

**AMENDMENT NO. 1
TO THE AGREEMENT FOR DESIGN PROFESSIONAL SERVICES
BETWEEN THE
CITY OF SANTA CLARA, CALIFORNIA,
AND
WEST YOST & ASSOCIATES, INC.**

PREAMBLE

This agreement ("Amendment No. 1") is entered into between the City of Santa Clara, California, a chartered California municipal corporation (City) and West Yost & Associates, Inc., a California corporation (Contractor or Consultant). City and Contractor may be referred to individually as a "Party" or collectively as the "Parties" or the "Parties to this Agreement."

RECITALS

- A. The Parties previously entered into an agreement entitled "Agreement for Design Professional Services Between the City of Santa Clara, California and West Yost & Associates, Inc., dated September 20, 2023 (Agreement); and
- B. The Parties entered into the Agreement for the purpose of having Contractor develop an updated Water Supply Master Plan, and the Parties now wish to amend the Agreement to add services and increase the maximum compensation by \$107,880 for a revised not-to-exceed amount of \$1,057,382.

NOW, THEREFORE, the Parties agree as follows:

AMENDMENT TERMS AND CONDITIONS

- 1. Exhibit A of the Agreement is hereby amended by the addition of Exhibit A-1 – Urban Water Management Plan Services, which is attached hereto and incorporated into this Agreement. Any references to Exhibit A within the Agreement shall include Exhibit A-1.
- 2. Exhibit B of the Agreement, entitled "Schedule of Fees" is hereby amended by replacing it in its entirety with the attached Exhibit B (First Revised), which is hereby incorporated into the Agreement.
- 3. Appendix B1 of the Agreement, entitled "Billing Rate Schedule For Additional Services" is hereby amended by replacing it in its entirety with the attached Appendix B1, which is hereby incorporated into the Agreement.

4. Except as set forth herein, all other terms and conditions of the Agreement shall remain in full force and effect. In case of a conflict in the terms of the Agreement and this Amendment No. 1, the provisions of this Amendment No. 1 shall control.

The Parties acknowledge and accept the terms and conditions of this Amendment No. 1 as evidenced by the following signatures of their duly authorized representatives.

CITY OF SANTA CLARA, CALIFORNIA
a chartered California municipal corporation

Approved as to Form:

Dated: _____

GLEN R. GOOGINS
City Attorney

JOVAN D. GROGAN
City Manager
City of Santa Clara
1500 Warburton Avenue
Santa Clara, CA 95050
Telephone: (408) 615-2210
Fax: (408) 241-6771

“CITY”

WEST YOST & ASSOCIATES, INC.
A California corporation

Dated: 6/6/2025

By (Signature): _____

Name: Greg Chung

Title: Vice President

Principal Place of Business Address: 2020 Research Park Drive, Suite 100
Davis, California 95618

Email Address: gchung@westyost.com

Telephone: (530) 756-5905

Fax: (530) 756-5991

“CONTRACTOR”

EXHIBIT A-1
URBAN WATER MANAGEMENT PLAN SERVICES

1. INTRODUCTION

- 1.1** Whereas Consultant previously provided services to develop and deliver an updated Water Supply Master Plan (WSMP), this Scope of Services specifically addresses the services of Contractor for the development and delivery of an updated Urban Water Management Plan (UWMP).
- 1.2** Consultant will prepare an updated 2025 UWMP that adheres to all current requirements of the California Water Code's Urban Water Management Planning Act, due to the California Department of Water Resources (DWR) by July 1, 2026.
- 1.3** The UWMP's planning horizon will extend until 2050, aligning with the DWR's recommendations for a 25-year planning horizon for land use planning actions and California Environmental Quality Act (CEQA) compliance.
- 1.4** At a minimum, Consultant will update the 2025 UWMP plan to include the following:
 - 1.4.1** Water Supply Reliability Assessment – a water supply demand assessment which compares the total water supply sources available to the City with the long-term total projected water use over the next 20 years (to 2045, preferably to 2050), in five-year increments, for a normal water year, single dry water year, and a drought lasting five consecutive water years (CWC §10635 (a)).
 - 1.4.2** Drought Risk Assessment – an assessment of the City's water supply reliability assuming that the Years 2026 to 2030 will be the five dry consecutive years (CWC §10635(b)).
 - 1.4.3** Water Use Target Compliance – compliance with previously adopted 2020 per capita water use targets in accordance with SBX7-7 (Water Conservation Act of 2009, SBX7-7; CWC §10608.20).
 - 1.4.4** Water Loss Quantification – a summary report quantifying the City's system water loss for years 2021 to 2025 and indicating compliance with the City's distribution loss standard as established by the State Water Resource Control Board (CWC §10631(d)(3)(c)).
 - 1.4.5** Groundwater Management Compliance – a status update on the Sustainable Groundwater Management Act (SGMA) compliance

