2.84 by offering, in the case where the same benefits are not offered to its employees with spouses and its employees with domestic partners, a cash payment to an employee with a domestic partner that is equal to Contractor's cost of providing the benefit to an employee with a spouse.
- Contractor is exempt from having to comply with Chapter 2.84 because it has no employees or does not provide benefits to employees' spouses.
- Contractor does not comply with Chapter 2.84, and a waiver must be sought.

**e. Discrimination Against Individuals with Disabilities**

The nondiscrimination requirements of 41 C.F.R. 60-741.5(a) are incorporated into this Agreement as if fully set forth here, and Contractor and any subcontractor shall abide by the requirements of 41 C.F.R. 60-741.5(a). This regulation prohibits discrimination against qualified individuals on the basis of disability and requires affirmative action by covered prime contractors and subcontractors to employ and advance in employment qualified individuals with disabilities.

**f. History of Discrimination**

Contractor must check one of the two following options and by executing this Agreement, Contractor certifies that the option selected is accurate:

- No finding of discrimination has been issued in the past 365 days against Contractor by the Equal Employment Opportunity Commission, the Department of Fair Employment and Housing, or any other investigative entity.

- Finding(s) of discrimination have been issued against Contractor within the past 365 days by the Equal Employment Opportunity Commission, the Department of Fair Employment and Housing, or other investigative entity. If this box is checked, Contractor shall provide County with a written explanation of the outcome(s) or remedy for the discrimination.

**g. Reporting; Violation of Non-discrimination Provisions**

Contractor shall report to the County the filing in any court or with any administrative agency of any complaint or allegation of discrimination on any of the bases prohibited by this Section of the Agreement or Section 11, above. Such duty shall include reporting of the filing of any and all charges with the Equal Employment Opportunity Commission, the Department of Fair Employment and Housing, or any other entity charged with the investigation or adjudication of allegations covered by this subsection within 30 days of such filing, provided that within such 30 days such entity has not notified Contractor that such charges are dismissed or otherwise unfounded. Such notification shall include a general description of the circumstances involved and a general description of the kind of discrimination alleged (for example, gender-, sexual orientation-, religion-, or race-based discrimination).

Violation of the non-discrimination provisions of this Agreement shall be considered a breach of this Agreement and subject the Contractor to penalties, to be determined by County, including but not limited to the following:

- i. termination of this Agreement;
- ii. disqualification of the Contractor from being considered for or being awarded a County or County contract for a period of up to 3 years;
- iii. liquidated damages of \$2,500 per violation; and/or
- iv. imposition of other appropriate contractual and civil remedies and sanctions, as determined by the County.

To effectuate the provisions of this Section, County shall have the authority to offset all or any portion of the amount described in this Section against amounts due to Contractor under this Agreement or any other agreement between Contractor and County.

**13. Compliance with County Employee Jury Service Ordinance**

Contractor shall comply with Chapter 2.85 of the County's Ordinance Code, which states that Contractor shall have and adhere to a written policy providing that its employees, to the extent they are full-time employees and live in San Mateo County, shall receive from the Contractor, on an annual basis, no fewer than five days of regular pay for jury service in San Mateo County, with jury pay being provided only for each day of actual jury service. The policy may provide that such employees deposit any fees received for such jury service with Contractor or that the Contractor may deduct from an employee's regular pay the fees received for jury service in San Mateo County. By signing this Agreement, Contractor certifies that it has and adheres to a policy consistent with Chapter 2.85. For purposes of this Section, if Contractor has no employees in San Mateo County, it is sufficient for Contractor to provide the following written statement to County: "For purposes of San Mateo County's jury service ordinance, Contractor certifies that it has no full-time employees who live in San Mateo County. To the extent that it hires any such employees during the term of its Agreement with San Mateo County, Contractor shall adopt a policy that complies with Chapter 2.85 of the County's Ordinance Code." The requirements of Chapter 2.85 do not apply if this Agreement's total value listed Section 3, above, is less than one-hundred thousand dollars (\$100,000), but Contractor acknowledges that Chapter 2.85's requirements will apply if this Agreement is amended such that its total value meets or exceeds that threshold amount.

**14. Retention of Records; Right to Monitor and Audit**

(a) Contractor shall maintain all required records relating to services provided under this Agreement for three (3) years after County makes final payment and all other pending matters are closed, and Contractor shall be subject to the examination and/or audit by County, a Federal grantor agency, and the State of California.

(b) Contractor shall comply with all program and fiscal reporting requirements set forth by applicable Federal, State, and local agencies and as required by County.

(c) Contractor agrees upon reasonable notice to provide to County, to any Federal or State department having monitoring or review authority, to County's authorized representative, and/or to any of their respective audit agencies access to and the right to examine all records and documents necessary to determine compliance with relevant Federal, State, and local statutes, rules, and regulations, to determine compliance with this Agreement, and to evaluate the quality, appropriateness, and timeliness of services performed.

