

PROFESSIONAL SERVICES CONTRACT

THIS AGREEMENT, made this _____ day of October, 2022 between the City of Marquette, hereinafter called "City" and Donohue & Associates Inc., a Wisconsin Corporation licensed to do business in Michigan, hereinafter called "Consultant".

WITNESSETH: That for and in consideration of the payments and agreements hereinafter mentioned the parties hereby agree as follows:

Article 1

Project Name

The name of the Project shall be Professional Services for Solids Handling Improvements Project.

Article 2

Scope of the Work

Consultant shall furnish all the material, services, supplies, tools, equipment, labor and other engineering services necessary to perform work as described in the Consultant's proposal to City (attached as Exhibit A). Services shall be performed in accordance with the standard of professional practice ordinarily exercised by the applicable profession under similar circumstances at the same time and in the locality where the services are performed.

Article 3

Time of Completion

The completion date of this project is December 31, 2024.

Article 4

Terms and Conditions

Consultant shall perform the services outlined in this Agreement for the stated fee arrangement.

ACCESS TO SITE:

City will arrange and provide access to each site upon which it will be necessary for Consultant to perform its work unless otherwise stated in the proposal. In the event work is required on any site not owned by City, City represents and warrants to Consultant that City has obtained all necessary permission and authority, in writing, for Consultant to enter upon the site and conduct its work. City shall, upon request, provide Consultant with evidence of such permission as well as acceptance of the other terms and conditions set forth herein by the owner(s) and tenant(s), if applicable, of such site(s)

in a form acceptable to Consultant, which Consultant also agrees to abide by. Any work performed by Consultant with respect to obtaining permission to enter upon and do work on the lands of others, as well as any work performed by Consultant pursuant to this Agreement, shall be deemed as being done on behalf of City. Consultant shall take reasonable measures and precautions to minimize damage to each site and any improvements located thereon as the result of its work and the use of its equipment and shall reasonably restore the site to its prior condition.

FEE:

Services and reimbursable costs will be billed on a monthly basis as per the proposal requirements, but the total amount to be paid by City for such services and costs shall not exceed \$542,200. A fee estimate is attached as Exhibit B.

BILLINGS/PAYMENTS:

Consultant shall invoice for services rendered and reimbursable costs incurred on a monthly basis. Each invoice shall be due and payable within thirty (30) days of the date of the invoice. Invoices over sixty (60) days past due may be charged interest on the unpaid balance at the highest lawful rate as allowed under Michigan Law. Consultant may, after ten (10) days' written notice to City, suspend performance of services until all past due amounts are paid.

TERMINATION:

City, at its sole discretion, may terminate this Contract for convenience or abandon any portion of the Project for which services have not been performed by Consultant, upon fourteen (14) days written notice delivered to Consultant personally, by email or by certified mail at Consultant's address below.

Immediately after receiving such notice, Consultant shall discontinue advancing the services under this Contract and proceed to close the operations under this Contract. Consultant shall appraise the services it has completed and submit an appraisal to City for evaluation. City shall have the right to inspect Consultant's work to appraise the services completed.

Consultant shall deliver to City all drawings, specials provisions, field survey notes, reports, estimates and all other documents or work product generated by Consultant under the Contract, entirely or partially completed, together with all unused materials supplied by City.

In the event of such termination or abandonment, Consultant shall be paid for services performed prior to receipt of said notice of termination, including reimbursable expenses then incurred.

If the remuneration scheduled hereunder is based on a fixed fee or definitely ascertainable sum, the portion of such sum payable shall be proportionate to the percentage of services completed by Consultant based upon the scope of work set forth in Exhibit A, and shall be agreed upon mutually by Consultant and City. However, in no event shall the fee exceed that set forth above.

City shall make final payment within sixty (30) days after Consultant has delivered the last of the partially completed items and the final fee has been agreed upon.

In the event this contract is terminated, City shall have the option of completing the work or entering into a contract with another party for the completion of the work according to the provisions and agreements herein.

INDEMNITY:

Consultant agrees, to the fullest extent permitted by law, to indemnify and hold City harmless from any damage, liability or cost (including reasonable attorney fees) to the proportionate extent caused, by Consultant's negligent acts, errors or omissions in the performance of professional services under this Agreement and those of consultants, sub-consultants, contractors, sub-contractors, agents, employees or others that contract with Consultant regarding this contract or anyone for whom Consultant is legally liable.

