

PLANNING AND ECONOMIC DEVELOPMENT COMMITTEE

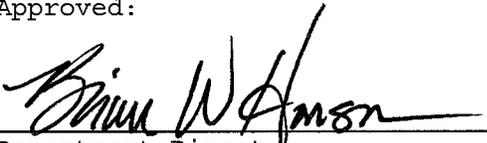
11-0076R

RESOLUTION AUTHORIZING AN AGREEMENT FOR PROFESSIONAL ENVIRONMENTAL SERVICES WITH BARR ENGINEERING COMPANY RELATED TO THE EXPANSION OF THE EPICUREAN AND LOLL MANUFACTURING COMPANIES IN WEST DULUTH IN AN AMOUNT NOT TO EXCEED \$67,500.

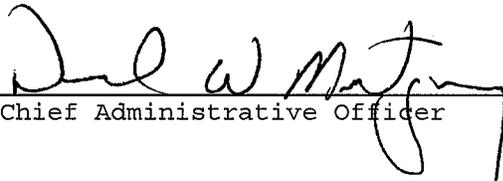
CITY PROPOSAL:

RESOLVED, that the proper city officials are authorized to enter into an agreement, substantially in the form of that on file in the office of the city clerk as Public Document No. _____, with Barr Engineering Company, for professional environmental services related to the expansion of the Epicurean and loll manufacturing companies in West Duluth in an amount not to exceed \$67,500, payable from Fund 255 (economic development).

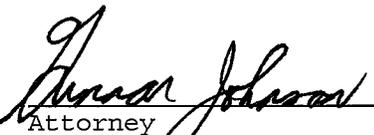
Approved:


Department Director

Approved for presentation to council:


Chief Administrative Officer

Approved as to form:


Attorney

Approved:


Auditor

BD/ATTY JC:bel 02/04/2011

STATEMENT OF PURPOSE: This resolution authorizes Barr Engineering Company to provide professional environmental services to the City for work associated with the expansion of the Epicurean and loll manufacturing companies in West Duluth. The City will be reimbursed 100% through its EPA Petroleum Assessment grant of \$200,000, which the City Council accepted last October pursuant to Resolution No.10-0518.

The Epicurean and loll companies manufacture and distribute cutting boards and utensils, and upper-end outdoor furniture, world-wide. They relocated their companies to the former Polaris-Wilbert Vault property at 1325 North 59th Avenue West in 2005. Prior to their move to this site, they remediated contaminated soil as necessary for their use of the property--which is owned under the name Hawks Boots LLC. Hawks Boots LLC now plans to build an addition of approximately 9,200 square feet onto their current building. It is reasonable to anticipate that further contamination remediation will be required as they regrade the driveway, install a storm drain line and construct the warehouse/ manufacturing building. In order to develop a remediation (cleanup) plan, supplemental Phase II environmental site investigation needs to be done and a Response Action Plan (RAP) needs to be written.

This project site has been determined eligible by the MPCA for use of these EPA Petroleum Assessment grant funds. Barr Engineering Company is one of three environmental firms selected through a competitive process overseen by the City's Purchasing Agent in September 2010 to perform EPA funding-related and other environmental work for the City and DEDA. Barr provided environmental assistance to Hawks Boots LLC in 2004-05 and is determined to be in the best position to do this supplemental work. Barr has provided a written scope of work and a cost estimate not to exceed \$67,500 on a time and materials basis. Barr will provide services consistent with an EPA-approved Quality Assurance Project Plan which is on file with the City.

AGREEMENT FOR PROFESSIONAL ENVIRONMENTAL SERVICES

BARR ENGINEERING COMPANY & CITY OF DULUTH

THIS AGREEMENT, entered into this _____ day of February, 2011, by and between the CITY OF DULUTH, a municipal corporation, hereinafter referred to as "City," and BARR ENGINEERING COMPANY, located at 332 West Superior Street, Duluth, Minnesota 55802, hereinafter referred to as "Service Provider," for the purpose of rendering services to the City.