**15. Merger Clause; Amendments**

This Agreement, including the Exhibits and Attachments attached to this Agreement and incorporated by reference, constitutes the sole Agreement of the parties to this Agreement and correctly states the rights, duties, and obligations of each party as of this document's date. In the event that any term, condition, provision, requirement, or specification set forth in the body of this Agreement conflicts with or is inconsistent with any term, condition, provision, requirement, or specification in any Exhibit and/or Attachment to this Agreement, the provisions of the body of the Agreement shall prevail. Any prior agreement, promises, negotiations, or representations between the parties not expressly stated in this document are not binding. All subsequent modifications or amendments shall be in writing and signed by the parties.

**16. Controlling Law; Venue**

The validity of this Agreement and of its terms, the rights and duties of the parties under this Agreement, the interpretation of this Agreement, the performance of this Agreement, and any other dispute of any nature arising out of this Agreement shall be governed by the laws of the State of California without regard to its choice of law or conflict of law rules. Any dispute arising out of this Agreement shall be venued either in the San Mateo County Superior Court or in the United States District Court for the Northern District of California.

**17. Notices**

Any notice, request, demand, or other communication required or permitted under this Agreement shall be deemed to be properly given when both: (1) transmitted via facsimile to the telephone number listed below or transmitted via email to the email address listed below; and (2) sent to the physical address listed below by either being deposited in the United States mail, postage prepaid, or deposited for overnight delivery, charges prepaid, with an established overnight courier that provides a tracking number showing confirmation of receipt.

In the case of County, to:

Name/Title: Ken Cole, Executive Director  
Address: County of San Mateo – Department of Housing  
264 Harbor Blvd, Bldg A



Belmont, CA 94002  
Telephone: (650) 802-3384  
Facsimile: (650) 802-3373  
Email: kcole@smchousing.org

In the case of Contractor, to:

Name/Title: Mike Wassermann  
Address: Capital Program Management  
1851 Heritage Lane, Suite 210  
Sacramento, CA 95815  
Telephone: (916) 553-4400  
Email: mike@capitalpm.com

**18. Electronic Signature**

If both County and Contractor wish to permit this Agreement and future documents relating to this Agreement to be digitally signed in accordance with California law and San Mateo County's Electronic Signature Administrative Memo, both boxes below must be checked. Any party that agrees to allow digital signature of this Agreement may revoke such agreement at any time in relation to all future documents by providing notice pursuant to this Agreement.

For County:  If this box is checked by County, County consents to the use of electronic signatures in relation to this Agreement.

For Contractor:  If this box is checked by Contractor, Contractor consents to the use of electronic signatures in relation to this Agreement.

\* \* \*

In witness of and in agreement with this Agreement's terms, the parties, by their duly authorized representatives, affix their respective signatures:

DEPARTMENT OF HOUSING OF THE COUNTY OF SAN MATEO

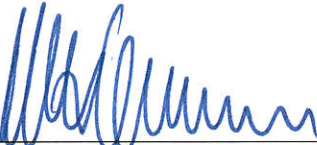


Signature

By: Ken Cole, Director

Date: 1-11-2019

CAPITAL PROGRAM MANAGEMENT, INC.



Signature

By: Mike Wasserman, Vice President / CFO

Date: 1.8.19

## Exhibit A

In consideration of the payments set forth in Exhibit B, Contractor shall provide the following services:

The Consultant's Scope of Work shall consist of assisting the San Mateo County Department of Housing with representative services for project and construction management services of Redwood Trailer Village at 855 Barron Avenue, Redwood City, CA 94063.

CPM represents that it is skilled in performing work of a similar nature and will perform its work in accordance with the applicable professional standard of care. CPM will commence its work promptly and shall continue until the estimated completion of the project of December 2019 or until notified by County that CPM's services are no longer required, or until the engagement is suspended or terminated by either County or CPM.

A. CPM Tasks will include the following:

1. Oversight of Construction Project Scope of Work to be implemented under five (5) separate phases:
  - a. Removal of existing non-conforming structures.
  - b. Relocation/replacement of some of the electrical pedestals.
  - c. Asphalt pavement overlay entire area and infill under where the units previously resided.
  - d. Procurement and installation of new modular homes.
  - e. Connection of new units to utilities.
2. Coordination of move-out and move in with County Human Services Agency personnel who will be the liaison with the residents.
3. Coordination of the schedule and oversight of the property owner's contractor for the paving and electrical work that will all be performed by and paid for by the property owner.
4. Coordination of the procurement of a contractor for the removal of the old units that will be under a separate demolition contract; coordination of scheduling and oversight of work.
5. Oversight of the abatement of hazardous materials such as lead-based paint and asbestos, if present.
6. Oversight of the property owner's paving contractor for adherence to Best Management Practice (BMP) measures or the Storm Water Pollution Prevention Program (SWPPP), if required.