activities (i.e., status of Groundwater Sustainability Agency (GSA) activities and the Groundwater Sustainability Plan (GSP) implementation) (CWC §10631(b)(4)).

1.4.6 Water Shortage Contingency Plan (WSCP) – Refine and update the existing plan needed to prepare for potential future multi-year drought events.

1.5 Consultant will coordinate with the City to prepare an updated 2025 UWMP that follows the outline below, subject to change based on the release of the DWR’s 2025 UWMP Guidebook which may have different and/or additional requirements not listed below.

Chapter	Anticipated Updates & Related Activities
Executive Summary	<ul style="list-style-type: none"> • A summary of UWMP findings and conclusions in simple, concise language to serve as the Lay Description required by CSC §10630.5
Chapter 1. Introduction and Overview	<ul style="list-style-type: none"> • An introduction and overview of the 2025 UWMP
Chapter 2. Plan Preparation	<ul style="list-style-type: none"> • Documentation of the City’s process for plan preparation, along with its coordination efforts with San Francisco Public Utilities Commission (SFPUC) and Valley Water, the public, and other agencies. • Coordination with the City and the public, other agencies, and other stakeholders. • Provide a template for the UWMP Notice of Preparation, if requested
Chapter 3. System Description	<ul style="list-style-type: none"> • Updates to the written description of the physical service area using City-provided historical data and projected (through 2050) service area population data. • Updates to required maps including jurisdictional area map, service area map, distribution area map, and system schematic. • Report on City’s seismic risk assessment of water facilities conducted in accordance with CWC §10632.5.
Chapter 4. System Water Use	<ul style="list-style-type: none"> • This chapter will be developed using information from the City’s Sustainable Water Supply Master Plan which extends through 2040. Consultant will work with City to develop potable and recycled water demand projections through 2050 for the purposes of the 2025 UWMP. • Incorporation of City-provided updates to the historical demand data for the years 2021-2025 and a written description of any updates to the City’s water use reduction plan.

	<ul style="list-style-type: none"> • Incorporation of City-provided information and data related to its water loss reporting policies and procedures and compliance with State water loss standards. • Incorporation of information on climate change impacts on water demands to the extent that information is available.
Chapter 5. SBX7-7 Baselines and Targets	<ul style="list-style-type: none"> • Report on the City's compliance with its 2020 per capita water use target using City-provided data on actual 2025 water use.
Chapter 6. System Supplies	<ul style="list-style-type: none"> • Using information from the City's WSMP, provide a written description of existing water sources, including SFPUC and Valley Water supplies, groundwater supplies, and recycled water supplies. • Updates to the descriptions of any water transfer opportunities, recycled water and desalinated water opportunities, and future water projects. • Updates to the general written descriptions of imported (purchased) supplies and agreements with SFPUC and Bay Area Water Supply & Conservation Agency (BAWSCA), including any updates to the Tier 2 drought allocation methodology. • Incorporation of information on climate change impacts to the City's supply sources to the extent that information is available. • Documentation of information regarding the City's compliance with the Sustainable Groundwater Management Act (SGMA), including GSA formation and GSP preparation and information.
Chapter 7. Water Supply Reliability Assessment	<ul style="list-style-type: none"> • Evaluation of the availability and reliability of groundwater supplies in single dry and multiple dry years. • Preparation of a Drought Risk Assessment for the City for the period from 2026 through 2030.
Chapter 8. Water Shortage Contingency Planning	<ul style="list-style-type: none"> • Incorporation of a City-provided update to the current WSCP and required revenue and expenditure analysis. • Incorporation of any City updates to its current WSCP. • Report on City's seismic risk assessment of water facilities conducted in accordance with SB 664 based on information from the regional Hazard Mitigation Plan and/or its Water Infrastructure Act (AWIA) compliance documents.
Chapter 9. Demand Management	<ul style="list-style-type: none"> • Incorporation of any City updates on current and planned implementation of its Demand Management Measures.

