EXHIBIT 10-H4 COST PROPOSAL FOR CONTRACTS WITH PREVAILING WAGES

ACTUAL COST PLUS FIXED FEE; LUMP SUM; SPECIFIC RATES OF COMPENSATION AND COST PER UNIT OF WORK CONTRACTS

CONSULTANT_____ **PRIME** _____ **SUB** _____ **2ND TIER SUB** _____ **CONTRACT TYPE**_____ *(LIST ONE OF THE ABOVE LISTED CONTRACT TYPES)*

PROJECT NO._____ **CONTRACT NO.**_____ **DATE**_____

Loaded Rate Calculation

Non Exempt Employee Loaded Billing Rates

A) Straight Time = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

B) 1.5X or 2.0X Overtime = (Actual Hourly Rate) * (1 + Field O.H.) * (1 + Fee) +.5X or 1.0X (Actual Hourly Rate) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

Exempt Employee Loaded Billing Rates

C) Straight Time or 1.5X or 2.0X Overtime = Actual Hourly Rate * (1 + Field O.H.) * (1 + Fee) + Delta Base * (Applicable Multiplier Delta Base) + Delta Fringe * (Applicable Multiplier Delta Fringe)

	Fringe Benefit %		Overhead %		General Administration %		Combined %
Home Office Personnel:							
NORMAL	60.00%	+	60.00%	+	60.00%	=	**180.00%**
OVERTIME	60.00%	+	60.00%	+	60.00%	=	**180.00%**
Field Office Personnel:							
NORMAL	50.00%	+	50.00%	+	50.00%	=	**150.00%**
OVERTIME	50.00%	+	50.00%	+	50.00%	=	**150.00%**
					Fee	=	6.00%
					Applicable Multiplier Delta Base (Field)	=	1.00
					Applicable Multiplier Fringe (Field)	=	0.00

The PW differentials Delta Base and Delta Fringe shown in the formulas above for Loaded Billing Rates are applicable only when performing services covered under DIR determinations.

