



CLARK COUNTY STAFF REPORT



DEPARTMENT: Community Planning

DATE: October 24, 2014

REQUEST: Approval of contract with DKS Associates for an update to the Transportation Impact Fee (TIF) Program Update.

CHECK ONE: X Consent CAO

BACKGROUND

Clark County is updating its Transportation Impact Fee (TIF) Program Administration. An impact fee is a fee charged by a city or county to developers to pay for the costs of providing public facilities or of improving existing ones needed as a result of the new development. Impact fees are specifically authorized for those jurisdictions planning under Washington's Growth Management Act.

In 2009, Clark County and the City of Vancouver executed an interlocal agreement to jointly administer a TIF program. The joint program established several TIF districts that were representative of growth patterns at that time. Population and employment growth have led to different development patterns between the two jurisdictions, creating the need for separate TIF programs. The newly design TIF program will be applied solely to unincorporated Clark County. Community Planning staff held a worksession with the Board on September 3, 2014 authorizing the process for updating the TIF program.

The Clark County TIF Program Update will be designed to create a simplified, transparent process for charging and applying TIFs. The TIF Update is a complete review of core program elements including: district boundaries, project lists, rates, as well as a review of overall program policies and administrative practices. The TIF Update will provide an implementation methodology by which Clark County implements an exclusive TIF program.

The anticipated cost for the services described herein is \$82,155.

COMMUNITY OUTREACH

The consultant was selected through a competitive bid process. Community outreach and consultation with a technical and stakeholder advisory committees will be planned for throughout the program update process.

BUDGET AND POLICY IMPLICATIONS

Existing budget funds will be used to complete the Traffic Impact Fee Program Update per the contract agreement between DKS Associates and Clark County dated November 4, 2014 and ending on or before December 31, 2015.

man BK 4/1

FISCAL IMPACTS

Yes (see attached form)

No

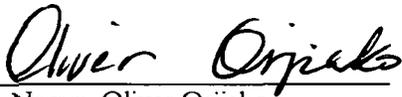
ACTION REQUESTED

Approval of the attached contract with DKS Associates in the amount of \$82,155 to complete the traffic impact fee program update outlined in RFP #680, with the County Administrator provided authority to sign any subsequent amendments thereto.

DISTRIBUTION

Please return both signed original contract documents to Community Planning. Please distribute a copy of the signed contract to Purchasing.

ATTACHMENTS: Two original copies of the contract with DKS Associates.



Name: Oliver Orjiako
Title Director

Approved: 

CLARK COUNTY
BOARD OF COMMISSIONERS

NOV. 4, 2014
SR 241-14

FISCAL IMPACT ATTACHMENT

Part I: Narrative Explanation

The funds for the project were approved by the Board in the 2013-14 biennium budget. Therefore the costs associated for this program update will be from the existing budget. The deliverables to the county are those listed in Exhibit A of the attached contract.

Part II: Estimated Revenues

Fund #/Title	Current Biennium		Next Biennium		Second Biennium	
	GF	Total	GF	Total	GF	Total
Total						

II. A – Describe the type of revenue (grant, fees, etc.)

Part III: Estimated Expenditures

III. A – Expenditures summed up

Fund #/Title	FTE's	Current Biennium		Next Biennium		Second Biennium	
		GF	Total	GF	Total	GF	Total
0001.000.545.558612.411.088225		\$82,155	\$82,155				
Total							

III. B – Expenditure by object category

Fund #/Title	Current Biennium		Next Biennium		Second Biennium	
	GF	Total	GF	Total	GF	Total
Salary/Benefits						
Contractual						
Supplies						
Travel						
Other controllables	\$82,155	\$82,155				
Capital Outlays						
Inter-fund Transfers						
Debt Service						
Total						

Professional Services Contract

CP 14-52

Contract Purchase
No. Transportation Impact Fee
Program Update RFP 680

THIS CONTRACT, entered this 4th day of Nov. 2014, by and between CLARK COUNTY, after this called "County," a political subdivision of the State of Washington, and DKS Associates after this called "Contractor."

