



Consultant Services Authorization

Firm	Black & Veatch Corporation
Master Agreement No.	2024-006
CSA No.	2024-006-08
Project Name	High Priority Maintenance and Underground KPI Module
Project Description	The consultant will provide professional services including project management, KPI Module development, deployment, and preparation of the updated KPI Roadmap Technical Memorandum.
Projects Exhibits and Attachments	Exhibit "A"- Scope of Services Exhibit "B"-Fee Schedule (Master Agreement) Exhibit "C"-Reimbursable Cost Schedule (if applicable) Exhibit "D"-Insurance Documents
Duration (in days)	This authorization shall be in full force and effect until the Consultant completes all services as identified in Exhibit "A".
Compensation	\$ 376,591.00
Special Contract Conditions	NA
Insurance Requirements	Professional Liability
Liquidated Damages	\$ 0.00 Per Day
Budget Source/Availability	42011.680536034.5666000.6897003 (R&R Buildings & Non-production Proj.)

IN WITNESS WHEREOF, the parties hereto have executed this CSA on this ___ day of _____, 20__.

Attest:
STACY M. BUTTERFIELD

POLK COUNTY, a Political subdivision
of the State of Florida

By: _____
Deputy Clerk

By: _____
Chairman
Board of County Commissioners

Date Approved by Board: _____

Review as to form and legal sufficiency

County Attorney's Office Date

Attest:

Black & Veatch Corporation
CONSULTANT COMPANY NAME

Andrea C. Bernia
Corporate Secretary

Kent A. Lackey
Authorized Corporate Officer

SEAL *ASST.*

Kent A. Lackey; Senior Vice President
[Printed Name and Title]

Date: 3/25/2026



Date: 3/24/26

Exhibit A

Scope

Exhibit A

Consultant Services Authorization

2024-006-008

High Priority Maintenance and Underground KPI Module

Black & Veatch, (Consultant) entered into a Master Consulting Agreement (Agreement) with Polk County, Florida (County) on January 9, 2024. Pursuant to this Agreement, the County has requested that the Consultant provide certain professional services in support of Asset Management High Priority Key Performance Indicators (KPIs) Dashboard Modules (Project) as further detailed in this Consultant Services Authorization.

A. Project Background and Description

An important part of Polk County Utilities (PCU) Asset Management program is developing dashboards to monitor and track KPI goals for the numerous components of the County's water, wastewater and reclaimed water systems. The County has requested that the Consultant provide engineering services in support of the Project which will build upon the efforts completed under previous CSA assignments where KPIs and a Business Intelligence Roadmap were memorialized. This Project will focus on KPIs related to the County Maintenance and Underground subdivisions, with dashboard modules developed and deployed to their user group. The project will include:

- Development and Deployment of the Maintenance and Underground Dashboard Module.
- Documentation including Data Connections, Requirements and User Manual related to the Subdivisions Module.

B. Scope of Services

Upon authorization to proceed from the County, the Consultant will provide the following identified services. The Consultant shall ensure that all documents produced by the Consultant for the County shall be consistent with the Polk County Utilities Standards and Specifications Manual, latest edition, and other County requirements. This authorization shall be in full force and effect until the Consultant completes all services as described in the Consultant Services Authorization and any subsequent modifications hereto.

Phase 100 – Project Management

Task 101 – Project Management

This task consists of overall management of the Project including contract administration, budget management, invoicing, monthly status reports, scheduling, and coordination with the County. When applicable, meeting minutes shall be distributed within three working days of the date of the meeting.

Task 102 – Meetings

The Consultant will conduct the following meetings with the County. The Consultant will document each meeting with a summary email including action items. Meetings may be virtual using MS Teams or a comparable web meeting platform. Key Stakeholders from the Maintenance and Maintenance subdivisions with the County are requested to attend these meetings.

For each of the following 6 subdivision modules (Maintenance and Underground), the Consultant will host the following five (5) meetings:

- Kick-Off Meeting
- One (1) 30% Design Review Meeting
 - To review initial mockup and solicit feedback.
- One (1) Alpha (60%) Power BI Dashboard Review Meeting
 - To review the alpha module, solicit feedback and ideas for improvements.
- One (1) Beta (90%) Power BI Dashboard Review Meeting
 - To review the beta module and plan for deployment.
- One (1) Final (100%) Power BI Dashboard Deployment and Training Meeting
 - To review the Final module, provide training, and documentation.