Name/Classification	Home Office Personnel Field Office Personnel	Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)							Employee Actual Rate (fringe benefits vary year over year)								Applicable DELTA (TOTAL) = Employee Total - DIR Total			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates			Effective Date of Hourly Rate		% Escalation Increase	Actual Hourly Rate and/or Average Hourly Rate	Hourly Range for Class
		Base Salary			Fringe Benefits	Total Base Salary + Fringe Benefits			Base Salary			Estimate Fringe	Total = Base + Fringe																				
		Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)	From	To			
John Doe BSCE, Construction Inspector	**FIELD**	$34.21	$51.32	$68.42	$15.41	$49.62	$66.73	$83.83	**$42.17**	$63.26	$84.34	$11.49	$53.66	$74.75	$95.83	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$111.75	$132.84	$153.92	1/1/2007	12/31/2007			**$ 42.17**	N/A
		$34.21	$51.32	$68.42	$15.41	$49.62	$66.73	$83.83	**$43.44**	$65.16	$86.88	$11.49	$54.93	$76.65	$98.37	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$115.12	$136.84	$158.56	1/1/2008	12/31/2008	3.00%	**$ 43.44**	
		$34.21	$51.32	$68.42	$15.41	$49.62	$66.73	$83.83	**$44.74**	$67.11	$89.48	$11.49	$56.23	$78.60	$100.97	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$118.56	$140.93	$163.30	1/1/2009	12/31/2009	3.00%	**$ 44.74**	
Prevailing Wage Work **(non-Exempt)**		$34.21	$51.32	$68.42	$15.41	$49.62	$66.73	$83.83	**$46.08**	$69.12	$92.16	$11.49	$57.57	$80.61	$103.65	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$0.00	$122.11	$145.15	$168.19	1/1/2010	12/31/2010	3.00%	**$ 46.08**	
John Doe BSCE, Construction Inspector	**FIELD**	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	$111.75	$132.84	$153.92	1/1/2007	12/31/2007			**$ 42.17**	N/A
																									$115.12	$136.84	$158.56	1/1/2008	12/31/2008	3.00%	**$ 43.44**	
																									$118.56	$140.93	$163.30	1/1/2009	12/31/2009	3.00%	**$ 44.74**	
Non-Prevailing Wage Work **(non-Exempt)**																									$122.11	$145.15	$168.19	1/1/2010	12/31/2010	3.00%	**$ 46.08**	
Jane Smith BSCE, PE Asst RE/Inspector	**FIELD**	$34.21	$51.32	$68.42	$15.41	$49.62	$66.73	$83.83	**$45.00**	$45.00	$45.00	$11.49	$56.49	$56.49	$56.49	$0.00	($10.24)	($27.34)	$0.00	($6.32)	($23.42)	$0.00	($3.92)	($3.92)	$119.25	$125.57	$142.67	1/1/2007	12/31/2007			**$ 45.00**	N/A
		$34.21	$51.32	$68.42	$15.41	$49.62	$66.73	$83.83	**$46.35**	$46.35	$46.35	$11.49	$57.84	$57.84	$57.84	$0.00	($8.89)	($25.99)	$0.00	($4.97)	($22.07)	$0.00	($3.92)	($3.92)	$122.83	$127.80	$144.90	1/1/2008	12/31/2008	3.00%	**$ 46.35**	
		$34.21	$51.32	$68.42	$15.41	$49.62	$66.73	$83.83	**$47.74**	$47.74	$47.74	$11.49	$59.23	$59.23	$59.23	$0.00	($7.50)	($24.60)	$0.00	($3.58)	($20.68)	$0.00	($3.92)	($3.92)	$126.51	$130.09	$147.19	1/1/2009	12/31/2009	3.00%	**$ 47.74**	
Prevailing Wage Work **(Exempt)**		$34.21	$51.32	$68.42	$15.41	$49.62	$66.73	$83.83	**$49.17**	$49.17	$49.17	$11.49	$60.66	$60.66	$60.66	$0.00	($6.07)	($23.17)	$0.00	($2.15)	($19.25)	$0.00	($3.92)	($3.92)	$130.30	$132.45	$149.55	1/1/2010	12/31/2010	3.00%	**$ 49.17**	
Jane Smith BSCE, PE Asst RE/Inspector	**FIELD**	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	$119.25	$119.25	$119.25	1/1/2007	12/31/2007			**$ 45.00**	N/A
																									$122.83	$122.83	$122.83	1/1/2008	12/31/2008	3.00%	**$ 46.35**	
																									$126.51	$126.51	$126.51	1/1/2009	12/31/2009	3.00%	**$ 47.74**	
Non-Prevailing Wage Work **(Exempt)**																									$130.30	$130.30	$130.30	1/1/2010	12/31/2010	3.00%	**$ 49.17**	
Jack Flash BSCE, Construction Inspector	**FIELD**	$34.21	$51.32	$68.42	$15.41	$49.62	$66.73	$83.83	**$30.00**	$45.00	$60.00	$11.49	$41.49	$56.49	$71.49	($8.13)	($10.24)	($12.34)	($4.21)	($6.32)	($8.42)	($3.92)	($3.92)	($3.92)	$83.71	$100.82	$109.50	1/1/2007	12/31/2007			**$ 30.00**	N/A
		$34.21	$51.32	$68.42	$15.41	$49.62	$66.73	$83.83	**$30.90**	$46.35	$61.80	$11.49	$42.39	$57.84	$73.29	($7.23)	($8.89)	($10.54)	($3.31)	($4.97)	($6.62)	($3.92)	($3.92)	($3.92)	$81.89	$97.34	$112.79	1/1/2008	12/31/2008	3.00%	**$ 30.90**	
		$34.21	$51.32	$68.42	$15.41	$49.62	$66.73	$83.83	**$31.83**	$47.75	$63.66	$11.49	$43.32	$59.24	$75.15	($6.30)	($7.50)	($8.68)	($2.38)	($3.58)	($4.76)	($3.92)	($3.92)	($3.92)	$84.35	$100.26	$116.18	1/1/2009	12/31/2009	3.00%	**$ 31.83**	
Prevailing Wage Work **(non-Exempt)**		$34.21	$51.32	$68.42	$15.41	$49.62	$66.73	$83.83	**$32.78**	$49.17	$65.56	$11.49	$44.27	$60.66	$77.05	($5.35)	($6.07)	($6.78)	($1.43)	($2.15)	($2.86)	($3.92)	($3.92)	($3.92)	$86.87	$103.26	$119.65	1/1/2010	12/31/2010	3.00%	**$ 32.78**	
Jack Flash BSCE, Office Engineer	**FIELD**	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	$79.50	$94.50	$109.50	1/1/2007	12/31/2007			**$ 30.00**	N/A
																									$81.89	$97.34	$112.79	1/1/2008	12/31/2008	3.00%	**$ 30.90**	
																									$84.35	$100.26	$116.18	1/1/2009	12/31/2009	3.00%	**$ 31.83**	
Non-Prevailing Wage Work **(non-Exempt)**																									$86.87	$103.26	$119.65	1/1/2010	12/31/2010	3.00%	**$ 32.78**	
Boss Hogg PE Consultant Contract Manager	**OFFICE**	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	$192.92	NC	NC	1/1/2007	12/31/2007			**$ 65.00**	N/A
																									$198.71	NC	NC	1/1/2008	12/31/2008	3.00%	**$ 66.95**	
																									$204.67	NC	NC	1/1/2009	12/31/2009	3.00%	**$ 68.96**	
Non-Prevailing Wage Work **(Manager)**																									$210.82	NC	NC	1/1/2010	12/31/2010	3.00%	**$ 71.03**	
Boss Hogg Jr PE Asst. Consultant Contract Manager	**OFFICE**	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	$178.08	$178.08	$178.08	1/1/2007	12/31/2007			**$ 60.00**	N/A
																									$183.42	$183.42	$183.42	1/1/2008	12/31/2008	3.00%	**$ 61.80**	
																									$188.91	$188.91	$188.91	1/1/2009	12/31/2009	3.00%	**$ 63.65**	
Non-Prevailing Wage Work **(Exempt)**																									$194.58	$194.58	$194.58	1/1/2010	12/31/2010	3.00%	**$ 65.56**	