WITNESSETH

WHEREAS, the Contractor has been chosen through a competitive bid process by the County RFP #680 and has the expertise to provide professional services for Clark County and to perform those services more particularly set out in the proposal attached hereto and incorporated herein by this reference as Exhibit A.

WHEREAS, Clark County does not have available staff to provide such services for the benefit of the services of Clark County, NOW, THEREFORE,

THE COUNTY AND THE CONTRACTOR MUTUALLY AGREE AS FOLLOWS:

1. Services. The Contractor shall perform services as set forth in Exhibit A.
2. Time. The contract shall be effective beginning November 4, 2014 and ending December 31, 2015.
3. Compensation. County shall pay the Contractor for performing said services upon receipt of a written invoice according to the schedule set forth in Exhibit B, which is attached hereto and incorporated herein by this reference. The parties mutually agree that in no event shall the amount billing exceed the dollar amount in Exhibit B without prior approval of the County.
4. Termination. The County may terminate this contract immediately upon any breach by Contractor in the duties of Contractor as set forth in Contract. The waiver by

the County of one or more breaches shall not be construed as a waiver of any subsequent breach or breaches. Further, County may terminate this Contract upon immediate notice to Contractor in the event that the funding for the project ceases or is reduced in amount. The Contractor will be reimbursed for services expended up to the date of termination.

5. Independent Contractor. The Contractor shall always be an independent Contractor and not an employee of the County, and shall not be entitled to compensation or benefits of any kind except as specifically provided herein.

6. Indemnification. The Contractor does release, indemnify and promise to defend and save harmless the County, its officers, officials, employees and agents from and against any and all liability, loss, damages, expenses, actions and claims, including costs and reasonable attorney's fees incurred by the County, its officials, officers, employees and agents in defense thereof, asserted or arising directly or indirectly on account of or out of the performance of service pursuant to this Contract. In making these assurances, the Contractor specifically agrees to indemnify and hold harmless the County from any and all bodily injury claims brought by employees of the Contractor and expressly waives its immunity under the Industrial Insurance Act as to those claims which are brought against the County; provided, however, this paragraph does not purport to indemnify the County against the liability for damages arising out of bodily injuries to person or damages caused by or resulting from the sole negligence of the County, its elected officials, officers, employees and agents.

Should a court of competent jurisdiction determine that this Agreement is subject to RCW 4.24.115, then, in the event of liability for damages arising out of bodily injury to persons or damages to property caused by or resulting from the concurrent negligence of the Contractor and the City, its officers, officials, employees, and volunteers, the Contractor's liability, including the duty and cost to defend, hereunder shall be only to

the extent of the Contractor's negligence. It is further specifically and expressly understood that the indemnification provided herein constitutes the Contractor's waiver of immunity under Industrial Insurance, Title 51 RCW, solely for the purposes of this indemnification. This waiver has been mutually negotiated by the parties. The provisions of this section shall survive the expiration or termination of this Agreement.

7. Wage and hour compliance. Contractor shall comply with all applicable provisions of the Fair Labor Standards Act and any other legislation affecting its employees and the rules and regulations issued thereunder insofar as applicable to its employees and shall always save County free, clear and harmless from all actions, claims, demands and expenses arising out of said act and the rules and regulations that are or may be promulgated in connection therewith.

8. Social Security and Other Taxes. The Contractor assumes full responsibility for the payment of all payroll taxes, use, sales, income or other form of taxes, fees, licenses, excises, or payments required by any city, federal or state legislation that is now or may during the term of this agreement be enacted as to all persons employed by the Contractor in performance of the work pursuant to this Contract and shall assume exclusive liability therefore, and meet all requirement's thereunder pursuant to any rules and regulations that are now and may be promulgated in connection therewith.