WHEREAS, the City desires to utilize Service Provider's professional services for the Supplemental Phase II Environmental Site Investigation and Response Action Plan Development for the Hawks Boots Expansion/Former Polaris Wilbert Vault Property;

WHEREAS, Service Provider has represented that it is qualified and willing to perform services set forth in its proposal;

NOW, THEREFORE, in consideration of the mutual covenants and conditions hereinafter contained, the parties hereto agree as follows:

I. Services to be Performed.

Service Provider will provide the services identified in its proposal dated January 28, 2011, attached hereto as Exhibit "A." In the event of any conflict between the terms and conditions of the Proposal and this Agreement, the terms and conditions of this Agreement shall be deemed to be controlling. No work shall be commenced under this Agreement until such time as a Property Access Agreement substantially in the form of that attached hereto as Exhibit "B" has been executed by the appropriate officials of Service Provider and Hawk Boots LLC, and an original copy has been provided to the City's Manager of Business Resources, Business and Community Development (the "Manager").

II. Compensation.

It is agreed between the parties that the Service Provider's maximum compensation for services provided herein shall not exceed Sixty-seven Thousand Five Hundred Dollars (\$67,500), payable from the Economic Development Fund 255, Dept. /Agency 020, Object 5319, Vendor Code 1133, Requisition No. 10-0482. All bills for services rendered shall be

submitted monthly to the Manager. Fees shall be billed at the rates set forth in the fee schedule attached hereto as Exhibit "C".

III. General Terms and Conditions.

1. Qualifications. Service Provider represents that it is qualified and willing to perform the services set forth herein.
2. Amendments. Any alterations, variations, modifications or waivers of terms of this Agreement including contract price shall be binding upon the City and Service Provider only upon being reduced to writing and signed by a duly authorized representative of each party.
3. Assignment. Service Provider represents that it will utilize only its own personnel in the performance of the services set forth herein; and further agrees that it will neither assign, transfer or subcontract any rights or obligations under this Agreement without prior written consent of the Manager. Notwithstanding the above, the City hereby consents to the subcontracting of services with Legend Technical Services, Inc., EPC Engineering and Testing, EMR, Inc, and LHB, Inc.
4. Data and Confidentiality.
 - a. The City agrees that it will make available all pertinent information, data and records under its control for Service Provider to use in the performance of this Agreement, or to assist Service Provider wherever possible to obtain such records, data and information.
 - b. All reports, data, information, documentation and material given to or prepared by Service Provider pursuant to this Agreement will be confidential and will not be released by Service Provider without prior authorization from the City.
 - c. All notes, reports, records and other data prepared under this Agreement shall become the property of the City upon completion or termination of the services of Service Provider. Any reuse of notes, reports, records or other data for anything other than its intended purpose will be at the City's sole risk and without liability or legal exposure to Service Provider.

5. Records and Inspections.

a. Establishment and Maintenance of Records.

Records shall be maintained by Service Provider in accordance with requirements prescribed by the City and with respect to all matter covered by this Agreement. Such records shall be maintained for a period of six (6) years after receipt of final payment under this Agreement.

b. Documentation of Costs.

Service Provider will ensure that all costs shall be supported by properly executed payrolls, time records, invoices, contracts, vouchers or other official documentation evidencing in proper detail the nature and propriety of the charges. All checks, payrolls, invoices, contracts, vouchers, orders or other accounting documents pertaining in whole or in part to this Agreement shall be clearly identified and readily accessible.

c. Reports and Information

Service Provider shall provide to the Manager monthly reports detailing the services provided in the previous month. Service Provider shall be responsible for furnishing to the Manager any other records, data and information she may require pertaining to matters covered by this Agreement.

d. Audits and Inspections

Service Provider shall ensure that at any time during normal business hours and as often as the City may deem necessary, there shall be made available to the City for examination, all of its records with respect to all matters covered by this Agreement. Service Provider will also permit the City to audit, examine and make excerpts or transcripts from such records, and to make audits of all contracts, invoices, materials, payrolls, records of personnel, conditions of employment, and other data relating to all matters covered by this Agreement.

6. Standard of Performance.

Service Provider agrees that all services to be provided to the City pursuant to this Agreement shall be in accordance with the generally accepted standards of the

profession for the provisions of services of this type.

7. Contract Period.

This Agreement shall commence upon the execution by the parties hereof and the performance of the services to be provided hereunder shall be completed within one year.

8. Termination of Services

The City may, by giving written notice specifying the effective date thereof, terminate this Agreement in whole or in part, with or without cause. In the event of termination, all property and finished or unfinished documents, materials, and other writings prepared by Service Provider under this Agreement shall be promptly delivered by Service Provider to the City at the address provided in Paragraph 12. Service Provider shall be entitled to compensation for the performance of any unreimbursed services properly performed by it prior to the date of termination.