Measures	
Chapter 10. Plan Adoption, Submittal and Implementation	<ul style="list-style-type: none"> • Documentation of the City's adoption of the 2025 UWMP.
Supporting Documents	<p>Appendices will include, but not be limited to, the following:</p> <ul style="list-style-type: none"> • UWMP tables required by DWR (prepared by West Yost) • SBX7-7 tables required by DWR (prepared by West Yost) • Notification letters of UWMP update (prepared by City) • Public notice of UWMP hearing (prepared by City) • UWMP adoption resolution (prepared by City) • DWR UWMP checklist (prepared by West Yost) • Water loss audits (prepared by City) • Energy Intensity Documentation (prepared by City) – Inclusion of water energy data is limited to information that the urban water supplier can readily obtain, and calculation or estimation of energy intensity remains voluntary (CWC §10631.2); water energy information related

2. TASKS

The basic tasks required to complete the Scope of Services include, but are not limited to, the following:

2.1 TASK 1 – ATTEND MEETINGS WITH CITY STAFF

2.1.1 Kickoff Meeting and Development of Milestones. Consultant will schedule a 60-minute virtual kick-off meeting with City staff, during which the following items will be discussed:

- 2.1.1.1** Proposed organization of the 2025 UWMP;
- 2.1.1.2** Proposed schedule for the preparation of the 2025 UWMP;
- 2.1.1.3** Data needs for the preparation of the 2025 UWMP;
- 2.1.1.4** Noticing requirements for the UWMP and WSCP preparation and adoption; and
- 2.1.1.5** Schedules for date and times for notices and progress meetings

2.1.2 Progress Meetings. At regular intervals throughout the preparation of the 2025 UWMP, Consultant will coordinate with City staff on project progress, issues encountered, and updates to key milestones and the project timeline.

2.1.3 Task 1 Deliverables

- 2.1.3.1** A chapter outline for the 2025 UWMP and project schedule;
- 2.1.3.2** Up to twelve (12) 30-minute progress meetings; and
- 2.1.3.3** Agendas, summary meetings notes, and decision and action items discussed during progress meetings.

2.2. TASK 2 – COLLECT AND REVIEW DATA

2.2.1. Consultant will collect and review the data and available reports needed to prepare the 2025 UWMP, including but not limited to:

- 2.2.1.1.** Water Service Area Statistics (including number of connections by customer sector and population served);
- 2.2.1.2.** Historical (through 2025) and projected (through 2050) potable water and recycled water use by customer sector;
- 2.2.1.3.** Historical (through 2025) and projected (through 2050) potable water and recycled water production by source;
- 2.2.1.4.** Documented reduction in water supply;
- 2.2.1.5.** Low-income housing projections;
- 2.2.1.6.** Water loss data/water audits for 2021 through 2025; and
- 2.2.1.7.** Current and planned demand management measures and other water conservation program data.

2.2.2. Consultant will actively track the data collection effort, indicating data received and outstanding data, and will report on the data collection effort progress during progress meetings.

2.2.3. Task 2 Deliverables

- 2.2.3.1.** An initial data request list at project kickoff;

2.2.3.2. A second data request list in early 2026 (for 2025 data);
and

2.2.3.3. Regular status updates on outstanding data.

2.3. TASK 3 – ADMINISTRATIVE DRAFT 2025 UWMP PREPARATION

2.3.1. Prepare/Revise Required UWMP Sections/Chapters. Using the City's 2020 UWMP as the base document, Consultant will revise and update chapters as needed to comply with the specific requirements for 2025 UWMPs and will update water demand and supply data and projections as needed. Consultant will prepare and submit draft versions of each chapter for City review, as they are completed.

2.3.2. Prepare Administrative Draft for City Review and Comment. Consultant will incorporate edits from the individual chapters completed in Task 2.3.1 before combining them into the Administrative Draft 2025 UWMP for City review and comment. The Administrative Draft 2025 UWMP will include all the required chapters, data tables, and plan appendices.

2.3.3. Prepare DWR 2025 UWMP Checklist. Upon completion of the Administrative Draft, Consultant will complete DWR's UWMP Checklist to demonstrate that all required elements have been addressed and included in the City's 2025 UWMP. The location of the required elements within the UWMP will be cited in the checklist and the checklist will be incorporated as an appendix of the 2025 UWMP.

2.3.4. Task 3 Deliverables

2.3.4.1. Drafts of each chapter of the 2025 UWMP in Word format for review and comment, as they are completed;

2.3.4.2. The Administrative Draft 2025 UWMP in PDF format for the City to review and comment;

2.3.4.3. Complete the DWR UWMP Checklist as an appendix to the 2025 UWMP.

2.4. TASK 4 – PUBLIC DRAFT 2025 UWMP PREPARATION

2.4.1. Consultant will address and incorporate comments from the City on the Administrative Draft and prepare the Public Draft 2025 UWMP for the

City's circulation and required public review to comply with the minimum 14-day public review period.

2.4.2. Task 4 Deliverables

2.4.2.1. PDF copy of the Public Draft 2025 UWMP

2.5. TASK 5 – SUPPORT FOR THE PUBLIC HEARING AND ADOPTION

2.5.1. Consultant will provide support to City staff related to preparing for and conducting up to two (2) public meetings for the purposes of receiving public comments on the Public Draft 2025 UWMP. Specific support tasks include:

2.5.1.1. Assistance with development of a PowerPoint presentation;

2.5.1.2. Additional participation in up to two (2) one-hour virtual meetings with City staff for the purposes of reviewing a draft presentation and practicing the presentation, as needed;

2.5.1.3. In-person attendance at the public meetings to assist in responding to questions from the public;

2.5.1.4. Additional support to City staff in preparation of adoption of the 2025 UWMP by City Council; and

2.5.1.5. In-person attendance to City Council meetings as needed to assist in responding to questions from City Council.

2.5.2. Task 5 Deliverables

2.5.2.1. Draft and final PowerPoint presentation of the Public Draft 2025 UWMP

2.6. TASK 6 – FINAL 2025 UWMP PREPARATION

2.6.1. Consultant will incorporate any comments from the Public and City Council into the Final 2025 UWMP.

2.6.2. Task 6 Deliverables

2.6.2.1. PDF Copy of the Final 2025 UWMP for City's distribution and use.

2.6.2.2. Email confirmation of a successful upload of the Final 2025 UWMP to DWR's WUEdata portal.

2.7. TASK 7 – RESPOND TO QUESTIONS/COMMENTS FROM DWR

2.7.1. Consultant will provide the City with assistance in responding to DWR comments, if any, on the submitted Final 2025 UWMP.

2.7.2. Task 7 Deliverables

2.7.2.1. Up to eight (8) hours of senior-level engineering support responding to DWR questions.

2.8. TASK 8 – PROJECT MANAGEMENT, COORDINATION, QUALITY ASSURANCE/QUALITY CONTROL

2.8.1. Project Management. Consultant shall provide general project management activities throughout preparation and coordination of the 2025 UWMP including, but not limited to:

2.8.1.1. Coordination of activities and communication with City staff;

2.8.1.2. Scheduling of resources to perform the work described in this Scope of Services;

2.8.1.3. Coordinating between project staff;

2.8.1.4. Communicating project progress with City staff.

2.8.2. QA/QC Review. Consultant will have all work products related to this Scope of Services reviewed at the principal level prior to DWR submittal. The DWR UWMP Checklist will be used as part of Consultant's QA/QC procedures to confirm that all plan requirements are addressed.

2.8.3. Task 8 Deliverables

2.8.3.1. Monthly invoices with summary of activities completed during the previous month.

3. PROJECT ASSUMPTIONS

3.1. **WATER CODE PROVISIONS:** The tasks and proposed schedule described above are based on the current (as of March 2025) water code provisions as they relate to UWMPs. If subsequent changes are made to the water code which require additional elements and/or additional analysis to be included in the 2025 UWMP, the scope of work may need to be revised to complete the 2025 UWMP.