9. Contract Documents: Contract documents consist of this Agreement, Exhibit A, a scope of work which consists of a proposal based on RFP #680, and Exhibit B.

10. Equal Employment Opportunity: The Contractor will not discriminate against any employee or applicant for employment because of race, color, religion, gender, sexual orientation, age, disability, marital status or national origin.

11. Changes: County may, from time to time, require changes in the scope of

the services to be performed hereunder. Such changes, including any increase or decrease in the amount of the Contractor's compensation, which are mutually agreed upon by and between County and the Contractor, shall be in writing, signed by both parties and incorporated in the written amendments to the Contract.

12. Public records act: Notwithstanding the provisions of this Contract to the contrary, to the extent any record, including any electronic, audio, paper or other media, is required to be kept or indexed as a public record in accordance with the Washington Public Records Act, RCW Chapter 42.56, as may hereafter be amended, Contractor agrees to maintain all records constituting public records and to produce or assist Clark County in producing such records, within the time frames and parameters set forth in state law. Contractor further agrees that upon receipt of any written public record request, Contractor shall, within two business days, notify Clark County by providing a copy of the request to the Clark County Public Records Officer/Department of Public Works.

13. Governing Law. This agreement shall be governed by the laws of the State of Washington. Venue for any litigation shall be in Superior Court for the State of Washington in Clark County, Washington.

14. Confidentiality. With respect to all information relating to County that is confidential and clearly so designated, the Contractor agrees to keep such information confidential.

15. Conflict of Interest. The Contractor covenants that it has had no interest and shall not acquire any interest, direct or indirect, which would conflict in any manner or degree with the performance of services hereunder. The Contractor further covenants that no person having such interest shall be employed by it, or shall perform services as an independent contractor with it, in the performance of this Contract.

16. Consent and Understanding. This agreement contains a complete and integrated understanding of the contract between the parties and supersedes any understandings, agreement, or negotiations, whether oral or written, not set forth herein or in written amendments hereto duly executed by both parties.

17. Severability. If any provision of this agreement is held invalid, the remainder would then continue to conform to the terms and requirements of applicable law.

IN WITNESS THEREOF, County and the Contractor have executed this contract on the date first above written.

DKS Associates
By 
Print name Peter D. Coffey
Title Principal

CLARK COUNTY

By Tom Mielke, Chair

By David Madore, Commissioner

APPROVED AS TO FORM ONLY
ANTHONY F. GOLIK


Clark County Prosecuting Attorney

By Edward L. Barnes, Commissioner

Vendor/Contractor:

Have you or any of your employees who will be directly compensated retired from a Washington State Retirement System using the 2008 Early Retirement Factor?

Yes

No

If yes, please provide the name and social security number for each retiree to Clark County Purchasing.

EXHIBIT "A"

CLARK COUNTY TRANSPORTATION IMPACT FEE UPDATE**SCOPE OF WORK****TASK 1: Project Management**

- Consultant shall facilitate bi-weekly phone calls with the Agency Project Manager (APM) to review progress on deliverables, discuss project issues, and coordinate scheduling for project milestones. Consultant will use a videoconferencing program (such as BlueJeans or GoToMeeting), providing options for screen-sharing and phone-only connections as needed.
- Consultant shall attend up to three (3) Project Management Team meetings, including a project kickoff meeting.
- Consultant shall develop a detailed project schedule (Gantt chart) at the outset of the project and revise based on comments from the APM. Consultant shall develop a project management website (Basecamp) that will include an up-to-date project calendar and provide access to files for project team members.
- Consultant shall provide monthly invoices and progress reports.