INSURANCE:

Consultant, at its own expense, shall purchase and maintain the minimum insurance specified below with companies duly licensed or otherwise approved by the State of Michigan, and with forms reasonably satisfactory to City. Each insurer shall have a current A.M. Best Company, Inc. rating of not less than A-VII. Use of alternative insurers requires prior approval from City.

A. General Clauses

1. **Additional Insured.** The insurance coverage, except Workers' Compensation and Professional Liability, required by this Contract, shall name City, its agents, representatives, directors, officials, and employees, as additional insured, and shall specify that insurance afforded Consultant shall be primary insurance, and that any self insured retention and/or insurance coverage carried by City or its employees shall be excess coverage, and not contributory coverage to that provided by Consultant.

2. **Coverage Term.** All insurance required herein shall be maintained in full force and effect until Services required to be performed under the terms of this Contract are satisfactorily completed and formally accepted; failure to do so may constitute a material breach of this Contract, at the sole discretion of City.

3. **Primary Coverage.** Consultant's insurance shall be primary insurance as respects City and any insurance or self insurance maintained by City shall be excess of Consultant's insurance and shall not contribute to it.

4. **Claim Reporting.** Consultant shall not fail to comply with the claim reporting provisions of the policies or cause any breach of a policy warranty that would affect coverage afforded under the policy to protect City.

5. **Waiver.** The policies for Workers' Compensation and General Liability, shall contain a waiver of transfer rights of recovery (subrogation) against City, its agents, representatives, directors, officers, and employees for any claims arising out of the work of Consultant.

6. **Deductible/Retention.** The policies may provide coverage which contains deductibles or self-insured retentions. Such deductible or self-insured retentions shall not be applicable with respect to the coverage provided to City under such policies. Consultant shall be solely responsible for deductible or self-insured retentions and City may require Consultant to secure the payment of such deductible or self-insured retentions by a surety bond or an irrevocable and unconditional letter of credit.

7. **Policies and Endorsements.** City reserves the right to request and to receive, within ten (10) working days, information on any or all of the above policies or endorsements.

8. **Certificates of Insurance.** Prior to commencing services under this Contract, Consultant shall furnish City with Certificates of Insurance, or formal endorsements as required by the Contract, issued by Consultant's insurer(s), as evidence that policies providing the required coverages, conditions, and limits required by this Contract are in full force and effect. Such certificate shall identify this Contract by referencing the project name and/or project number and shall provide for not less than thirty (30) days advance written notice by Certified Mail of Cancellation or Termination.

9. **Sub-Consultants/Contractors.** Consultant shall include all sub-consultants and sub-contractors as insured under its policies or shall furnish separate certificates and endorsements for each sub-consultant and sub-contractor.

10. **Limitation of Liability.** Neither Consultant, Consultant's subconsultants, nor their agents or employees shall be jointly, severally or individually liable to the City in excess of the compensation to be paid pursuant to this Agreement or five hundred thousand dollars (\$500,000), whichever is greater, by reason of any act or omission, in tort or contract, including breach of contract, breach of warranty or negligence. To the fullest extent permitted by Laws and Regulations, City and Consultant waive against each other, and the other's employees, officers, directors, members, insurers, partners, and consultants, any and all claims for or entitlement to special, incidental, indirect, or consequential damages arising out of, resulting from, or in any way related to this Agreement or the Project, from any cause or causes.

B. Workers' Compensation

Consultant shall carry Workers' Compensation and Employer's Liability insurance coverage as required by law and deemed necessary for its own protection.

In case services are subcontracted, Consultant will require the sub-consultant to provide Workers' Compensation and Employer's Liability to at least the same extent as provided by Consultant.

C. Automobile Liability

Commercial/Business Automobile Liability insurance with a combined single limit for bodily injury and property damages of not less than \$1,000,000 each occurrence regarding any owned, hired, and non-owned vehicles assigned to or used in performance of Consultant services.

D. Commercial General Liability

Commercial General Liability insurance with a combined single limit of not less than \$1,000,000. The policy shall be primary and include coverage for bodily injury, property damage, personal injury, products, completed operations, and blanket contractual covering, but not limited to, the liability assumed under the indemnification provisions of this Contract.

In the event the general liability insurance policy is written on a "claims made" basis, coverage shall extend for two (2) years past completion and acceptance of the Services as evidenced by annual Certificates of Insurance.