B. The following work will not be performed unless desired by County. County may choose to perform some portions of the work independently:

### **Design Phase Management**

1. Development of project Scope, Schedule, and Budget with the County.
2. Assistance to County with editing template documents and negotiating Agreements.
3. Assistance to County in determining best procurement strategies.
4. Assistance to County with California Environmental Quality Act (CEQA) Categorically Exempt Filing.
5. Coordination of work of surveyor, manufacture, and any other services that may be required.
6. Solicitation of proposals, coordination and oversight of Hazardous Material consultants for the testing, inspections, and oversight of abatement contractor.

7. Performance of invoice due diligence (including review and approval of all project related expenses).
8. Update of project budget periodically.

**Procurement/Bid and Award Phase:**

9. Assistance to County with preparing bidding documents.
10. Development of procurement/bid/award schedule.
11. Assistance to County with drafting and publishing required bid advertisements.
12. Addressing of bidder Request for Information (RFI).
13. Performance of procurement/bid marketing, and conducting of pre-proposal/pre-bid, and bid opening meetings.
14. Preparation of analysis of proposals/bids with recommendation for award and assistance with preparation of Agreements, and Board Action Item, if applicable.
15. Review and processing of all post proposal/bid submittals.
16. Assistance to County with issuing the Notice Proceed to Contractor.

**Construction Management Phase:**

17. Representation of Owner during Construction phase.
18. Preparation and filing of Public Works Projects Registration (PWC-100) form with the Department of Industrial Relations (DIR)
19. Oversight and coordination of the contractors/manufacturer, inspector, special inspector, and testing laboratory, if applicable.
20. Coordination with the County Building Department and local Fire Jurisdiction.
21. Conducting of pre-construction meeting.
22. Review and processing of all product submittals and shop drawings.
23. Review and addressing of all RFIs.
24. Review and addressing of all Proposed Change Orders (PCOs).
25. Performance of invoice due diligence (including review and approval of all project related expenses).
26. Update of project budget periodically.
27. Oversight of Contract Administration documentation processing and tracking.
28. Coordination of project closeout with Contractor and County.

**C. Project Timeline**

Milestone	Date
Provide County with list of tenants purchasing replacement units	February 1, 2019
Installation of first replacement unit	April 15, 2019
Installation of last replacement unit	October 15, 2019

## Exhibit B

In consideration of the services provided by Contractor described in Exhibit A and subject to the terms of the Agreement, County shall pay Contractor based on the following fee schedule and terms:

1. Contractor shall be paid on a reimbursement basis for services rendered under this Agreement. Contractor shall submit invoices, at intervals of no more than once per month, for services rendered to the attention of:

Ying Sham  
San Mateo County Department of Housing  
264 Harbor Boulevard, Bldg. A  
Belmont, CA 94002  
ysham@smchousing.org  
(650) 802-3348

CPM shall be compensated for performance of the Services based upon hours actually expended in performing the Services at the rates established in Exhibit "B" for an estimated fee budget of One-Hundred Thousand Dollars (\$100,000.00), together with actual expenses incurred. Reimbursable expenses shall include only reproduction costs and other expenses that may be desired by County with prior authorization. CPM will not be reimbursed for travel expenses or travel time.

Invoices are due and payable upon receipt, subject to Section 2 below.

2. Payment invoices shall occur based on County determination that the work performed is of acceptable quality/quantity and that the work product(s) has been delivered within the agreed upon timeframe shown in Exhibit A.
3. Contractor and County may agree to adjust the budgeted amounts, so long as the total budget does not exceed the total budget amount (\$100,000).
4. Hourly rate for Services provided by Contractor:

(see next page)

	Position	2018	2019
PIC	President	\$204	\$204
	Vice President	\$204	\$204
	Principal-In-Charge	\$204	\$204
Planning & Program Management Practice	Program Director	\$204	\$204
	Senior Program Manager	\$191	\$191
	Program/Project Manager	\$176	\$176
	Assistant Program/Project Manager	\$149	\$149
	Program Coordinator II	\$112	\$112
	Program Coordinator I	\$95	\$95
	Senior Estimator	\$191	\$191
	Estimator	\$176	\$176
	Senior Scheduler	\$191	\$191
	Scheduler	\$176	\$176
	Clerical	\$60	\$60
Budget & Accounting Practice	Director of Budget & Accounting	\$204	\$204
	Budget & Accounting Manager	\$191	\$191
	Senior Budget Analyst	\$146	\$146
	Budget Analyst	\$131	\$131
	Asst. Budget Analyst	\$102	\$102
Educational Technology Practice	Director of Education Technology	\$204	\$204
	Senior Ed-Tech Manager	\$191	\$191
	Ed- Tech Manager	\$176	\$176
	Assistant Ed-Tech Manager	\$149	\$149
	Drafter	\$135	\$135
Contract Management Practice	Director of Contract Management	\$204	\$204
	Senior Contract Manager	\$191	\$191
	Contract Manager	\$176	\$176
	Contract Administrator	\$149	\$149
	Assistant Contract Administrator	\$112	\$112