*Deliverable(s): Detailed project schedule (Gantt chart)
Project Management Website (Basecamp)*

TASK 2: Review Existing TIF and Policy Framework/Background

- The consultant shall research the history and background of the current TIF program and summarize the results and research in a brief memorandum. This memorandum will serve as a basis for historical knowledge on the TIF process to be a baseline for any potential changes recommended.
- Consultant shall provide a data needs list to the County in advance of the kickoff meeting (PMT Meeting #1) and review data, to be provided electronically by the County. PMT Meeting #1 will include discussion of initial data questions, identification and agreement on key policy (and perhaps legal) issues to be addressed, discussion of policy objectives, the current boundary system, and criteria for a new boundary system.
- Key information to be provided by the County will include the capital improvement plan and current TIF project list/prioritization, as well as the detailed system inventory, standards, past/completed projects (and estimated value of remaining capacity levels) and accompanying needs assessment that will allow the team to identify impact fee-eligible costs.

Deliverable(s): Technical Memorandum #1: Existing TIF Background

TASK 3: Best Practices Research

- The consultant shall research best practices that other jurisdictions are currently using, identifying potential options for Clark County. Research will focus on exploring up to eight (8) other jurisdictions, with a minimum of five (5) of those jurisdictions in the State of Washington.
- The consultant shall draft a memorandum or briefing paper summarizing these best practices for review by the County. Key issues could include some if not all of the following:
 - Calculation Methodologies (fee approaches)
 - Credit Policies
 - Uniform vs. Area-Specific Charges
 - Incentive-Specific Development Types
 - Discounts for Transit-Oriented Developments
- The memorandum/briefing paper will also provide a rate comparison summary for the jurisdictions.

Deliverable(s): Technical Memorandum #2: TIF Best Practices

TASK 4: Advisory Group Formation and Meetings

- Consultant shall work with County staff to establish both a Technical Advisory Group (TAG), and Stakeholder Advisory Group (SAG). The TAG will be made up of internal County staff, while the SAG will be a mix of County staff and external key stakeholders.
- Consultant shall attend up to four (4) TAG meetings and four (4) SAG meetings. The meetings will cover specific deliverables and focus on feedback from each group to revise the draft product into a final product. It is expected that the breakdown of TAG and SAG meetings will cover the following items:
 - Meeting #1: Task 2 and Task 3 deliverables
 - Meeting #2: First review of Task 4, 5, 6, and 7 deliverables
 - Meeting #3: Second review of Task 4, 5, 6, and 7 deliverables
 - Meeting #4: Task 8 deliverable
- Consultant shall interview up to ten (10) stakeholders to identify core issues and concerns about the existing TIF system, including credits and incentives. Consultant shall coordinate with APM to develop list of stakeholders to be interviewed, and provide an interview summary.

*Deliverables: Formation of TAG and SAG
TAG and SAG meetings #1 through #4
Technical Memorandum #3: Stakeholder Interviews*

TASK 5: Redefined Geographic Boundaries

- Consultant shall utilize information from the PMT Meeting #1 to develop up to three scenarios depicting alternative TIF district boundary systems. The scenarios will offer distinct choices based on a range of policy options, which may include: 1) consolidation of districts; 2) new districts; or 3) a combination of consolidated and new districts.
- Consultant shall document the methodology used in a draft memorandum, to be submitted to the County for review and comment.
- Consultant shall attend PMT Meeting #2 with the County to discuss preliminary results and PMT comments.
- Consultant shall revise Boundary Alternative Assessment memorandum based on PMT comments and discussion from TAG #2 and SAG #2.

*Deliverable(s): Draft Technical Memorandum #4: Boundary Alternative Assessment
Final Technical Memorandum #4*

TASK 6: TIF Credit System Update

- Consultant shall assist the County in developing a new TIF credit system that works with a revised TIF boundary system. Consultant will document options for transitioning from the existing system to the new system, and document a recommendation in a brief technical memorandum.
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Deliverable(s): Draft Technical Memorandum #5: Credit System Options

TASK 7: Business Enhancement Factor (BEF) and Other Potential Incentives

- The consultant shall review the BEF and assess its effectiveness in achieving County objectives.
- The consultant shall also recommend any needed modifications that would make the BEF credit more equitable or more effective at achieving its purpose; e.g., TIF reductions based on mixed land uses (not limited to retail) or more focused on specific geographic locations.
- Based on Task 2 (Best Practices Research) the consultant will recommend and document other incentives that could be implemented within Clark County to promote economic development and equity.
- The consultant will prepare a brief memorandum on potential incentive options to include in the updated TIF program. The memorandum will define the types of uses, and/or locations that would be appropriate targets for the BEF.