E. Professional Liability

Consultant retained by City, to provide the engineering services required by the Contract will maintain Professional Liability insurance covering errors and omissions arising out of the services performed by Consultant or any person employed by him, with an unimpaired limit of not less than \$1,000,000 each claim. In the event the insurance policy is written on a "Claims made" basis, coverage shall extend for two (2) years past completion and acceptance of Services as evidence by annual Certificates of Insurance.

F. Property Coverage - Valuable Papers

Property coverage on all-risk, replacement cost, agreed amount form with Valuable Papers insurance sufficient to assure the restoration of any documents, memoranda, reports, or other similar data relating to the services of Consultant used in the completion of this Contract.

INDEPENDENT CONSULTANT:

The relationship between City and Consultant created under this Agreement is that of principal and independent contractor. Neither the terms of this Agreement nor the performance thereof is intended to directly or indirectly benefit any person or entity not a party hereto and/or such person or entity is not intended to be or shall be construed as being a third-party beneficiary of this Agreement unless specified by name herein or in an Amendment hereto, executed by a Consultant authorized representative.

SEVERABILITY/SECTION HEADINGS/SURVIVAL/WAIVER:

In the event that any provision herein shall be deemed invalid or unenforceable, the other provisions shall remain in full force and effect, and binding upon the parties hereto. The heading or title of a section is provided for convenience and information and shall not serve to alter or affect the provisions included herein. All obligations arising prior to the termination of this Agreement and all provisions of this Agreement allocating responsibility or liability between City and Consultant shall survive the completion of services and the termination of this Agreement. No waiver, discharge, or renunciation of any claim or right of Consultant arising out of breach of this Agreement by City shall be effective unless in writing signed by Consultant and supported by separate consideration.

OWNERSHIP OF DOCUMENTS:

All documents produced by Consultant under this Agreement shall remain the property of City and may be used by City for any other endeavor without the written consent of Consultant. Any reuse of the documents, other than intended project, shall be at the City's sole risk. City shall indemnify and hold harmless Consultant from all claims, damages, and expenses (including reasonable attorneys' and consultants' fees), arising out of any document reuse or alteration by City or others acting through City.

APPLICABLE LAWS:

Unless otherwise specified, the Agreement shall be governed by the laws of the State of Michigan.

PURCHASING AGENT DESIGNATION AND AUTHORITY:

_____ is designated as Purchasing Agent of City and is authorized to order minor changes in the work not involving adjustment in the Contract Sum or Time of Completion and

not inconsistent with the intent of the Contract Documents. Such changes will be affected by written order signed by the Purchasing Agent and shall be binding on City and Consultant.

IN WITNESS WHEREOF, the parties have made and executed this Agreement the day and year first above written.

Signed this _____ day of _____, 2022.

CITY OF MARQUETTE

Witness

Jennifer A. Smith, Mayor

Witness

Kyle Whitney, Clerk

DONOHUE & ASSOCIATES INC

Alan C. Willis

Craig W Brunner

10/17/2022
Witness

By: CRAIG W BRUNNER

Its: PRESIDENT
3311 NEEDEN CREEK RD.
Address: SHEBOYGAN, WI 53081

Telephone #: 920-208-0296

APPROVED AS TO SUBSTANCE:

APPROVED AS TO FORM:

Karen M. Kovacs
City Manager

Suzanne Larsen
City Attorney

EXHIBIT A
SCOPE OF THE WORK

**Project: Solids Handling Improvements Project Re-Bid, Engineering Services
During Construction and Applications Engineering**

A. PROJECT DESCRIPTION

Donohue and Associates design and the City of Marquette (Owner or City) is planning to revise and rebid the Solids Handling Improvements Project for the Marquette Wastewater Treatment Facility. The revised design shall include:

1. Moving BFP Feed Pump No 2 from Alternate 2 to the base bid.
2. Design the larger cake storage structure as part of the base bid. Delete Alternate 3.
3. Specify High Pressure W3 Pump No 1 as part of base bid. Delete Alternate 4.
4. Delete work related to the existing facilities' fire alarm system. This work was recently bid and awarded.
5. Specify the new facilities' fire alarm system, postaeration, and vector pad work as part of the base bid. Require use of Edwards Signaling Systems for fire alarm system. Delete Alternate 5.
6. Design odor control system for high strength waste receiving tanks.
7. Design W3 piping improvements for W3 distribution.
8. Design permanent suction pipe for temporary chlorine contact drain pumps.
9. Re-design dewatering building as concrete masonry unit block instead of a pre-engineered metal building.
10. Revise Contract Documents to follow new Build America, Buy America requirements.

This project provides project management, design services, bid and award services, engineering services during construction, and applications engineering services for the Solids Handling Project.

B. TASK 1 – PROJECT MANAGEMENT

1. Prepare monthly invoices and status reports.
2. Navigate New Federal BABA Requirements for Funding – The Clean Water State Revolving Fund (CWSRF), as well as other federal funding programs, will include new Build America, Buy America requirements. At this time, it appears that the BABA requirements will be more comprehensive and restrictive than the federal American Iron and Steel (AIS) requirements of prior state revolving fund (SRF) programs. In addition to the previous AIS requirements, BABA includes this requirement:
 - a. All manufactured products used in the project are produced in the United States. This means the manufactured product was manufactured in the United States, and the cost of the components of the manufactured product that are mined, produced, or manufactured in the United States is greater than 55 percent of the total cost of all components of the manufactured product, unless another standard for determining the minimum amount of domestic content of the manufactured product has been established under applicable law or regulation.

Regulators have yet to fully define how this requirement will be enforced and satisfied with and without waivers. As a result, manufacturers, suppliers, engineers, and contractors have yet to fully understand how to comply with the new BABA requirements, the time implications, and the cost implications. This task will fund, at least in part, design team efforts to navigate the BABA requirements and develop well-conceived, cost-effective, and time-efficient Bidding Document strategies that preserve CWSRF eligibility. It will also fund efforts during construction to manage vendor information requests, coordination with the CWSRF, and managing exception requests.

C. TASK 2 – DESIGN SERVICES AND BID AND AWARD

1. Prepare revised draft Bidding Documents.
2. Complete quality control review of Bidding Documents. Incorporate quality control review comments.
3. Deliver two copies of the Bidding Documents for City review. PDF versions of the documents will be provided as well.
4. Prepare 100% Opinion of Probable Construction Cost (OPCC).
5. Prepare for and conduct a Workshop with City Staff to review the Bidding Documents. Revise the design in response to agreed upon comments by the City.
6. Prepare revised Part 41 wastewater construction permit application if necessary. Submit permit application and Bidding documents to EGLE.
7. Prepare revised Part 91 construction site stormwater permit if necessary. Submit permit application to EGLE.
8. Assist the City in obtaining approval of the revised documents from the EGLE.
9. Incorporate comments from EGLE into the revised Bidding Documents.
10. Prepare bid advertisement and post Bidding Documents to QuestCDN.
11. Prepare for and conduct the Pre-Bid Conference.
12. Respond to questions submitted by prospective Bidders.
13. Prepare and distribute Addenda as appropriate to clarify, correct, or change the Bidding Documents.
14. Evaluate bids and prepare bid tabulation.
15. Submit a letter of recommendation for award to the City.
16. Assemble executed Notice of Award and submit to successful bidder.

D. TASK 3 – ENGINEERING SERVICES DURING CONSTRUCTION

1. Provide Construction-Related Services as the Engineer in accordance with General Conditions of the Contract Documents, the Supplementary Conditions of the Contract Documents, and the Scope of Services delineated below.
2. Obtain Certificates of Insurance from contractor and prepare draft Contract Documents, Notice to Proceed and conformed to contract documents for execution by the City and transmit to Contractor. Assist with Construction Contract Execution.
3. Provide General Administration of Construction Contract. Coordinate and communicate with Owner, Contractor, and subconsultants.
4. Prepare for and conduct the Pre-Construction Conference.
5. Review shop drawings and other required submittals.
6. Provide response to questions and technical clarifications.
7. Prepare request for proposals and change orders as needed.
8. Attend monthly construction progress conference calls. Combine site inspections with on-site monthly construction progress meetings when applicable.

9. Make on-site observation visits to review Contractor progress and quality of work. Take photos and record site inspection notes. 30 visits of 8-hours will be made by design engineers at Donohue (twice per month during active construction period). 104 visits of 4 hours each will be made of the on-going construction by GEI (twice per week during active construction period).
10. Review contractor's pay estimates and make recommendations to City for payment to Contractor.
11. Conduct Substantial Completion observation and prepare punch list (one visit, all engineering disciplines).
12. Conduct Final Completion observation (one visit).
13. Process Contractor's final pay estimate and complete closeout package.
14. Provide startup assistance for the new facilities. Prepare startup plans to coordinate responsibilities of the Contractor and the Owner. Submit startup plans to Owner and Contractor for review. Incorporate comments into revised Startup Plans. The on-site startup assistance shall be timed to assist the Owner and the Contractor with operation of the project-related systems. The scope includes 7 separate site visits for startup assistance. The visits are for:
 - a. EQ pump startup
 - b. Decant pump startup
 - c. Ferric chloride startup
 - d. Waste gas burner startup
 - e. Dewatering startup (BFP feed pump, polymer system, BFP, cake handling)
 - f. Waste receiving heating and mixing startup
 - g. Waste receiving startup (screening, storage, and pumping)
15. Compile Record Drawings consistent with Contractor provided redlines of the Contract Documents. Submit a PDF stamped by a PE to the City. Provide AutoCAD files.
16. Submit Record Drawings to EGLE and complete project completion notification.

E. TASK 4 – APPLICATIONS ENGINEERING

Provide application engineering services for the Solids Handling Improvements Project including the following major tasks listed below.

1. Project Management. Donohue shall coordinate with the Contractor and City throughout the Applications Engineering work.
2. Workshops. Donohue shall hold workshops with the Contractor and City as needed to complete the Applications Engineering work.
3. Control Strategies. Review and further define the Functional Descriptions in Specification Section 40 61 96. Review the control strategies with the City.
4. PLC, SCADA, and Historian Programming. Donohue will provide programming for process control system components provided by the Contractor. Programming will be completed in accordance with the specified Functional Descriptions in Specification Section 40 61 96. Programming includes, but is not limited to, PLCs, OITs, SCADA graphics, Historian configuration, trending, reporting software, alarming software, Asset Centre, and interfacing with power monitors, VFDs, vendor provided control panels, and instruments.

5. Startup and Functional Testing. Donohue will verify functionality of each I/O point ensuring the signal provided is indicated in the PLC, HMI graphics, and alarm notification system as required. Donohue will provide startup and functional testing of equipment to ensure functionality meets the design intent. The specified Functional Descriptions will be used for the basis of the functional testing.
6. Operations and Personnel Training. Donohue will provide technical training on the SCADA graphics. Training under this Amendment is intended to instruct personnel on the use of the SCADA graphics. Specific process operations training and equipment training will be covered by a combination of the O&M Specialist under the Engineering Services During Construction and the vendors providing equipment training. Technical training will be provided as follows:
 - a. PLC program review training for maintenance personnel to review the PLC programming, general navigation, organization, and basic functionality of the PLC programs. This training is intended for a basic level of understanding for troubleshooting and maintenance purposes.
 - b. HMI Graphic and Operations Training will be provided for operations personnel to review the HMI graphics, general navigation, and functional control of the process equipment.
 - c. Historian and Reporting Training will be provided for personnel that will need access to the historical data and reporting tools. Training will cover basic procedures for retrieving historical data, developing trends, and creating reports.
7. Documentation and O&M Manual. Upon Substantial Completion of the Project, Donohue will provide a final O&M Manual in modifiable electronic format as follows:
 - a. Functional Descriptions
 - b. PLC application programs
 - c. OIT application programs
 - d. Backup of SCADA system
8. Post Startup Services and Support. Throughout the correction period for the Project, Donohue will provide Post-Startup Services and Support. These Services will be provided on an as-needed basis to make modifications, updates, or additions to the existing process control system. It is not uncommon for utilities to request changes after using a new system for a few months. The intent of the Post-Startup Services is to provide operations and programming support for the Owner after construction activities are completed. These Services are outlined in the fee estimate summaries and will be provided upon request by and authorization from the Owner on a not-to-exceed basis.

F. ASSUMPTIONS

1. Owner will pay all regulatory review, approval, and permit fees.

Exhibit B

Marquette WWTP Solids Handling Improvements Project
Fee Estimate
Donohue & Associates

Task Description	Sheet Count	Hsieh ENG VII	AWilkins ENG III	Rennberger ENG I	Wood ENG I	Wids ENG VI	Lanson ENG I	Koehl ENG V	Rivers ENG II	Bell ENG VI	Edwards ENG II	Wojcik ENG V	Wiese ENG V	Gahagen ENG V	Menizer ENG V	Roberts ENG V	Raubold ENG V	Total Hours	Total Labor	Travel	Pricing & Mailing	Other Expenses	Total Cost	Subtotals
1 Project Management																								
1 Monthly invoices and status reports and coordination			40				12		12		12	80						44	\$ 6,740	\$ 1,200			\$ 7,940	
2 Navigate New Federal DABA Requirements for Funding			40															180	\$ 29,104				\$ 29,104	
2 Design Services and Bid and Award																								
Reviewed Draft Bidding Documents			6	16		6			12		12	48						170	\$ 25,262				\$ 25,262	
Quality Control Review and Incorporation	2		4	4	2				4	2								32	\$ 5,044				\$ 5,044	
100% OFCC			2	2					2		2							14	\$ 1,984				\$ 1,984	
Workshop and Comment Incorporation	4		4	1					1		1							15	\$ 2,485				\$ 2,485	
Revised Part 41 Application and EGLE approval			4															4	\$ 600				\$ 600	
Revised Part 91 Application			12	12														24	\$ 4,440	\$ 530			\$ 4,970	
Bid advertisement and pre-bid meeting			2	16		2			2	2								32	\$ 5,000				\$ 5,000	
Answer bidder questions	2		16			2			2	2								6	\$ 1,040	\$ 530			\$ 1,570	
Issue addenda as needed	2		4															10	\$ 1,640				\$ 1,640	
Bid evaluation	2		8															10	\$ 1,640				\$ 1,640	
Award recommendation, assemble notice of award			2	8														10	\$ 1,640				\$ 1,640	
3 Engineering Services During Construction																								
1 Contract execution, confirmed documents	4		16		40													60	\$ 8,080				\$ 8,080	
2 Construction Administration	40		100															140	\$ 23,800				\$ 23,800	
3 Pre-construction conference and monthly progress calls	4		40															76	\$ 10,208	\$ 530	\$ 200		\$ 10,938	
4 Review shop drawings	72		72		32		16		28		28							234	\$ 33,050				\$ 33,050	
5 Respond to questions	64		64				4		8		8							114	\$ 16,722				\$ 16,722	
6 Generate change orders as needed	24		24				4		4		4							48	\$ 6,866				\$ 6,866	
7 Observe/report construction progress	8		82		80		12		12		12							656	\$ 76,884	\$ 15,300			\$ 92,184	
8 Review pay applications and final pay estimates	16		16															16	\$ 2,400				\$ 2,400	
9 Substantial completion observation and punch list	12		12				12		12		12							76	\$ 10,676	\$ 1,424			\$ 12,100	
10 Final completion observation	12		12															16	\$ 2,216	\$ 510			\$ 2,726	
11 Startup Assistance	40		52		40													132	\$ 21,400	\$ 3,570			\$ 24,970	
12 Record drawings	8		8		80													92	\$ 11,348				\$ 11,348	
4 Applications Engineering																								
1 Project Management			25						25		25							50	\$ 10,000				\$ 10,000	
2 Workshops			16						24		24							40	\$ 8,000	\$ 600			\$ 8,600	
3 Control Strategies			48						48		48							48	\$ 9,600				\$ 9,600	
4 PLC Programming			80						120		120							200	\$ 40,000				\$ 40,000	
5 SCADA Programming			80						120		120							200	\$ 40,000				\$ 40,000	
6 Startup and Functional Testing			120						140		140							280	\$ 52,000	\$ 15,000			\$ 67,000	
7 Operations & Personnel Training			32						32		32							32	\$ 6,400	\$ 1,500			\$ 7,900	
8 Documentation & O&M Manual			32						32		32							32	\$ 6,400	\$ 100			\$ 6,500	
9 Post-Startup Services and Support			40						40		40							80	\$ 16,000				\$ 16,000	
Total			122	686	23	272	10	64	361	96	593	80	66	164	24	80	456	3,180	\$ 501,150	\$ 40,794	\$ 200	\$ -	\$ 542,143	\$ 842,300
Total Labor Dollars by Staff			\$ 26,840	\$ 99,900	\$ 2,760	\$ 32,640	\$ 2,200	\$ 7,660	\$ 116,600	\$ 14,850	\$ 14,850	\$ 14,800	\$ 9,600	\$ 24,000	\$ 4,440	\$ 10,960	\$ 47,424						\$ 474,224	