Phase 200 – Support Services

Task 201 – Data Access and Engineering

For this module, the Consultant will solely use the Lucity data source to develop the KPIs. The Consultant will:

- The Consultant will use the API service, like previous projects with the County, to obtain Maintenance and Underground related data.

- Confirm that the High Priority KPIs can be calculated based on available data.
- Create new API calls and dataflows as needed to extract and transform data into analytical models optimized for dashboard reporting.
- Establish refresh schedules for incorporating fresh data from Lucity into dashboard visualizations.

Task 202 – Maintenance and Underground Subdivisions KPI Module Development & Deployment

CONSULTANT will develop KPI dashboards for each subdivision (Maintenance and Underground), in collaboration with each County subdivision. A summary of the KPI Calculations by Subdivision is provided in Attachment A-3 for reference only. CONSULTANT will engage in an iterative design approach to establish and configure/refine dashboard layout, user navigation, and associated interactions. The process will include:

- Draft an initial mockup for the Maintenance and Underground subdivisions module.
- Iterative design reviews at 30%, 60%, and 90% completion stages.
- Incorporate County feedback to refine dashboard layout, navigation, and interactions.
- Deploy the finalized module to the County's Power BI Service for Pro Account License holders.
- Provide user training and a comprehensive user guide for future training efforts.
- Document data connection details, dataflow elements, and maintenance procedures.
- Assist the County in identifying a business intelligence champion for ongoing support and improvements.

Task 203 – Data Source Investigation for Additional Subdivisions

For subdivisions such as Safety and Warehouse, Consultant has not previously interrogated the data sources associated with the High Priority KPIs identified in the prior work projects. Due to the unknown nature of how access will be obtained and whether these sources contain sufficient data to calculate the KPIs, an accurate level of effort for full development cannot be determined at this time. Under this task, the Consultant will:

- Work with the County to identify and obtain access to the relevant data sources.
- Assess the structure, completeness, and suitability of these sources for KPI calculation.

- Document findings and recommendations in the final version of the 2025 KPI Roadmap Technical Memorandum.

C. Deliverables

The Consultant shall prepare and submit to the County, including electronic format when applicable, the following deliverables:

Task	Activity	Deliverable
101	Project Management	Invoices, monthly status reports and schedules
102	Meetings	Meeting agenda and minutes as applicable (Email summary with Action Items)
202	KPI Module Development & Deployment	Finalized KPI dashboards for the Maintenance and Underground subdivisions within the County's Microsoft Tenant (including PBIX files).
202	Technical Documentation	User Guide, Data Connection Details, Dataflow elements.
203	Updated Technical Memorandum	Updated KPI Roadmap Technical Memorandum summarizing data source evaluation and feasibility for Safety and Warehouse KPIs.

D. Schedule

Consultant will proceed with the services identified herein immediately upon receipt of an executed copy of this Consultant Services Authorization and a formal Notice-to-Proceed from the County. The projected schedule for the performance of services described herein, in Gantt Chart format, is included as Attachment A-1. An updated electronic version of the Project schedule in Microsoft Project will be provided to the County within 10 working days from the issuance of the Notice-to-Proceed. Delivery of the schedule may be in other electronic formats so long as they accurately portray the approved scope of services with sufficient detail subject to staff approval. Should additional time be required beyond the schedule depicted in Attachment A-1, The Consultant will provide an updated Attachment A-1 (schedule) to the Utilities and Procurement Divisions. Following staff approval, the updated Attachment A-1 will

be forwarded by Utilities staff to Procurement staff for inclusion in the contract file with no further administration action required for extension.

E. Compensation

This Consultant Services Authorization establishes a not-to-exceed cost of \$ 376,591. Compensation for the services performed under this Consultant Services Authorization shall be on an hourly, not-to-exceed basis using the current hourly rate schedule as set forth in Master Consulting Agreement 2024-006. Other direct costs or expenses incurred in connection with this Consultant Services Authorization will not be invoiced as these expenses have been accounted for in the rate multiplier associated with the Master Consulting Agreement referenced above. A summary of the estimated labor costs is provided in Attachment A-2 for reference only. Each invoice submittal shall include a tabular summary of the originally estimated labor costs by phase in accordance with Attachment A-2, fees invoiced to date, and the balance remaining per phase. The transfer of funds between defined phases is not permitted unless approved in advance in writing by the County Utilities Director. To request consideration for such a transfer, the Consultant must submit satisfactory written justification to transfer unused funds from phases with completed tasks or tasks clearly tracking under budget to phases with tasks requiring additional funding. In addition, the transfer of funds shall not exceed the total authorized fee for the Project.

The not-to-exceed cost for this Consultant Services Authorization includes contingency funds in the amount of \$20,000. The contingency funds authorized for use on this Consultant Services Authorization may only be expended upon written approval from the County's Utilities Director. Adequate justification must be provided by the Consultant for the release of contingency funds. Any out-of-scope services performed requiring the release of contingency funds will be considered at-risk and may not be compensated until, or if, written approval is granted by the County's Utilities Director.

The Consultant will minimally provide a consultant invoice summary with each invoice, based on a mutually agreed-upon breakdown of phases and tasks in Attachment A-2 that reflect the effort and deliverables submitted to the County. The summary will depict the overall phases, associated budgets, amounts invoiced to date, and balance remaining. Invoices for compensation submitted by the Consultant will include the reviewed and approved consultant invoice summary, an updated Project schedule, notarized affidavits (if applicable), and the monthly status report.

Invoices for not-to-exceed projects shall be accompanied by time and task records for all billable hours appearing on the invoice. Additional documentation may be requested by the County and, if so requested, shall be furnished by the Consultant to the County Auditor's satisfaction. In addition, all invoices shall be submitted with the Consultant Services Authorization number, purchase order number, and the Polk County Utilities Project and Records Room numbers on the invoice.

F. County's Responsibilities

The County will provide the following information to the Consultant and / or perform the following services related to the Project:

- County will provide Consultant with access to an externally accessible SharePoint Account.
- County will facilitate meetings with County IT personnel as needed.
- Work with the Consultant to obtain access to required data sources, including Lucity, Hach WIMS, CIS, CSS, SCADA, and GIS for investigation during Task 203.
- County will identify an individual who will champion Business Intelligence efforts:
 - Perform data extracts and work with the Consultant to develop technical architecture.
 - Oversee data governance and perform dashboard maintenance as needed.
 - Provide training to new users once handover is complete.

G. Services Not Included

The following services are not included in the Scope of Services for the Project:

- Data engineering related to GIS, WIMS, CIS, CSS, SCADA data sources.
- Development of KPIs related to GIS, WIMS, CIS, CSS, SCADA data sources.
- Ongoing maintenance and update of the dashboards following project completion.
- Development of dashboards for subdivisions where data source feasibility cannot be confirmed (e.g., Safety and Warehouse).
- Any data engineering or KPI calculation for subdivisions under Task 203 (investigation only).

H. Assumptions

The Scope of Services and compensation arrangement outlined in this Consultant Purchase Order are based on the following assumptions:

- The County will be responsible for maintenance of the dashboards following delivery.
- The County will be responsible for ensuring long-term regulatory compliance and governance.
- A summary of the High Priority KPI Calculations for the Maintenance Subdivision is provided in Attachment A-3 for reference only.

The remainder of this page is intentionally left blank.

Attachment A-1

Schedule

The schedule is 5 months per the Gantt Chart below.

ID	Task Name	Duration	Start	Finish	Predecessors
1	NTP	1 day	Mon 5/4/26	Mon 5/4/26	
2	Task 101 - Project Management	5.2 mons	Tue 5/5/26	Thu 10/1/26	1
3	Task 102 - Meetings	86 days	Tue 5/19/26	Mon 9/21/26	
4	Kick-Off Meeting	1 day	Tue 5/19/26	Tue 5/19/26	1FS+2 wks
5	Maintenance	45 days	Mon 7/20/26	Mon 9/21/26	
6	30% Design Review Meeting	1.5 days	Mon 7/20/26	Tue 7/21/26	15
7	Alpha (60%) Power BI Dashboard Review Meeting	1.5 days	Fri 8/7/26	Mon 8/10/26	6FS+13 days
8	Beta (90%) Power BI Dashboard Review Meeting	1.5 days	Fri 8/28/26	Mon 8/31/26	7FS+13 days
9	Final (100%) Power BI Dashboard Deployment and Training Meeting	1.5 days	Fri 9/18/26	Mon 9/21/26	8FS+13 days
10	Underground	45 days	Mon 7/20/26	Mon 9/21/26	
11	30% Design Review Meeting	1.5 days	Mon 7/20/26	Tue 7/21/26	15
12	Alpha (60%) Power BI Dashboard Review Meeting	1.5 days	Fri 8/7/26	Mon 8/10/26	11FS+13 days
13	Beta (90%) Power BI Dashboard Review Meeting	1.5 days	Fri 8/28/26	Mon 8/31/26	12FS+13 days
14	Final (100%) Power BI Dashboard Deployment and Training Meeting	1.5 days	Fri 9/18/26	Mon 9/21/26	13FS+13 days
15	Task 201 - Data Access and Engineering	40 days	Wed 5/20/26	Fri 7/17/26	4
16	Maintenance	40 days	Wed 5/20/26	Fri 7/17/26	
17	Underground	40 days	Wed 5/20/26	Fri 7/17/26	
18	Task 202 - Subdivision KPI Module Development & Deployment	45 days	Mon 7/20/26	Mon 9/21/26	15
19	Maintenance	45 days	Mon 7/20/26	Mon 9/21/26	
20	Underground	45 days	Mon 7/20/26	Mon 9/21/26	
21	Task 203 - Data Source Investigation for Additional Subdivisions	8.2 days	Wed 5/20/26	Tue 6/2/26	4
22	Schedule Float	61 days	Fri 10/2/26	Thu 12/31/26	

Attachment A-2

Compensation

The estimated personnel classifications expected to be utilized for this Scope of Services along with the associated manhours and unit rates are outlined below.

Attachment A-2

Polk County, Florida

Black & Veatch Consultant Services Authorization 2024-006-008

High Priority Maintenance and Underground KPI Module

Hourly Bill Rate:	Project Officer / Director	Project Manager II	Sr. Technical Expert	Project Engineer II	Staff Engineer II	Project Controls Scheduling Spec	Finance / Accountant I	Admin. II	Total Hours	Total Labor	Direct Expenses	Total Fee
Phase 100 - Project Management and Administration	320	305	336	196	151	196	117	106	281	\$54,865		\$54,865
101 Project Management	10	10				12	12	12	56	\$11,278		\$11,278
102 Meetings									225	\$43,587		\$43,587
Kickoff Meeting			2	8	13				25	\$4,843		\$4,843
Concept (30%) Review Meeting (2)	4		4	16	26				50	\$9,686		\$9,686
Alpha (60%) Review Meeting (2)	4		4	16	26				50	\$9,686		\$9,686
Beta (90 %) Review Meeting (2)	4		4	16	26				50	\$9,686		\$9,686
Final (100%) Deployment & Training Meeting (2)	4		4	16	26				50	\$9,686		\$9,686
Phase 200 - Support Services	8	0	217	820	434	0	0	0	1479	\$301,726	\$0	\$301,726
201 Data Engineering	4	0	99	476	195	0	0	0	774	\$157,285		\$157,285
Maintenance	2		60	267	111							
Underground	2		39	209	84							
202 KPI Module Development & Deployment	4	0	109	317	195	0	0	0	625	\$129,481		\$129,481
Maintenance	2		67	187	111							
Underground	2		42	130	84							
203 Data Source Investigation for Additional Subdivisions			9	27	44				80	\$14,960		\$14,960
TOTAL HOURS	36	10	235	892	551	12	12	12	1,760			
SUBTOTAL COST	\$11,520	\$3,050	\$78,960	\$174,832	\$83,201	\$2,352	\$1,404	\$1,272		\$356,591	\$0	\$356,591
CONTINGENCY										\$20,000		\$20,000
TOTAL COST										\$376,591		\$376,591

Attachment A-3

KPI List

Subdivision	Count by Subdivision	Total Count	KPI Parameter/Metric
Maintenance	1	3	# of Proactive Cleanouts
	2	4	Total # of Cleanouts)*100
	3	5	Total Time from Work Order Creation to Completion
	4	6	Total Maintenance Labor Costs
	5	7	Total Maintenance Costs
	6	8	Total Maintenance Materials Costs
	7	9	Total Maintenance Other Costs
	8	10	Total Preventive, Predictive, and Planned Maintenance WOs
	9	11	Total Reactive Maintenance WOs) * 100
	10	12	Total Maintenance Equipment Downtime
	11	13	Total Planned Maintenance WO Hours for the Year
	12	14	Available Maintenance FTEs in Hours per Week
	13	15	Scheduled Downtime
	14	16	Unscheduled Downtime
	15	17	Total # of Proactive Maintenance WOs
	16	18	Total Number of Maintenance WOs
	17	19	Total # of Reactive Maintenance WOs
	18	20	Options - 1. Mean Time Between Failures (MTBF) - measures the average time an asset operates before a failure occurs, indicating reliability. 2. Mean Time To Repair (MTTR) - average time it takes to repair a failed asset. 3. Annualized Failure Rate (AFR) - number of failures an asset experiences over a year.
	19	21	Average Actual Labor Hours per Task
	20	22	# of Actual Labor Hours per WO
	21	23	When an injury or illness involves one or more days away from work, you must record the injury or illness on the OSHA 300 Log with a check mark in the space for cases involving days away and an entry of the number of calendar days away from work in the number of days column. If the employee is out for an extended period of time, you must enter an estimate of the days that the employee will be away and update the day count when the actual number of days is known.
	22	24	# of Alarm Triggers Leading to Field Response

	23	25	Total # of Alarm Triggers
	24	26	Total # of Hours Maintenance Staff is On-Call with Customers
	25	27	Total # of Alarms at Each Plant
	26	28	Total Lift Station Assets Operating Time
	27	29	# of Lift Station Asset Failures
	28	30	Total Time Spent on Lift Station Asset Repairs
	29	31	# of Lift Station Asset Repairs
	30	32	Total Planned Operating Hours
	31	33	Unscheduled Downtime Hours
	32	34	Total Hours each Pump Operates
	33	35	Total # of Lift Station Alarms
	34	36	High Water Level Alarms
	35	37	Operational Alarm Anomalies
	36	38	# of Lift Station Overflows Leading to SSOs
	37	39	Rated Capacity GPM
	38	40	Actual Pump Rate GPM
	39	41	Energy Consumed
	40	42	Volume of Wastewater Pumped
	41	43	Total Planned Maintenance Wos
	42	44	Total Maintenance WOs
	43	45	Total # of Scheduled Preventive Maintenance WOs Complete on Time
	44	46	Total # of Scheduled Preventive Maintenance WOs Completed
	45	47	Total # of Incomplete Maintenance WOs
	46	48	# of Preventive Maintenance Actions Performed for Lift Stations
	47	49	Summary of all maintenance activity costs rolled up to the lift station level for a user specified time period
	48	50	Total Cost of Unplanned Maintenance for Lift Stations
	49	51	Total Cost of Planned Maintenance for Lift Stations
	50	52	# of Overflows Reported to FDEP and EPA/Year

Underground	1	72	# of Work Orders Sent from CIS
	2	73	# of Requests from CIS that Requires Underground Staff to Verify
	3	74	Total # of Transmission Main Line Leaks

4	75	100 Miles of 10" + Pipe
5	76	100 Miles of 2" + Pipe
6	77	Total # of Main Line Breaks
7	78	Total # of Main Line Leaks
8	79	Total # of Service Line Leaks
9	80	Total # of Active Service Line Leak Repairs
10	81	Total # of Leaks on Service Line
11	82	Total # of Leaks on Main Lines
12	83	Total # of Fire Hydrant Inspections
13	84	Total # of Flow Tests
14	85	Total # of Sewer Inspections
15	86	Total # of Emergency WOs in Neighborhood X
16	87	Total # of Emergency WOs in all Neighborhoods
17	88	Map for underground leak, sewer, and hydrants inspection locations
18	89	# of Boil Water Notices Issued Yearly
19	90	System Input Volume
20	91	Authorized Consumption
21	92	Inflow Volume During Rain Events
22	93	Total Rainfall
23	94	Total Flow During Rain Fall
24	95	BSF
25	96	# of Odor Control Complaints Received from Customers
26	97	Total # of Customer Complaints Received
27	98	Total # of Contractor Repairs
28	99	Total # of Underground Repairs
29	100	Total # of County Repairs

Exhibit B

Fee Schedule



November 8, 2023

Eric W. Phillips
Utilities Analyst
1011 Jim Keene Blvd., SR540
Winter Haven, FL33880

Subject: RFP 23-448, Utilities Design Services & Regulatory Support Services

Dear Mr. Phillips:

Black & Veatch is pleased to submit our Professional Rates for use in preparing the Master Agreement.

The Rate Sheet (Table 1) attached has been prepared to reflect Black & Veatch professional rates that will be effective through 2024. We would hopefully be able to request adjustments for cost-of-living (inflation) in 2025 and beyond, if appropriate. Position Descriptions (Table 2) for each Rate category are also attached.

Regarding your request of company "multiplier" used to develop our Rate Schedule, the following table should address the calculations used.

Direct Labor	1.00
Payroll Burden / Fringe Benefits	0.48
Overhead / General Administration	1.29
Subtotal	<u>2.77</u>
Profit	<u>0.23</u>
Total Multiplier	3.00
Additional Multiplier (misc. exp.)	0.05
Multiplier Proposed	3.05
Profit percentage on labor revenue	
Profit/Total Multiplier (0.23/3.05)	7.5%

We look forward to continuing to work with Polk County. If you have any questions or require additional information, please contact Amanda Schwerman (Tel: 813 207 7943, email schwermana@bv.com) or Steven King (Tel: 813 207 7958, email kings@bv.com).

Very truly yours,

BLACK & VEATCH CORPORATION

Amanda Schwerman, P.E
Client Director



Polk County Utilities
Professional Services Fee Schedule
November 2023

This document presents Black & Veatch Corporation rates for the initial year of the contract. Renewal term rates may be adjusted per Polk County guidelines.

Table 1: Black & Veatch Professional Services Fee Schedule

BLACK & VEATCH LABOR CLASSIFICATION	RAW RATE	BILLING RATE
Project Officer/ Director	\$97 - \$112	\$295 - \$341
Technical Expert	\$79 - \$86	\$241 - \$261
Senior Technical Expert	\$85 - \$110	\$261 - \$336
Project Manager I	\$71 - \$87	\$216 - \$264
Project Manager II	\$79 - \$100	\$240 - \$305
Project Manager III	\$91 - \$106	\$278 - \$324
Engineering Manager	\$71 - \$84	\$216 - \$256
Senior Engineering Manager	\$76 - \$90	\$233 - \$275
Technical Specialist	\$70 - \$83	\$213 - \$253
Senior Technical Specialist	\$75 - \$94	\$230 - \$286
Staff Engineer I	\$35 - \$42	\$106 - \$128
Staff Engineer II	\$38 - \$49	\$117 - \$151
Project Engineer I	\$45 - \$54	\$137 - \$166
Project Engineer II	\$49 - \$64	\$151 - \$196
Project Engineer III	\$58 - \$70	\$178 - \$215
Senior Engineer I	\$64 - \$74	\$196 - \$226
Senior Engineer II	\$67 - \$87	\$206 - \$264
Senior Engineer III	\$79 - \$91	\$240 - \$279
Geologist	\$57 - \$72	\$175 - \$219
Senior Geologist	\$65 - \$77	\$199 - \$234
Environmental Scientist	\$43 - \$54	\$130 - \$166
Senior Environmental Scientist I	\$53 - \$63	\$161 - \$192
Senior Environmental Scientist II	\$57 - \$77	\$175 - \$234
Environmental/Wetlands Specialist I	\$43 - \$54	\$130 - \$166
Environmental/Wetlands Specialist II	\$49 - \$61	\$151 - \$185
GIS Specialist I	\$39 - \$51	\$120 - \$155
GIS Specialist II	\$46 - \$62	\$141 - \$188



BLACK & VEATCH LABOR CLASSIFICATION	RAW RATE	BILLING RATE
GIS Specialist III	\$56 - \$70	\$172 - \$215
CADD/Technician I	\$31 - \$37	\$96 - \$113
CADD/Technician II	\$34 - \$43	\$103 - \$132
CADD/Technician III	\$39 - \$53	\$120 - \$162
Resident Inspector I	\$43 - \$54	\$130 - \$166
Resident Inspector II	\$49 - \$67	\$151 - \$204
Operations Specialist	\$49 - \$63	\$151 - \$194
Senior Operations Specialist	\$65 - \$83	\$199 - \$252
Project Controls/Scheduling Specialist	\$49 - \$64	\$151 - \$196
Construction Manager	\$67 - \$87	\$206 - \$264
Senior Construction Manager	\$79 - \$94	\$240 - \$286
Technical Editor I	\$35 - \$41	\$106 - \$124
Technical Editor II	\$37 - \$53	\$113 - \$162
Clerical	\$22 - \$30	\$69 - \$90
Administrative I	\$26 - \$31	\$79 - \$94
Administrative II	\$28 - \$35	\$86 - \$106
Administrative III	\$31 - \$42	\$96 - \$128
Cost Estimator I	\$42 - \$54	\$127 - \$166
Cost Estimator II	\$49 - \$73	\$151 - \$222
Cost Estimator III	\$66 - \$94	\$202 - \$286
Finance/Accountant I	\$33 - \$38	\$99 - \$117
Finance/Accountant II	\$35 - \$43	\$106 - \$132
Finance/Accountant III	\$43 - \$59	\$130 - \$180
GIS/CAD (Global Workforce ¹)	\$13 - \$19	\$40 - \$58
Engineer (Global Workforce ¹)	\$19 - \$29	\$58 - \$87
Engineering Manager / Technical Specialist (Global Workforce ¹)	\$40 - \$53	\$122 - \$163

Notes: ¹ Black & Veatch Integrated Global Workforce professionals located in select offices outside of the US.