9. Independent Contractor.

a. It is agreed that nothing herein contained is intended or should be construed in any manner as creating or establishing the relationship of copartners between the parties hereto or as constituting Service Provider as an agent, representative or employee of the City for any purpose or in any manner whatsoever. Service Provider and its employees shall not be considered employees of the City, and any and all claims that may or might arise under the Worker's Compensation Act of the State of Minnesota on behalf of Service Provider 's employees while so engaged, and any and all claims whatsoever on behalf of Service Provider's employees arising out of employment shall in no way be the responsibility of City. Except for compensation provided in Section II of this Agreement, Service Provider's employees shall not be entitled to any compensation or rights or benefits of any kind whatsoever from City, including without limitation, tenure rights, medical and hospital care, sick and vacation leave, Worker's Compensation, Unemployment Insurance, disability or severance pay and P.E.R.A (Public Employees Retirement Association). Further, City shall in no way be responsible to defend, indemnify or save harmless Service Provider from

liability or judgments arising out of Service Provider's intentional or negligent acts or omissions of Service Provider or its employees while performing the work specified by this Agreement.

- b. The parties do not intend by this Agreement to create a joint venture or joint enterprise, and expressly waive any right to claim such status in any dispute arising out of this Agreement.
- c. Contractor expressly waives any right to claim any immunity provided for in Minnesota Statutes Chapter 466 or pursuant to the official immunity doctrine.

10. Indemnity.

Service Provider agrees to defend, save harmless, and indemnify the City, its agents, and employees from any loss, cost, charge, or damage of whatsoever nature or kind arising out of, or as a result of, the performance of the work by the Service Provider, its employees, agents, or subcontractors.

11. Insurance.

- a. Service Provider shall provide the following minimum amounts of insurance from insurance companies authorized to do business in the state of Minnesota.
 - (1) Workers' compensation insurance in accordance with the laws of the State of Minnesota.
 - (2) Public Liability and Automobile Liability Insurance with limits not less than \$1,500,000 Single Limit, and twice the limits provided when a claim arises out of the release or threatened release of a hazardous substance; shall be in a company approved by the City; and shall provide for the following: Liability for Premises, Operations, Completed Operations, Independent Contractors, and Contractual Liability. An umbrella policy with a "following form" provision is acceptable if written verification is provided that the underlying policy names the City as an additional insured.
 - (3) Professional Liability Insurance in an amount not less than \$1,500,000 Single Limit; provided further that in the event the professional malpractice insurance is in the form of "claims made,"

insurance, 60 days notice prior to any cancellation or modification shall be required; and in such event, Service Provider agrees to provide the City with either evidence of new insurance coverage conforming to the provisions of this paragraph which will provide unbroken protection to the City, or, in the alternative, to purchase at its cost, extended coverage under the old policy for the period the state of repose runs; the protection to be provided by said "claims made" insurance shall remain in place until the running of the statute of repose for claims related to this Agreement.

- (4) City shall be named as Additional Insured under the Public Liability and Automobile Liability, or as an alternate, Contractor may provide Owners-Contractors Protective policy, naming himself and the City. Service Provider shall also provide evidence of Statutory Minnesota Workers' Compensation Insurance. Service Provider to provide Certificate of Insurance evidencing such coverage with 30-days notice of cancellation, non-renewal or material change provisions included. The City does not represent or guarantee that these types or limits of coverage are adequate to protect the Contractor's interests and liabilities.
- (5) If a certificate of insurance is provided, the form of the certificate shall contain an unconditional requirement that the insurer notify the City without fail not less than 30 days prior to any cancellation, non-renewal or modification of the policy or coverages evidenced by said certificate and shall further provide that failure to give such notice to City will render any such change or changes in said policy or coverages ineffective as against the City.
- (6) The use of an "ACORD" form as a certificate of insurance shall be accompanied by two forms – (a) ISO Additional Insured Endorsement

(CG-2010 pre-2004) and (b) Notice of Cancellation Endorsement (IL 7002) or equivalent, as approved by the Duluth City Attorney's Office.

- b. The insurance required herein shall be maintained in full force and effect during the life of this Agreement and shall protect Service Provider, its employees, agents and representatives from claims and damages including but not limited to personal injury and death and any act or failure to act by Service Provider, its employees, agents and representatives in the negligent performance of work covered by this Agreement.
- c. Certificates showing that Service Provider is carrying the above described insurance in the specified amounts shall be furnished to the City prior to the execution of this Agreement and a certificate showing continued maintenance of such insurance shall be on file with the City during the term of this Agreement.
- d. The City shall be named as an additional insured on each liability policy other than the professional liability and the workers' compensation policies of the Service Provider.
- e. The certificates shall provide that the policies shall not be changed or canceled during the life of this Agreement without at least 30 days advanced notice being given to the City.

12. Notices.

Notices shall be sufficient if sent by regular United States mail, postage prepaid, addressed to the City as follows: City of Duluth, Business and Community Development Division, 402 City Hall, Duluth, Minnesota 55802; and addressed to Service Provider as follows: BARR Engineering Company, 332 West Superior Street, Duluth, Minnesota 55802, or to such other persons or addresses as the parties may designate to each other in writing from time to time.

13. Laws, Rules and Regulations.

Service Provider agrees to observe and comply with all laws, ordinances, rules and regulations of the United States of America including but not limited to the U.S. Environmental Protection Agency (the "EPA"), the State of Minnesota and the City

with respect to their respective agencies which are applicable to its activities under this Agreement.

14. Compliance with EPA Agreement.

Service Provider shall carry out all services provided hereunder in accordance with that Brownfield Assessment Cooperative Agreement between the EPA and the City dated October 20, 2010 (City Contract No. 21245) on file in the office of the Manager incorporated herein.

15. Choice of Law.

This Agreement, together with all of its paragraphs, terms and provisions is made in the state of Minnesota and shall be construed and interpreted in accordance with the Laws of the State of Minnesota. The appropriate venue and jurisdiction for any litigation hereunder shall be in a court located in St. Louis County, Minnesota. However, Litigation in the federal courts involving the parties shall be in the appropriate federal court within the State of Minnesota.

16. Severability.

In the event any provision herein shall be deemed invalid or unenforceable, the remaining provisions shall continue in full force and effect and shall be binding upon the parties to this Agreement.

17. Entire Agreement

This Agreement, including all exhibits, constitutes the entire Agreement between the City and Contractor and supersedes all prior written or oral agreements and negotiations between the parties relating to the subject matter hereto.

IN WITNESS WHEREOF, the parties have hereunto set their hands the day and date first above shown.

CITY OF DULUTH

BARR ENGINEERING COMPANY

By _____
Mayor

By _____
Company Representative

Attest _____
City Clerk

Its _____
Title of Representative

Countersigned:

City Auditor

Approved as to form:

City Attorney



January 28, 2011

Heidi Timm-Bijold
City of Duluth
402 City Hall
Duluth, MN 55802

**Re: Scope and Cost Estimate- Supplemental Phase II Environmental Site Investigation and Response Action Plan Development Support
Hawks Boots Expansion/ Former Polaris-Wilbert Vault Property
Duluth, Minnesota**

Dear Ms. Timm-Bijold:

This letter is to outline the Scope of Work and an estimate of costs to conduct a Supplemental Phase II Environmental Site Investigation and prepare a Voluntary Response Action Plan (VRAP) for the Hawks Boots expansion. We understand that the City is evaluating the eligibility and potential options for utilizing its EPA Community-wide brownfield assessment funding to assist the property owner with needed pre-expansion assessment work. The following recommended scope of work is based on our current knowledge of the proposed expansion project and environmental conditions previously encountered at the above-referenced property (Property).

We understand Hawks Boots, LLC (the Property Owner) plans to build an addition of approximately 9,200 square feet onto the current building at the Property. The construction plan calls for a minor re-grading of the western driveway, installation of a storm drain line, and construction of a single story warehouse/manufacturing building addition on the southern Property. We understand that the Owner's goal is to have the construction completed by next November 2011.

We have had discussions with Hawks Boots, LLC regarding some of the possible details of the construction, its timing and the likely brownfield site issues that may need to be managed in conjunction with these planned activities. The conceptual VRAP strategy which has been discussed is to minimize excavation of site fill soils and to address potential soil organic vapor intrusion concerns, if present, by incorporating passive subslab venting and vapor retarder membrane elements into the design of the new building addition floor subslab cross section. We understand that at this time the southern parking lot and driveways will not be modified or paved.

We look forward to working with you on the expansion project and we believe we can help plan for environmental brownfield site management measures including assistance with the voluntary program at the Minnesota Pollution Control Agency (MPCA). The elements we can assist with as expansion plans are developed are as follows:

- Prepare a Sampling and Analysis Plan (SAP) for regulatory Agency (USEPA) review,
- Characterize soil conditions beneath the building footprint (i.e., soil borings, soil samples, analytical laboratory testing and reporting),
- Develop remedial options for managing soils and potential vapor intrusion concerns,

- Based on the Owner's selected response action approach we can develop a plan for building addition vapor protection measures if needed (i.e., subslab venting and vapor retarder membrane design, as appropriate),
- Prepare a Voluntary Response Action Plan for regulatory Agency (MPCA) review and approval,
- Assist with Agency interaction regarding the VRAP review and focusing the environmental measures into steps that can be implemented in conjunction with the building construction process.

The following section outlines our proposed scope of work in support of these project elements.

Proposed Scope of Work

Sampling and Analysis Plan

Assuming the project is determined to be eligible a SAP will need to be prepared for review by your U.S. EPA project manager. The SAP will describe the proposed investigation work and any specialized methods or analyses which are not already presented in our Quality Assurance Project Plan (QAPP). The SAP is a required companion to the QAPP which has already been submitted for EPA approval.

Supplemental Phase II Environmental Investigation

A supplemental Phase II investigation will be conducted to determine if contaminants are present in soil that will need to be removed or excavated for construction purposes or that will require engineered controls (such as vapor barriers, burial or capping). Samples will be collected for laboratory analyses and the sample results will be used to characterize the soil to determine if the removed soil can be reused on site or will need to be disposed at an offsite facility.

The scope of work for the Phase II Investigation will include:

- Advancing 4 soil borings at locations where Geopier™ structures or footings may be installed to characterize soil that may remain in-place as well as soils that may be removed from those locations. Borings will be advanced with a Hollow Stem Auger drill rig and soil samples will be collected with a split barrel sampler. Soil borings will be advanced to the top of bedrock or an estimated depth of approximately 15 feet below ground surface (bgs). Geotechnical soil samples and data can also be collected from these borings, however, our scope and cost estimate does not include additional costs that may be incurred to collect and analyze geotechnical samples. We can work with the design engineer to coordinate collection of additional geotechnical samples or tests for use in foundation design and construction planning. The soil boring method proposed offers the Owner an opportunity to separately obtain geotechnical building design information, if desired. We understand that any such geotechnical work would need to be tracked and paid for separately from the City's Community-wide Brownfield Assessment program.
- Advancing one additional soil boring to a depth of 10 feet in the area of the planned expansion between Geopier™ locations to characterize soils that may need to be removed if excavation activities are conducted.
- Advancing two soil borings at locations where soil needs to be removed to construct a driveway north of the building. Borings will be advanced to depths of approximately 6 feet.
- Advancing four soil borings to characterize soil in areas where excavation activities will likely be conducted for purposes of installing site drainage features. Borings will be advanced to depths of approximately 6 feet.
- Soil samples will be collected at continuous vertical intervals from all borings. These samples will be described in the field in accordance with the Universal Soil Classification System. Soil

samples will be screened in the field for volatile organic vapors at approximately every two feet of depth with a photoionization detector (PID). Additionally, the soil split spoon samples will be inspected for other evidence of contamination such as staining, odors, discoloration, and/or sheen, and the observations documented on the geologic log of each soil boring.

- One to two soil samples will be collected from each boring and analyzed for Diesel Range Organics (DRO), Resource Conservation and Recovery Act (RCRA) listed metals, and semi-volatile organic compounds (SVOC). These are the constituents of interest for this site, based on the results of the previous assessment, investigation and cleanup work. Up to 17 samples will be submitted to a Minnesota Department of Health certified laboratory for analyses.
- Based on soil screening or other data, soil vapor sampling may be recommended to evaluate potential vapor intrusion risks. Up to three soil vapor sample locations will be probed, and appropriate soil gas samples collected, from locations within the proposed building footprint. The soil gas samples will be analyzed for volatile organic compounds in accordance with MPCA requirements.
- The proposed scope includes budget to collect up to 4 representative soil samples for analysis of waste characterization parameters for use in planning the response actions for the project.

We have assumed that the site is conducive to drilling by standard soil boring drilling methods. Scope or budget changes may be necessary if subsurface obstructions are encountered which limit sampling efforts.

The data collected from the Phase II ESA will be used to determine soil handling and disposal options for soils that may be removed during the planned construction activities. Our experience is that cleanup costs can be better estimated when sufficient data are collected. Additionally, fewer construction or soil characterization delays occur when as many unknowns as possible are eliminated during pre-planning investigation stages such as we propose here.

A Phase II investigation report will be prepared that summarizes the results of this investigation plus the previous site work and compares analytical data with regulatory standards to evaluate options for soil handling and disposal.

We understand that timing challenges are of concern for the project. To accommodate this we recommend implementing the Phase II investigation work in two steps. This approach also provides an opportunity to adjust scope and data gathering based on the initial investigation results. Key Phase II investigation field work should occur in early February. There is a logical break that can be made in the investigation scope- as follows:

- A) Basic soil data needs should be addressed as early in February as possible. This would require about three days on-site. The initial field work would be completed and the laboratory analyses run requiring approximately four to five weeks from project start. We would wait to do data evaluation and report preparation until after a second supplemental step of data-gathering was completed at the end of February or early March.
- B) Supplemental information needs will likely be important to manage cleanup costs related to soil vapor intrusion concerns and contaminated soil disposal (i.e., waste characterization). These are factors that can be developed later in the planning process. We suggest performing this work later as part of a supplemental step of investigation (if needed). This work would occur a few weeks to one month after project start. Consequently a second field sampling event may be

performed (if deemed necessary after the initial data are obtained) to collect soil vapor samples and waste characterization samples- this is likely a one day field event.

This two-step approach includes the idea of getting started drafting the VRAP as soon as the last week of February so that there is sufficient time to complete the document by March 21. The item B field sampling could occur during the last week of February or in early March. Final results would be included in a single Phase II report that would be completed around the same time as, or shortly after, the VRAP.

Voluntary Response Action Plan

Once the initial supplemental Phase II data are obtained, we will discuss options and estimated costs for managing identified environmental concerns. Our experience and perspective can help quickly select the best approach for managing identified environmental conditions. In general we anticipate the likely concerns may be managed in conjunction with the building expansion construction work. Once a feasible approach has been identified, we will prepare a Voluntary Response Action Plan (VRAP) that describes soil handling and disposal requirements based on the Phase II results and the site development plans. The VRAP will also include recommendations/requirements for engineering controls that will be necessary on site, such as vapor barriers, ventilation systems, and/or providing caps or sufficient cover material for impacted soil remaining at the property.

At this stage of the project it is possible that additional data or site information needs may be identified. If such is the case, step B above offers the opportunity to collect some key data prior to completing the Phase II report and VRAP. However, it is still possible (and not unusual) that we may also recommend additional site data to be collected as part of the recommended VRAP implementation.

Regulatory Program Liaison Assistance

Additional activities associated with the Phase II and VRAP preparation include enrolling the property into the voluntary program or programs that provide oversight of cleanup operations and assistance with seeking appropriate brownfields legal liability assurances. We recommend that the property be enrolled in the Minnesota Pollution Control Agency (MPCA) Petroleum Remediation Program based on past data and work conducted at the Property. Please be aware that the site may also need to be enrolled in the MPCA's Voluntary Investigation and Cleanup (VIC) Program if results of the Phase II investigation identify non-petroleum contamination. However, data collected from the site in the past has not triggered a need to enter the VIC program. The need to enter the voluntary program(s) will be determined once the Phase II data results are received. Barr can help provide agency liaison assistance during the project, consequently budget for this assistance is included below. For your planning purposes it is important to know that MPCA costs to oversee the project will be incurred, since the voluntary programs are fee-for-service programs. Based on our experience the MPCA voluntary program staff, labor charges may range from \$3,000 to \$12,000 for a fast-moving project such as this (the voluntary program costs typically depend on project size, number of contaminant issues to manage, and project schedule demands). MPCA costs are not included in Barr's cost estimate below.