Deliverable(s): Draft Technical Memorandum #6: Incentives Options

TASK 8: Financial Calculation of New TIF

- The TIF update will utilize the existing project list broken down by district with costs associated for each project. A calculation of total new trips within each district will be defined as an input variable in the TIF calculation.
- The consultant shall prepare a TIF Update Recommendations Report that shows the mathematical calculation of the new TIF rate for each district with the list of projects for each district and rate per district.
- Consultant shall coordinate with County staff for their review and refinement of key calculation inputs, such as customer (person trip or vehicle trip) data, service levels, and project costs and allocations. Consultant shall incorporate staff information and input into analysis.
- Calculate the impact fee(s), as allowed and applicable, from information on the cost of planned facilities and existing facilities, if applicable. Up to five (5) case examples will be prepared for each district to test the new TIF rate and to determine how much a potential development, by land use type and size, would pay under the new rate and methodology. These case studies will need to be reviewed by the County to determine if they are acceptably related to the TIF calculation. If they are deemed to be unacceptable, or generate a TIF amount that is unreasonable for the project, a new TIF rate may need to be developed within the district the project is located in.

Deliverable(s): TIF Update Draft Recommendation Report

TASK 9: Implementation

- Consultant shall attend one (1) work session and one (1) hearing with Planning Commission to review the draft TIF update and gather comments.
- Consultant shall revise the Draft Recommendation Report based on the Planning Commission feedback.
- Consultant shall attend one (1) work session and one (1) hearing with County Commission to review the revised draft TIF update and gather comments.
- Consultant shall revise the Draft Recommendation Report based on the County Commission feedback.

Deliverable(s): Plan and Code Review memorandum

Planning Commission work session attendance

Planning Commission hearing attendance

County Commission work session attendance

County Commission hearing attendance

Revisions to Draft TIF based on Planning Commission and County Commission feedback

EXHIBIT "B"

Exhibit B

Task Description	DKS Associates										FCS Group						Consultant Total
	Grade 32 - Springer	Grade 15 - DeLahanty	Grade 14 - Sosnovske	Grade 11 - Planner	Labor	Expenses	DKS Total	Chilarducci	T. Chase	D. Gabbard	Labor	Expenses	FCS Total				
	\$ 195.00	\$ 110.00	\$ 105.00	\$ 90.00				\$ 225.00	\$ 205.00	\$ 165.00							
Task 1	Billing Rate																
Task Description																	
Project Management	3	61	0	12	\$ 8,375	\$ 120	\$ 8,495	0	0	0	\$ -	\$ -	\$ -	\$ 8,495			
Bi-Weekly Phone Calls	2	20			\$ 2,590		\$ 2,590							\$ 2,590			
PMT Meetings		9			\$ 990	\$ 120	\$ 1,110							\$ 1,110			
Project Schedule and Project Management Website	1	12		12	\$ 2,595		\$ 2,595							\$ 2,595			
Invoicing and Progress Reports		20			\$ 2,200		\$ 2,200							\$ 2,200			
Review Existing TIF and Policy Framework/Background	1	4	0	16	\$ 2,075	\$ -	\$ 2,075	1	1	1	\$ 595	\$ -	\$ 595	\$ 2,670			
Tech Memo 1: Existing TIF Background	1	4		16	\$ 2,075		\$ 2,075	1	1	1	\$ 595		\$ 595	\$ 2,670			
Best Practices Research	1	8	0	20	\$ 2,875	\$ -	\$ 2,875	1	2	0	\$ 635	\$ -	\$ 635	\$ 3,510			
Tech Memo 2: TIF Best Practices	1	8		20	\$ 2,875		\$ 2,875	1	2		\$ 635		\$ 635	\$ 3,510			
Advisory Group Formation and Meetings	7	36	0	16	\$ 6,765	\$ 320	\$ 7,085	2	8	8	\$ 3,410	\$ 200	\$ 3,610	\$ 10,695			
Advisory Group Formation		2			\$ 220		\$ 220				\$ -		\$ -	\$ 220			
Tech Memo 3: Stakeholder Interviews	1	10		8	\$ 2,015		\$ 2,015				\$ -		\$ -	\$ 2,015			
TAG 1 and SAG 1	6	6		2	\$ 2,010	\$ 80	\$ 2,090				\$ -		\$ -	\$ 2,090			
TAG 2 and SAG 2		6		2	\$ 840	\$ 80	\$ 920				\$ -		\$ -	\$ 920			
TAG 3 and SAG 3		6		2	\$ 840	\$ 80	\$ 920	1	4	4	\$ 1,705	\$ 100	\$ 1,805	\$ 2,725			
TAG 4 and SAG 4		6		2	\$ 840	\$ 80	\$ 920	1	4	4	\$ 1,705	\$ 100	\$ 1,805	\$ 2,725			
Redefined Geographic Boundaries	3	28	52	30	\$ 11,825	\$ -	\$ 11,825	2	10	4	\$ 3,160	\$ -	\$ 3,160	\$ 14,985			
Scenario Development	2	20	40		\$ 6,790		\$ 6,790	1	5	2	\$ 1,580		\$ 1,580	\$ 8,370			
Tech Memo 4: Boundary Alternative Assessment	1	8	12	30	\$ 5,035		\$ 5,035	1	5	2	\$ 1,580		\$ 1,580	\$ 6,615			
TIF Credit System Update	1	4	0	12	\$ 1,715	\$ -	\$ 1,715	1	2	2	\$ 965	\$ -	\$ 965	\$ 2,680			
Tech Memo 5: Credit System Options	1	4		12	\$ 1,715		\$ 1,715	1	2	2	\$ 965		\$ 965	\$ 2,680			
BEF and Other Potential Incentives	1	8	0	24	\$ 3,235	\$ -	\$ 3,235	0	2	1	\$ 575	\$ -	\$ 575	\$ 3,810			
Tech Memo 6: Incentives Options	1	8		24	\$ 3,235		\$ 3,235		2	1	\$ 575		\$ 575	\$ 3,810			
Financial Calculation of New TIF	3	24	12	30	\$ 7,185	\$ -	\$ 7,185	7	44	70	\$ 22,145	\$ -	\$ 22,145	\$ 29,330			
Final Calculations for Recommended Boundary Alternative and Project List	1	8	8		\$ 1,915		\$ 1,915	1	4	2	\$ 1,375		\$ 1,375	\$ 3,290			
TIF Update Recommendation Report	2	16	4	30	\$ 5,270		\$ 5,270	6	40	68	\$ 20,770		\$ 20,770	\$ 26,040			
Implementation	2	24	0	0	\$ 3,030	\$ 160	\$ 3,190	2	4	8	\$ 2,590	\$ 200	\$ 2,790	\$ 5,980			
Planning Commission Work Session and Hearing Support	1	12			\$ 1,515	\$ 80	\$ 1,595	1	2	4	\$ 1,295	\$ 100	\$ 1,395	\$ 2,990			
County Commission Work Session and Hearing Support	1	12			\$ 1,515	\$ 80	\$ 1,595	1	2	4	\$ 1,295	\$ 100	\$ 1,395	\$ 2,990			
Total Hours	22	197	64	160				16	73	94							
Total Fee	\$4,290	\$21,670	\$6,720	\$14,400	\$ 47,080	\$ 600	\$ 47,680	\$3,600	\$14,965	\$15,510	\$ 34,075	\$ 400	\$ 34,475	\$ 82,155			

Exhibit E-2
Consultant Fee Determination-Summary Sheet



Standard DKS Billing Grades	Maximum Direct Salary	Overhead	Fixed Fee	Maximum Billing Rate
Tech Level A	\$ 10.29	177.10%	10.0%	\$ 29.55
Tech Level B	\$ 10.45	177.10%	10.0%	\$ 30.00
Tech Level C	\$ 12.19	177.10%	10.0%	\$ 35.00
Tech Level D/Grade 1	\$ 13.93	177.10%	10.0%	\$ 40.00
Tech Level E/Grade 2	\$ 15.67	177.10%	10.0%	\$ 45.00
Tech Level F/Grade 3	\$ 17.42	177.10%	10.0%	\$ 50.00
Tech Level G/Grade 4	\$ 19.16	177.10%	10.0%	\$ 55.00
Tech Level H/Grade 5	\$ 20.90	177.10%	10.0%	\$ 60.00
Tech Level I/Grade 6	\$ 22.64	177.10%	10.0%	\$ 65.00
Tech Level J/Grade 7	\$ 24.38	177.10%	10.0%	\$ 70.00
Tech Level K/Grade 8	\$ 26.12	177.10%	10.0%	\$ 75.00
Tech Level L/Grade 9	\$ 27.86	177.10%	10.0%	\$ 80.00
Tech Level M/Grade 10	\$ 29.61	177.10%	10.0%	\$ 85.00
Grade 11	\$ 31.35	177.10%	10.0%	\$ 90.00
Grade 12	\$ 33.09	177.10%	10.0%	\$ 95.00
Grade 13	\$ 34.83	177.10%	10.0%	\$ 100.00
Grade 14	\$ 36.57	177.10%	10.0%	\$ 105.00
Grade 15	\$ 38.31	177.10%	10.0%	\$ 110.00
Grade 16	\$ 40.06	177.10%	10.0%	\$ 115.00
Grade 17	\$ 41.80	177.10%	10.0%	\$ 120.00
Grade 18	\$ 43.54	177.10%	10.0%	\$ 125.00
Grade 19	\$ 45.28	177.10%	10.0%	\$ 130.00
Grade 20	\$ 47.02	177.10%	10.0%	\$ 135.00
Grade 21	\$ 48.76	177.10%	10.0%	\$ 140.00
Grade 22	\$ 50.51	177.10%	10.0%	\$ 145.00
Grade 23	\$ 52.25	177.10%	10.0%	\$ 150.00
Grade 24	\$ 53.99	177.10%	10.0%	\$ 155.00
Grade 25	\$ 55.73	177.10%	10.0%	\$ 160.00
Grade 26	\$ 57.47	177.10%	10.0%	\$ 165.00
Grade 27	\$ 59.21	177.10%	10.0%	\$ 170.00
Grade 28	\$ 60.95	177.10%	10.0%	\$ 175.00
Grade 29	\$ 62.70	177.10%	10.0%	\$ 180.00
Grade 30	\$ 64.44	177.10%	10.0%	\$ 185.00
Grade 31	\$ 66.18	177.10%	10.0%	\$ 190.00
Grade 32	\$ 67.92	177.10%	10.0%	\$ 195.00
Grade 33	\$ 69.66	177.10%	10.0%	\$ 200.00
Grade 34	\$ 71.40	177.10%	10.0%	\$ 205.00
Grade 35	\$ 73.15	177.10%	10.0%	\$ 210.00
Grade 36	\$ 74.89	177.10%	10.0%	\$ 215.00
Grade 37	\$ 76.63	177.10%	10.0%	\$ 220.00
Grade 38	\$ 78.37	177.10%	10.0%	\$ 225.00
Grade 39	\$ 80.11	177.10%	10.0%	\$ 230.00
Grade 40	\$ 81.85	177.10%	10.0%	\$ 235.00