2) Rates are set for one year following execution of the contract, after which they may be adjusted by contract amendment, as mutually agreed.

3) Rates include reimbursement for standard travel mileage, copies, postage / shipping. Other reimbursable direct expenses shall be invoiced separate from the billing rates.

Exhibit C
Reimbursable Cost
Schedule

Not Applicable

Exhibit D

Insurance Documents

POLICY NUMBER: GLO 4641358, GLO 1365630

**COMMERCIAL GENERAL LIABILITY
CG 20 10 12 19**

THIS ENDORSEMENT CHANGES THE POLICY. PLEASE READ IT CAREFULLY.

**ADDITIONAL INSURED – OWNERS, LESSEES OR
CONTRACTORS – SCHEDULED PERSON OR
ORGANIZATION**

This endorsement modifies insurance provided under the following:

COMMERCIAL GENERAL LIABILITY COVERAGE PART

SCHEDULE

Name Of Additional Insured Person(s) Or Organization(s)	Location(s) Of Covered Operations
As required by written contract	As required by written contract
Information required to complete this Schedule, if not shown above, will be shown in the Declarations.	

A. Section II – Who Is An Insured is amended to include as an additional insured the person(s) or organization(s) shown in the Schedule, but only with respect to liability for "bodily injury", "property damage" or "personal and advertising injury" caused, in whole or in part, by:

1. Your acts or omissions; or
2. The acts or omissions of those acting on your behalf;

in the performance of your ongoing operations for the additional insured(s) at the location(s) designated above.

However:

1. The insurance afforded to such additional insured only applies to the extent permitted by law; and

If coverage provided to the additional insured is required by a contract or agreement, the insurance afforded to such additional insured will not be broader than that which you are required by the contract or agreement to provide for such additional insured.

B. With respect to the insurance afforded to these additional insureds, the following additional exclusions apply:

This insurance does not apply to "bodily injury" or "property damage" occurring after:

1. All work, including materials, parts or equipment furnished in connection with such work, on the project (other than service, maintenance or repairs) to be performed by or on behalf of the additional insured(s) at the location of the covered operations has been completed; or
2. That portion of "your work" out of which the injury or damage arises has been put to its intended use by any person or organization other than another contractor or subcontractor engaged in performing operations for a principal as a part of the same project.

C. With respect to the insurance afforded to these additional insureds, the following is added to **Section III – Limits Of Insurance:**

If coverage provided to the additional insured is required by a contract or agreement, the most we will pay on behalf of the additional insured is the amount of insurance:

1. Required by the contract or agreement; or

2. Available under the applicable limits of insurance;

whichever is less.

This endorsement shall not increase the applicable limits of insurance.

POLICY NUMBER: GLO 46414358, GLO1365630

COMMERCIAL GENERAL LIABILITY
CG 20 37 12 19

THIS ENDORSEMENT CHANGES THE POLICY. PLEASE READ IT CAREFULLY.

ADDITIONAL INSURED – OWNERS, LESSEES OR CONTRACTORS – COMPLETED OPERATIONS

This endorsement modifies insurance provided under the following:

COMMERCIAL GENERAL LIABILITY COVERAGE PART
PRODUCTS/COMPLETED OPERATIONS LIABILITY COVERAGE PART

SCHEDULE

Name Of Additional Insured Person(s) Or	Location And Description Of Completed Operations
As required by written contract	As required by written contract
Information required to complete this Schedule, if not shown above, will be shown in the Declarations.	

A. Section II – Who Is An Insured is amended to include as an additional insured the person(s) or organization(s) shown in the Schedule, but only with respect to liability for "bodily injury" or "property damage" caused, in whole or in part, by "your work" at the location designated and described in the Schedule of this endorsement performed for that additional insured and included in the "products-completed operations hazard".

However:

1. The insurance afforded to such additional insured only applies to the extent permitted by law; and
2. If coverage provided to the additional insured is required by a contract or agreement, the insurance afforded to such additional insured will not be broader than that which you are required by the contract or agreement to provide for such additional insured.