- 3.2.** DWR GUIDEBOOK: The DWR Guidebook for the 2025 UWMP's is assumed to be available by June/July 2025 and will provide guidance on 2025 UWMP requirements, organization, and tables.
- 3.3.** FEEDBACK COORDINATION: The City will provide review comments within two weeks for each UWMP chapter submitted for review.
- 3.4.** PUBLIC NOTICES: The City will prepare and send required notices and provide documentation of coordination with the public and other agencies. The City will post the required newspaper notices; however, Consultant may provide templates for required notices upon request. The City will provide copies of such notices to Consultant for inclusion in an appendix to the 2025 UWMP.
- 3.5.** SEISMIC RISK ASSESSMENTS: The water facility seismic risk assessments required by SB 664 have been or will be conducted by the City as a separate effort from this project. Completion of these assessments will be documented in the 2025 UWMP, however, budget to complete seismic risk assessments is not included in this project. The City may comply with this requirement by submitting a copy of the most recent adopted local hazard mitigation plan or multi-hazard mitigation plan under specified federal law that addresses seismic risk.
- 3.6.** SCHEDULE: The City shall conduct up to two (w) public meetings for the Public Draft 2025 UWMP, and the City Council shall adopt the 2025 UWMP before submittal to DWR in accordance with the Water Code. The due date for submittal of the 2025 UWMP is July 1, 2026. Consultant will work with City staff to meet this deadline and will coordinate with City staff to modify the project schedule as needed should the deadline date be changed by DWR.

EXHIBIT B (FIRST REVISED) SCHEDULE OF FEES

1. MAXIMUM COMPENSATION

The total maximum compensation the City will pay Consultant under this Agreement shall not exceed **One Million Fifty-Seven Thousand, Three Hundred Eighty-Two Dollars (\$1,057,382)** during the term of the Agreement. Any additional fees, costs, and expenses requested by the City that would exceed the preceding maximum amount will be addressed in an Amendment to the Agreement.

2. FEE SCHEDULE

Consultant shall not exceed any of the specified amounts for any task listed in Table B-1 (Exhibit A Services) and Table B-2 (Exhibit A-1 Services) without prior written authorization from the City. The City may approve in writing the transfer of amounts between a project's defined task list, provided the project total is not exceeded.

2.1. Water Supply Master Plan Services

Consultant's compensation for Water Supply Master Plan Services, described in Exhibit A, shall be paid on a fixed fee basis as set forth in Table B-1 below in an amount not to exceed \$949,502. Progress payments shall be made to Consultant by City following acceptance of designated task deliverables as described in Exhibit A.

Table B-1: Fee Schedule - Water Supply Master Plan Services (Exhibit A)

Task/Deliverables	Total
Task 1: Project Management	\$112,051
Task 2: Data Collection	\$48,185
Task 3: Refine Water Demand Projection	\$40,589
Task 4: Update Water System Evaluation Criteria	\$12,431
Task 5: Perform Water System Capacity and Performance Evaluations	\$70,419
Task 6: Evaluate Implementation Strategy Alternatives	\$121,018
Task 7: Develop Capital Improvement Plan	\$28,539
Task 8: Develop Asset Management Plan	\$253,777
Task 9: Prepare Master Plan Report	\$69,421
Task 10: Prepare Water Supply Assessments	\$97,926
Task 11: Evaluate Development Fees	\$45,146
Task 12: Asset Management for City Sewer Collection System	\$50,000
Total	\$949,502

2.2 Urban Water Management Plan Services

Consultant's compensation for Urban Water Management Plan Services, described in Exhibit A-1, shall be paid on a fixed fee basis as set forth in Table B-2 below in an amount not to exceed \$107,880. Progress payments shall be made to Consultant by City following acceptance of designated task deliverables as described in Exhibit A-1.

Table B-2: Fee Schedule – Urban Water Management Plan Services (Exhibit A-1)

Task/Deliverables	Total
Task 1: Attend Meetings with City Staff	\$6,510
Task 2: Collect and Review Data	\$7,670
Task 3: Prepare Administrative Draft 2025 UWMP	\$60,560
Task 4: Prepare Draft 2025 UWMP	\$6,930
Task 5: Provide Support for Public Hearing & Adoption	\$9,040
Task 6: Prepare Final 2025 UWMP	\$5,480
Task 7: Respond to Questions/Comments from DWR	\$2,290
Task 8: Project Management & Coordination	\$87,800
Direct Costs Maximum (hard copies, etc.)	\$1,600
Total	\$107,880

3. ADDITIONAL SERVICES

In the event that any related service is identified during the course of the project that the Parties agree is necessary to complete the Scope of Services in Exhibit A and Exhibit A-1, but nevertheless is outside of the scope of this Agreement, City and Consultant shall negotiate a price for such work. Additional services may be negotiated on a lump sum basis in accordance with the rates set forth in Appendix B1. Additional services include but are not limited to updating additional reports or plans as required by federal, state, or local agencies, and updating the hydraulic models.

4. INVOICING

City will pay Consultant within thirty (30) days of City's receipt of an approved invoice.

APPENDIX B1
BILLING RATE SCHEDULE FOR ADDITIONAL SERVICES

Position	Per Hour Rate
Engineering	
Principal/Vice President	\$365
Engineer/Scientist/Geologist Manager I / II	\$345 / \$361
Principal Engineer/Scientist/Geologist I / II	\$317 / \$338
Senior Engineer/Scientist/Geologist I / II	\$286 / \$300
Associate Engineer/Scientist/Geologist I / II	\$237 / \$255
Engineer/Scientist/Geologist I / II / III	\$191 / \$222 / \$235
Engineering Aide	\$111
Field Monitoring Services	\$138
Administrative I / II / III / IV	\$102 / \$127 / \$152 / \$168
Engineering Technology	
Engineering Tech Manager I / II	\$366 / \$369
Principal Tech Specialist I / II	\$336 / \$348
Senior Tech Specialist I / II	\$308 / \$321
Senior GIS Analyst	\$278
GIS Analyst	\$264
Technical Specialist I / II / III / IV	\$196 / \$224 / \$251 / \$280
Technical Analyst I / II	\$141 / \$168
Technical Analyst Intern	\$113
Cross-Connection Control Specialist I / II / III / IV	\$147 / \$159 / \$179 / \$198
CAD Manager	\$222
CAD Designer I / II	\$172 / \$194
Construction Management	
Sr Construction Manager	\$355
Construction Manager I / II / III / IV	\$217 / \$233 / \$247 / \$312
Resident Inspector (Prevailing Wage Groups 4 / 3 / 2 / 1	\$190 / \$211 / \$235 / \$244
CM Administrative I / II	\$91 / \$124
Field Services	\$244

Equipment	Billing Rate
2" Purge Pump & Control Box	\$300/day
Aquacalc / Pygmy or AA Flow Meter	\$28/day
Emergency SCADA System	\$35/day
Field Vehicles (Groundwater)	\$1/mile
Gas Detector	\$80/day
Generator	\$60/day
Hydrant Pressure Gauge	\$10/day
Hydrant Pressure Recorder, Impulse (Transient)	\$55/day
Hydrant Pressure Recorder, Standard	\$40/day

Equipment	Billing Rate
Low Flow Pump Back Pack	\$135/day
Low Flow Pump Controller	\$200/day
Powers Water Level Meter	\$32/day
Precision Water Level Meter 300ft	\$30/day
Precision Water Level Meter 500ft	\$40/day
Precision Water Level Meter 700ft	\$45/day
QED Sample Pro Bladder Pump	\$65/day
Stainless Steel Wire per foot	\$00.03/day
Storage Tank	\$20/day
Sump Pump	\$24/day
Transducer Components (per installation)	\$23/day
Trimble GPS – Geo 7x	\$220/day
Tube Length Counter	\$22/day
Turbidity Meter	\$30/day
Vehicle (Construction Management)	\$10/hour
Water Flow Probe Meter	\$20/day
Water Quality Meter	\$50/day
Water Quality Multimeter	\$185/day
Well Sounder	\$30/day

1. Hourly rates include technology and communication charges such as general and CAD computer, software, telephone, routine in-house copies/prints, postage, miscellaneous supplies, and other incidental project expenses.
2. Outside Services such as vendor reproductions, prints, shipping, and major Consultant reproduction efforts, as well as engineering supplies, etc. will be billed at actual cost plus 15%.
3. The Federal Mileage Rate will be used for mileage charges and will be based on the Federal Mileage Rate applicable to when the mileage costs were incurred. Travel other than mileage will be billed at cost.
4. Subconsultants will be billed at actual cost plus 10%.
5. Expert witness, research, technical review, analysis, preparation and meetings billed at 150% of standard hourly rates. Expert witness testimony and depositions billed at 200% of standard hourly rates.
6. The rates are effective through December 31, 2026, and are subject to annual compensation increases consistent with market rates.