1. Note employees/classifications that are subject to prevailing wage requirements with an asterisk (*). Prevailing Wage specified is based on current DIR determination. Any future DIR escalation of prevailing wage rate will be reflected in the loaded rates
2. "NC" denotes No Charge for work more than 8 hours per day and for weekends and holidays for this contract only.
3. The billing rates shown in this cost proposal for field staff entitled for PW rates are calculated with estimated fringe benefits of the staff. The actual billing rates to be used in the invoices will be calculated by using the actual PW fringe benefits of the individual staff in accordance with the certified benefits statement submitted with each invoice.
4. The employees' actual hourly rates shown in this cost proposal are the rates that were effective on xx/xx/xx. Caltrans Contract Manager's pre-approval is required for addition of staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates on xx/xx/xx. Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnel listed on this cost proposal having similar experience.
5. Travel Time Charges:
   For Managers: On weekdays up to a maximum of 8 hours will be charged for work time, travel time or any combination of travel and work time. Billing Rate = Loaded Rate Formula "C" above.
   For Exempt staff: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed as follow:
   Billing rate for travel time = Loaded Rate Formula "C" above.
   All travel time, outside of the regular work day, will be billed without the application of overhead rate as follow: Billing Rate = (Actual Hourly Rate) (1+ Fee) + (Delta Base + Delta Fringe)
   For Non-Exempt Employees: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed at full normal overhead rate (i.e. without the application of the 1.5X or 2.0X multiplier for overtime as follow: