

COOPERATIVE AGREEMENT #1
BETWEEN
THE SANTA CLARA VALLEY TRANSPORTATION AUTHORITY
AND
THE CITY OF SANTA CLARA
RELATING TO VTA'S BART SILICON VALLEY PHASE II EXTENSION PROJECT

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This Cooperative Agreement #1 (hereinafter “**Agreement**”) is entered into between the Santa Clara Valley Transportation Authority, a public agency organized as a special district under California law, (hereinafter “**VTA**”) and the City of Santa Clara, a municipal corporation of the State of California, (hereinafter “**CITY**”). This Agreement is entered into this ____ day of _____, 2021 (the “**Effective Date**”). VTA and CITY are sometimes hereinafter referred to individually as a “**Party**” and collectively as the “**Parties.**”

RECITALS

- A. WHEREAS, VTA intends to construct an extension of the Bay Area Rapid Transit (“**BART**”) system rail line within Santa Clara County, under the project entitled VTA’s BART Silicon Valley Phase II Extension Project (“**PROJECT**”).
- B. WHEREAS, VTA has undertaken a program of activities leading to the aforementioned extension of BART service, to be constructed by VTA and operated by BART.
- C. WHEREAS, VTA and CITY entered into a Master Agreement on October 29, 2020 (“**Master Agreement**”) that describes the roles and responsibilities of the Parties with respect to the PROJECT.
- D. WHEREAS, this Cooperative Agreement is made pursuant to the Master Agreement, and the terms, conditions, and obligations of the Master Agreement shall apply to this Agreement, unless explicitly stated otherwise herein.
- E. WHEREAS, the Parties desire to enter into this additional cooperative agreement under the Master Agreement to further define provisions for the PROJECT, to address the reimbursement from VTA to CITY for costs related to development prior to the advertisement for procurement of design-build contracts (“**Pre-RFP**”), including the Construction Outreach Management Program (“**COMP**”), review of preliminary engineering Contract Documents, define key milestones and review schedules for formal review of, and consolidated comments regarding Plans and Specifications for CITY Infrastructure, to be included as requirements in contract documents and to include a schedule of fully-burdened hourly rates to be paid by VTA for these services.

NOW THEREFORE, VTA and CITY, in consideration of the foregoing, hereby agree as follows:

AGREEMENT

SECTION 1. DEFINITIONS

A. Capitalized Terms defined in the Master Agreement will have the same meaning in this Agreement and any exhibits hereto, unless otherwise specified herein.

B. In addition, the following definitions apply to this Agreement, including any Exhibits hereto.

1. “**Betterment**” means the upgrading of a new or existing facility that is not attributable to construction of the PROJECT and is made solely for the benefit, and at the request, of CITY (not including a technological improvement which is able to achieve such upgrade at costs equal to or less than the costs of a “like-for-like” replacement or relocation), that exceeds City Standards and Guidelines for such facility, and increases the cost to the PROJECT. See **Section 3.C** of this Agreement for additional definition.
2. “**City Standards and Guidelines**” refers to the City of Santa Clara City Code and standards, guidelines, and regulations applicable to construction and development, including but not limited to: (i) *Design Criteria for Improvements in Public Right of Ways and City Easements*, (ii) *Standard Specifications for Public Works Construction* and (iii) *Standard Details*, .
3. “**Master Agreement**” has the definition set forth in **Recital C**, above.
4. “**Technical Team**” has the definition set forth in **Article II.B** of **Exhibit A**.

SECTION 2. SPECIFIC MITIGATION MEASURES

VTA will comply with and implement the requirements of the MMRP and perform all required environmental review for the PROJECT.

SECTION 3. CITY INFRASTRUCTURE

A. Construction Standards:

In furtherance of the provisions set forth in **Section 6.B** of the Master Agreement, VTA and its contractors will utilize the latest editions of the City Standards and Guidelines in

effect as of the date of issuance of the Contract Package (CP-3) Newhall Yard and Santa Clara Station Request for Proposals (RFP) Final Addendum, except for CITY's design standards for traffic signals, which shall be designed and constructed in accordance with CITY standards in effect three hundred sixty (360) calendar days prior to the time permanent construction of traffic signals begins. In the event that the CITY adopts any new CITY standard, or otherwise amends or supplements an existing CITY standard, CITY will, within ten (10) working days, give notice to the VTA of the new, amended, or supplemented CITY standard. To the extent reasonably practicable, VTA will make good faith efforts to accept and incorporate modifications and/or changes to the applicable standards and regulations after the date of issuance of the CP-3 Newhall Yard and Santa Clara Station RFP Final Addendum. Notwithstanding the foregoing, VTA will accept and incorporate any revisions or additions resulting from changes in federal or state laws, rules, or regulations, or local ordinances, to the extent that such changes mandate incorporation of the change into the design product.

B. CITY Review of PROJECT Plans and Specifications:

1. In furtherance of the provisions set forth in **Section 6.C** of the Master Agreement, PROJECT design development milestones will consist of preliminary engineering and final engineering design review milestones. For each PROJECT contract package, final engineering will commence with the VTA's issuance of the Notice to Proceed to the VTA's contractor for such contract package. Final engineering will include 60%, 85% and 100% milestones pertaining to PROJECT Plans and Specifications for CITY's review and approval.
2. CITY recognizes that VTA and its contractor may elect to advance construction of elements of the PROJECT prior to completion of the design for all work under the contract. If VTA and its contractor elect to advance construction based on this section, VTA and its contractor will consult with the CITY prior to submittal of any construction plans. The CITY will determine, at its sole discretion, whether advance construction of elements of the PROJECT, as proposed by VTA and its contractor, is acceptable to the CITY. Upon written notification that the CITY finds VTA's and its contractor's proposal acceptable for advance construction of

elements of the PROJECT, the CITY will review the PROJECT Plans and Specification design submittals for this advance construction work in the same manner as it would for the entire scope under the contract. CITY's issuance of an encroachment permit for these elements of work will not constitute approval of other work where final design has not been reviewed and approved by the CITY, nor shall it be construed as acceptance of any deviation from CITY requirements that the PROJECT comply with City Standards and Guidelines.

3. CITY agrees that the normal review period under this PROJECT is thirty (30) working days and that VTA may, given advance notice to CITY, request an expedited review of twenty (20) working days. The CITY, at its sole discretion, will determine if an expedited review can be accommodated.
4. Within ten (10) working days after receipt of Plans and Specifications for review:
 - (a) CITY must inform VTA whether the Plans and Specifications are sufficiently complete for CITY review purposes, (b) whether thirty (30) working days is sufficient for formal review (or twenty (20) working days in the case of an expedited review), and (c) if not sufficiently complete, CITY must so notify VTA, or must return the Plans and Specifications to VTA together with an identification of those portions that are not sufficiently complete and a description of the missing information listing the deficiencies. If no such notice or return is received by VTA within such ten (10) working day period, the Plans and Specifications will be deemed acceptable for review purposes.
5. CITY will make every reasonable effort to resolve any conflicting internal comments and deliver to VTA formal review comments regarding CITY Infrastructure on the Plans and Specifications within thirty (30) working days (or twenty (20) working days in the case of an expedited review) after the date of CITY's receipt of such submittals (or within such time as the Parties may otherwise agree in writing).
6. CITY and VTA agree that it is probable that VTA will submit multiple documents for CITY review at the same time and that it is the responsibility of VTA to coordinate with VTA's contractors and to determine the priorities for submittal

review. CITY agrees to make every reasonable effort to follow the priority list developed and maintained by VTA.

7. CITY agrees that, during final engineering, it will notify VTA regarding any new issues, or any comments, that are either inconsistent with its comments on earlier final engineering submittals, or with any changes thereto agreed to by CITY and VTA.

C. Betterments:

In furtherance of the provisions set forth in the Master Agreement, if CITY determines that any CITY Infrastructure should be improved beyond the level necessary to support the base functioning of the PROJECT, this will constitute a Betterment. In such event, and prior to commencement of construction of any such Betterment, VTA and CITY will negotiate in good faith a separate cooperative agreement to agree upon the nature and extent of any Betterment (including related Plans and Specifications) and on the amount of

reimbursement, if any, due to VTA for the Betterment and the work required to complete the Betterment. The following shall not be considered Betterments:

- An upgrade that the Parties agree will not be considered a Betterment;
- An upgrade resulting from design or construction in accordance with applicable City Standards and Guidelines;
- Measures required to mitigate construction impacts or environmental impacts identified in the Final Environmental Impact Report and any supplemental environmental reports or this Agreement and all attachments and exhibits;
- Devices or materials that are standard replacements for the preexisting devices or materials that are no longer regularly manufactured or used for such purposes, even if better in quality and capacity;
- A replacement or rearrangement that is the consequence of changes made by VTA or the contractor; and
- Design or construction measures to mitigate the effects of a PROJECT improvement that otherwise will preclude or hinder future maintenance, improvement, or construction of certain CITY Infrastructure.

D. Construction Impacts to CITY Streets:

In furtherance of the provisions set forth in **Section 6.F** of the Master Agreement, VTA will be responsible for the repair, reconstruction, and/or repaving of CITY streets affected by the construction of the PROJECT (“**Street Repair**”). The specific requirements for such repair, reconstruction and/or repaving will be set forth in the applicable construction encroachment permits.

SECTION 4. TRAFFIC MAINTENANCE AND DETOURS

- A. In furtherance of the provisions set forth in **Section 7.C** of the Master Agreement, Traffic Control Plans will be submitted for review and approval subject to the provisions in **Section 6.C** of the Master Agreement and **Section 3.B** of this Agreement.
- B. In its Contract Documents for PROJECT-related construction and design-build contracts, VTA will, prior to the temporary closure to traffic of all or part of any street, sidewalk, or other public access and subject to the CITY’s approval of a Traffic Control Plan showing

such temporary closure, require that its contractor(s) provide at least forty-five (45) calendar days' notice of such closure to CITY. Deviation from this forty-five (45) calendar day requirement may be permitted in emergency situations as mutually agreed upon by CITY and VTA.

- C. At least fourteen (14) calendar days prior to the temporary closure to traffic of all or part of any street, sidewalk, or other public access, VTA will initiate electronic public notification of such closure via media outlets and provide closure information flyers to all residents, schools, and businesses within a radius as reasonably specified by the City of any such closure. To the extent reasonably practicable, VTA shall provide advance copies of such notices to CITY.
- D. VTA will require that its contractor(s) install and activate changeable message sign(s) at least fourteen (14) calendar days prior to the temporary closure of any traffic lane, unless otherwise specified by the CITY.

SECTION 5. STORM WATER POLLUTION CONTROL

In furtherance of the provisions set forth in the Master Agreement, all construction work over one (1)-acre of disturbance is regulated under the Statewide Construction General Permit (“**CGP**”) for storm water, with VTA as the Legally Responsible Party as defined in the CGP. VTA is a separately regulated Municipal Separate Storm Sewer System (“**MS4**”) entity, designated as a Non-Traditional MS4 under the Waste Discharge Requirements for Storm Water Discharge for from Small MS4s as per ORDER 2013-0001-DWQ NPDES NO. CAS000004 AS AMENDED (“**Phase II MS4 Permit**”). CITY is a Phase 1 MS4, regulated under the Municipal Regional Permit National Pollutant Discharge Elimination System (“**NPDES**”) No. 2015-0049 NPDES Permit No. CAS612008 (“**MRP**”). The PROJECT connects to the CITY’s MS4 drainage system, but all VTA storm water is separately regulated under the Phase II MS4 permit.

- A. Construction Storm Water: VTA is fully responsible for all CGP and State Water Resources Control Board requirements. VTA will require its contractors to comply with all CGP provisions, including but not limited to implementing a Storm Water Pollution Prevention Plan(s) (“**SWPPP**”). Storm water discharge plans will be submitted for review subject to the provisions in **Section 6.C** of the Master Agreement and **Section 3.B** of this

Agreement. The CITY is subject to provision C.6.d of the MRP, and VTA is subject to Section F.5.e of the Phase II MS4. VTA and CITY agree to the following:

1. CITY Review of PROJECT Erosion/Pollution Control Plan or SWPPP:
 - a. In VTA right of way: CITY may review and provide comments on the PROJECT'S erosion/pollution control plan or SWPPP. VTA will take CITY review comment(s) under advisement and work collaboratively with CITY to address all SWPPP review comments.
 - b. In CITY right of way: VTA will provide the SWPPP to CITY for review and comment. VTA will comply with the CGP in CITY right of way and will work collaboratively with CITY to resolve all SWPPP review comments.
 2. Inspection of Construction Site:
 - a. In VTA right of way within Santa Clara City limits or draining to City of Santa Clara MS4 system: VTA will conduct construction site inspections of the PROJECT in accordance with the statewide CGP. VTA will inform CITY of planned inspections and CITY may accompany VTA on its inspections. CITY will raise any water quality concerns to VTA at a separate meeting with only VTA present, typically held immediately following the VTA inspection. VTA will take CITY concern(s) under advisement.
 - b. In CITY right of way: VTA must comply with the CITY requirements while constructing CITY Infrastructure in CITY right of way in accordance with the provisions in Section 6.H of the Master Agreement. CITY and VTA will jointly conduct construction inspections to verify compliance with MRP provision C.6, typically at the same time as the PROJECT construction inspections. CITY will notify VTA of any water quality concerns at the joint inspection.
- B. Post-Construction Storm Water: The MS4 NPDES permits have different post-construction requirements; however, compliance with the post-construction requirements in VTA's Phase II MS4 permit is equivalent to compliance with CITY's MRP. VTA may discharge to CITY's MS4 drainage system without the need for further storm water

treatment. VTA's MS4 permit covers all drainage system modifications and treatment requirements within VTA-owned right of way within the CITY, up to the point of the manhole where VTA connects to the CITY's MS4 drainage system. VTA's MS4 permit does not cover modifications within the CITY's right of way or to the CITY's MS4 drainage system. In the event that the PROJECT causes modification to the CITY's facilities outside the VTA's MS4 jurisdictional boundaries (e.g. at the VTA right of way boundary or manhole where the VTA storm drain connects to the CITY's MS4), compliance with the CITY's Provision C.3 will be required. VTA will be responsible for all Operations and Maintenance ("O&M"), inventory, inspection, trash capture, and annual reporting of all storm water facilities draining from VTA right of way related to the VTA MS4 system in accordance with the Phase II. CITY will be responsible for all O&M, inventory, inspection, trash capture, and annual reporting of all storm water facilities draining from CITY right of way related to CITY's MS4 system in accordance with the MRP. The CITY is subject to provision C.3 of the MRP, and VTA is subject to Section F.5.g of the Phase II MS4. VTA and CITY agree to the following:

1. CITY Review of Storm Water Control Plan:
 - a. In VTA right of way: CITY may review and comment on VTA's permanent Storm Water Control Plan ("SWCP"). VTA will take CITY review comment(s) under advisement and work collaboratively with CITY to address all SWCP review comments.
 - b. In CITY right of way: CITY will review the SWCP to verify compliance with MRP provision C.3, and comment accordingly on the SWCP. VTA must comply with the CITY requirements while constructing CITY Infrastructure in CITY right of way in accordance with the provisions in Section 6.H of the Master Agreement, and VTA will work collaboratively with CITY to resolve all SWCP review comments.
2. Storm Water Control Plan Inspections:
 - a. In VTA right of way within Santa Clara City limits or draining to City of Santa Clara MS4 system: VTA will conduct inspection(s) of the post-construction storm water treatment facilities on the PROJECT in accordance Section F.5.g of the Phase II MS4. VTA will notify CITY of the

scheduled inspections and CITY (or CITY designee such as a third-party consultant) may accompany VTA on its inspection(s). CITY will raise any water quality concerns to VTA at a separate meeting with only VTA present, typically held immediately following the VTA inspection. VTA will take CITY concern(s) under advisement.

- b. In CITY right of way: CITY and VTA will jointly conduct inspections of facilities to verify compliance with MRP provision C.3. CITY will notify VTA of any water quality concerns at the joint inspection(s).
3. Post-Construction Operations and Maintenance:
 - a. In VTA right of way: VTA will implement an O&M verification program within the VTA owned right of way in accordance with Section F.5.g.4 of the Phase II MS4.
 - b. In CITY right of way: CITY will implement the CITY's O&M verification program within the CITY right of way in accordance with provision C.3.h of the MRP.
 - c. VTA and CITY will negotiate in good faith roles and responsibilities associated with O&M in the future.

SECTION 6. FURTHER ASSURANCES, TIME PERIODS, AND RECORDS

In furtherance of the provisions set forth in **Section 18** of the Master Agreement, the Parties reserve the right to examine and re-examine such books, records, payrolls, accounts, and data during the ten-year period after final payment under this Agreement and until all pending matters are closed, and the Parties must not dispose of said books, records, payrolls, accounts, and data in any manner whatsoever for ten (10) years after the final payment under this Agreement or until all pending matters are closed, whichever is later.

SECTION 7. CITY SERVICES SUPPORTING PRE-RFP PROJECT ACTIVITIES

CITY will provide staff necessary to perform services for the PROJECT as specified in Exhibit A, entitled "Services Related to Coordination and Review of Pre-RFP PROJECT Activities," attached and incorporated into this Agreement.

SECTION 8. REIMBURSEMENT OF CITY STAFF COSTS

- A. VTA will reimburse CITY for all services as specified in Exhibit A on the basis of the schedule of fully-burdened hourly rates attached as Exhibit B to this Agreement, which is subject to reasonable change by CITY. Notwithstanding the foregoing, the total reimbursement for this purpose is estimated to be Two Hundred Fifty Thousand Dollars (\$250,000). CITY agrees to notify VTA if the total reimbursement for services associated with this Agreement is anticipated to exceed Two Hundred Fifty Thousand Dollars (\$250,000) no less than ninety (90) calendar days before such costs are accrued in order to allow VTA and CITY time to negotiate and present an amendment increasing such reimbursement to the VTA Board/ CITY Council (or their designees) for consideration. CITY must maintain a separate accounting of staff time directly attributable to the PROJECT.
- B. All payments for services made under this Agreement must comply with all applicable federal and state funding guidelines and will be subject to audit pursuant to the terms set forth in **Section 6** of this Agreement. CITY must provide VTA with invoices on a monthly basis and no later than forty-five (45) calendar days after performance of the work reflected and requested for reimbursement in the invoice, in accordance with the provisions of the Agreement. VTA must remit payment for a proper, fully documented invoice complying with the requirements set forth herein within sixty (60) calendar days of receipt of such invoice. Supporting documentation for costs under this Agreement must be included with each invoice.
- C. Funds must not be advanced by VTA to CITY.
- D. Invoices must be in PDF format and submitted electronically to VTA's Accounts Payable department at VTA.AccountsPayable@vta.org.
- E. VTA will reimburse CITY for the work of designated CITY staff and Technical Team within CITY cost recovery departments, as set forth in Exhibit A. Reimbursement will be paid for the work of technical-level CITY staff only; senior CITY management (department heads) will continue to consult on the PROJECT at no cost to VTA. Reimbursement will be strictly limited to services related to the PROJECT.

SECTION 9. TIME OF PERFORMANCE

The Parties acknowledge that timely performance of services is essential to maintaining the overall PROJECT schedule and that VTA's costs for the PROJECT could be affected if CITY reviews are delayed. CITY will provide timely reviews and approvals of submittals by VTA per an agreed schedule and in accordance with **Section 3.B** of this Agreement, except that the timing of the review of submittals associated with the development of the COMP shall occur as described in Exhibit A.

SECTION 10. MISCELLANEOUS

- A. Waiver: The failure of either Party to insist upon the strict performance of any of the terms, covenants and conditions of this Agreement will not be deemed a waiver of any right or remedy that either Party may have, and will not be deemed a waiver of that Party's right to require strict performance of all of the terms, covenants, and conditions thereafter.
- B. Amendments: Future amendments to this Agreement will be processed in writing by agreement of the Parties. Mutual consent shall be reached through negotiations. Notice of either Party's desire to amend this Agreement must be provided at least ninety (90) calendar days before the desired effective date of such amendment.
- C. Term: Notwithstanding the provisions of the Master Agreement, the term of this Agreement will be deemed to have commenced retroactively as of February 1, 2021 and will continue through December 31, 2030.
- D. Termination: Notwithstanding the provisions of the Master Agreement, either Party may terminate this Agreement at any time, for any reason, upon giving sixty (60) calendar days written notice to the other party.
- E. Final Invoice: Within thirty (30) calendar days after termination of this Agreement, CITY must submit a final invoice for expenses it has incurred as of the effective date of the termination. VTA must pay such final invoice within thirty (30) calendar days after receipt.

Signatures of Parties on following page.

This Agreement is made and entered into as of the Effective Date.

SANTA CLARA VALLEY
TRANSPORTATION AUTHORITY

By: _____
Evelynn Tran, General Counsel and
Interim General Manager/ CEO

Signature Date: _____

APPROVED AS TO FORM:

By: _____
Victor Pappalardo
Deputy General Counsel

Signature Date: _____

CITY OF SANTA CLARA

By: _____
Deanna J. Santana
City Manager

Signature Date: _____

APPROVED AS TO FORM:

By: _____
Brian Doyle
City Attorney

Signature Date: _____

EXHIBIT A

SERVICES RELATED TO COORDINATION AND REVIEW OF PRE-RFP PROJECT ACTIVITIES

I. GENERAL PROJECT DESCRIPTION:

The purpose of this Agreement is for VTA to provide CITY with funding for CITY services that include meetings, coordination, development and review of the Construction Outreach Management Program (“COMP”) elements and of Pre-RFP Contract Documents involving CITY Infrastructure; which will consist of three distinct tasks: Task 1 – Project Management and Coordination, Task 2 – COMP Review and Coordination, and Task 3 – Pre-RFP Contract Documents Review and Coordination.

Task 1 – Project Management and Coordination

For this task, the designated CITY staff will provide overall coordination for all services provided by CITY in relation to the PROJECT and maintain effective communication between the CITY and VTA, including its contractors and consultants, and other agencies that require coordination with CITY in relation to the PROJECT.

Task 2 – COMP Review and Coordination

For this task, the designated CITY staff will coordinate COMP deliverables, including the Construction Education and Outreach Plan (“CEOP”), Construction Transportation Management Plan (“CTMP”) and Emergency Services Coordination Plan (“ESCP”), submitted by VTA. VTA will set up meetings with the CITY for COMP submittals for the discussion of details, schedules and timeframes.

Upon receipt of the submittals, the designated CITY staff will distribute the deliverables to the different CITY reviewers, review the submittals, meet with the CITY reviewers as needed, and prepare a set of review comments. CITY will return comments to VTA no later than fourteen (14) calendar days after the date of receipt of the submittals. The designated City staff will coordinate any conflicting issues within CITY.

Task 3 – Pre-RFP Contract Documents Review and Coordination

For this task, the designated CITY staff will coordinate plans submitted by VTA for improvements within the CITY’s right of way or that otherwise impact the CITY’s right of way. VTA will set up meetings with the CITY for improvement plan submittals that will occur prior to advertisement for the PROJECT design-build contracts so the Parties can discuss details, schedules and timeframes.

Notwithstanding the provisions set forth in **Section 6.C** of the Master Agreement and as further defined in **Section 3.B** of this Agreement, upon receipt of the submittals, designated CITY staff will distribute the deliverables to the different CITY reviewers, review the submittals, meet with the CITY reviewers as needed, and prepare a set of review comments. The designated CITY staff will coordinate any conflicting issues within CITY.

II. CITY RESPONSIBILITIES

In performing the above services, CITY shall:

- A. Provide designated CITY staff to be the main point of contact for coordination and communication of CITY input into the development of the COMP.
- B. Provide a technical team as needed, composed of CITY staff (“**Technical Team**”) with a designated team leader to support internal CITY review of COMP deliverables by affected CITY departments. CITY will convene the Technical Team, ad hoc, for the duration of this Agreement for the purposes of resolving specific but unforeseen issues associated with the COMP. VTA will agree to reimburse hourly staff costs of team members participating on the Technical Team, as specified in Exhibit B.

III. VTA RESPONSIBILITIES

VTA shall hold periodic meetings for assessing the progress of PROJECT issues that affect CITY interests as they arise, and provide pertinent PROJECT information to CITY in a timely fashion for review and comment.

EXHIBIT B

SCHEDULE OF HOURLY RATES

A. CITY’s fully-burdened hourly billing rates for the period of February 1, 2021 through June 30, 2022 that will be used in calculating time and materials work are specified below. These hourly rates will be updated and provided to VTA at the beginning of FY 2021-2022 and FY 2022-2023, and any subsequent fiscal years that may be included under the term of this Agreement:

<u>Job Category</u>	<u>Hourly Billing Rate (\$/hour)</u>	
	FY2020-2021	FY2021-2022
Assistant Director/City Engineer	\$211.41	\$216.17
Transportation Manager	\$181.40	\$186.40
Principal Engineer	\$201.66	\$206.20
Senior Engineer	\$164.40	\$163.90
Associate Engineer	\$138.54	\$140.97
Senior Engineering Aide	\$103.98	\$105.80
Planning Manager	\$173.29	\$185.60
Principal Planner	\$140.74	\$149.98
Communications and Outreach Manager	\$176.24	\$187.34
Communications Coordinator	\$138.23	\$114.57
Fire Marshal	\$222.76	\$236.50
Police Lieutenant	\$240.95	\$272.60