B. With respect to the insurance afforded to these additional insureds, the following is added to **Section III – Limits Of Insurance:**

If coverage provided to the additional insured is required by a contract or agreement, the most we will pay on behalf of the additional insured is the amount of insurance:

1. Required by the contract or agreement; or
2. Available under the applicable limits of insurance; whichever is less.

This endorsement shall not increase the applicable limits of insurance.

POLICY NUMBER: BAP 4641355 (AOS)

**COMMERCIAL AUTO
CA 20 48 02 99**

THIS ENDORSEMENT CHANGES THE POLICY. PLEASE READ IT CAREFULLY.

DESIGNATED INSURED

This endorsement modifies insurance provided under the following:

BUSINESS AUTO COVERAGE
GARAGE COVERAGE FORM
MOTOR CARRIER COVERAGE FORM
TRUCKERS COVERAGE FORM

With respect to coverage provided by this endorsement, the provisions of the Coverage Form apply unless modified by this endorsement.

This endorsement identifies person(s) or organization(s) who are "insureds" under the Who Is An Insured Provision of the Coverage Form. This endorsement does not alter coverage provided in the Coverage Form.

This endorsement changes the policy effective on the inception date of the policy unless another date is indicated below.

Endorsement Effective: 11/1/2025
Named Insured: BLACK & VEATCH CORPORATION

SCHEDULE

Name of Person(s) or Organization(s): AS REQUIRED PER WRITTEN CONTRACT

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

Each person or organization shown in the Schedule is an "insured" for Liability Coverage, but only to the extent that person or organization qualifies as an "insured" under the Who Is An Insured Provision contained in **Section II** of the Coverage Form.

Waiver Of Subrogation (Blanket) Endorsement

Policy No.	Eff.Date of Pol.	Exp. Date of Pol.	Eff. Date of End.	Producer	Add'l. Prem	Return Prem.
GLO 4641358	11/1/2025	11/1/2026	11/1/2025			
GLO 1365630	11/1/2025	11/1/2026	11/1/2025			

Named Insured: BLACK & VEATCH CORPORATION

This endorsement modifies the insurance provided under the following:

Commercial General Liability Coverage Part

The following is added to the **Transfer Of Rights Of Recovery Against Others To Us Condition:**

If you are required by a written contract or agreement, which is executed before a loss, to waive your rights of recovery from others, we agree to waive our rights of recovery. This waiver of rights shall not be construed to be a waiver with respect to any other operations in which the insured has no contractual interest.

Waiver of Transfer Of Rights Of Recovery Against Others To Us

Policy No.	Eff.Date of Pol.	Exp. Date of Pol.	Eff. Date of End.	Producer No.	Add'l. Prem	Return Prem.
BAP 4641355 (AOS)	11/1/2025	11/1/2026	11/1/2025			

This endorsement is issued by the company named in the Declarations. It changes the policy on the effective date listed above at the hour stated in the Declarations.

THIS ENDORSEMENT CHANGES THE POLICY. PLEASE READ IT CAREFULLY.

Named Insured: BLACK & VEATCH CORPORATION

Address (including ZIP code): 11401 LAMAR OVERLAND PARK KS 66211

This endorsement modifies insurance provided under the:

- Business Auto Coverage Form**
- Truckers Coverage Form**
- Garage Coverage Form**
- Motor Carrier Coverage Form**

SCHEDULE

Name of the Person or Organization:
AS REQUIRED BY WRITTEN CONTRACT

We waive any right of recovery we may have against the designated person or organization shown in the schedule because of payments we make for injury or damage caused by an "accident" or "loss" resulting from the ownership, maintenance, or use of a covered "auto" for which a Waiver of Subrogation is required in conjunction with work performed by you for the designated person or organization. The waiver applies only to the designated person or organization shown in the schedule.

WC 00 03 13

WAIVER OF OUR RIGHT TO RECOVER FROM OTHERS ENDORSEMENT

We have the right to recover our payments from anyone liable for an injury covered by this policy. We will not enforce our right against the person or organization named in the Schedule. (This agreement applies only to the extent that you perform work under a written contract that requires you to obtain this agreement from us.)

This agreement shall not operate directly or indirectly to benefit anyone not named in the Schedule.

Schedule
AS REQUIRED PER WRITTEN CONTRACT

This endorsement changes the policy to which it is attached and is effective on the date issued unless otherwise stated.

(The information below is required only when this endorsement is issued subsequent to preparation of the policy.)

Effective Policy No. WC 4641353 (AOS), WC 4641354 (ID, MA, WI), WC 1365632

Insured: BLACK & VEATCH CORPORATION

Effective Date: 11/1/2025