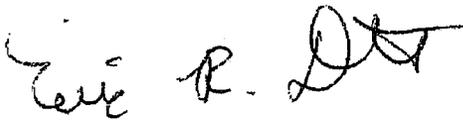
Estimated cost ranges associated with the various tasks are:

Estimated Costs

Activity	Estimated Subcontractor Cost	Estimated Barr Labor and Expenses	Subtotals
Prepare a SAP for USEPA Review	-	\$3,000 to \$3,500	\$3,000 to \$3,500
Phase II Investigation (field preparations, field work, contractors, laboratory analyses)	\$13,000 to \$14,000	\$5,500 to \$6,000	\$18,500 to \$20,000
Preliminary Ph II Data Results Package (no report)	-	\$4,000	\$4,000
Soil Vapor & Waste Characterization Investigation and Combined <u>Final Report</u>	\$4,500 to \$5,000	\$11,000 to \$12,000	\$15,500 to \$17,000
Voluntary Response Action Evaluation and Plan preparation	-	\$10,000 to \$15,000	\$10,000 to \$15,000
Voluntary Program Assistance (application, coordination, meetings, assurances)	-	\$2,000 to \$5,000	\$2,000 to \$5,000
Phase I Environmental Site Assessment Update	-	\$2,800 to \$3,200	\$2,800 to \$3,000
Totals:			\$55,800 to \$67,500

We are available to meet and discuss this project and proposal. Thank you for the opportunity to provide our assistance on the expansion project. Feel free to contact me at (218) 529-8234 or by email at edott@barr.com or contact Jon Aspie at (218) 529-8221.

Sincerely,



Eric Dott, P.G.
Vice President Barr Engineering Company

PROPERTY ACCESS AGREEMENT

THIS PROPERTY ACCESS AGREEMENT dated the ____ day of _____, 2011 (the "Agreement") and is made by and between Hawks Boots, LLC , a limited liability company under the laws of the State of Minnesota ("Grantor") and Barr Engineering Co. as contractor for the City of Duluth, Minnesota ("Grantee").

RECITALS

WHEREAS, the Grantor is fee owner of certain real property located in the City of Duluth as shown and described on the attached Exhibit A (the "Property"); and

WHEREAS, Grantee desires to enter upon the Property for the purpose of carrying out certain environmental assessment work on behalf of its client, and Grantor is willing to grant access to the Property on the terms and conditions of this Agreement.

NOW, THEREFORE, in consideration of the mutual promises of the parties contained herein, the parties hereto agree as follows:

AGREEMENT

1. **GRANT OF LICENSE:** Grantor hereby grants Grantee and its contractors and agents a temporary and non-exclusive license to enter in and upon the Property for the purpose of performing an environmental assessment which may include visual inspection of the grounds, structures, building interiors and exteriors on the Property, photographing features of the Property and interviewing the owner or its designated person knowledgeable about the Property and its current and past uses, drilling and collection of soil and groundwater samples (the "Work"). The Grantee and its contractors and agents may enter upon and temporarily bring onto the Property such equipment as needed to perform the Work.
2. **EMPLOYEES, AGENTS, AND CONTRACTORS:** The Work may be performed by Grantee through its employees, agents, consultants and contractors.
3. **ACCESS TO PROPERTY FOR INSPECTION:** Grantee may permit governmental authorities with jurisdiction over the Work to enter the Property for the purpose of inspecting or monitoring progress of the Work. Grantee may permit the agents and representatives of any insurance companies that are insuring the Work, the Property, or Grantee access to the Property for the purpose of monitoring progress of the Work.
4. **TERM:** The term of this Agreement shall commence as of the date hereof and shall terminate on the earliest to occur of the following: (a) completion of the Work; or (b) one year from the date hereof.

5. **FEES AND COSTS:** Grantee shall be responsible for the costs of all labor, services, equipment, and materials used in conducting its Work at the Property and shall not permit any lien or encumbrance upon the Property resulting from its activities thereon.
6. **DAMAGE TO PROPERTY:** If any property owned, used, or maintained by the Grantor is damaged through the negligence or willful misconduct of Grantee in connection with performance of the Work, Grantee shall repair or arrange for the repair of such damage.
7. **INDEMNITY:** Grantee shall indemnify and defend the Grantor against claims, costs and expense associated with the exercise of the right of access granted and any environmental testing and assessment performed pursuant to this Agreement, (but excluding consequential or indirect damages) to the extent caused by Grantees gross negligence, or the negligence, gross negligence, or reckless or intentional misconduct of its employees, contractors or designees, and excluding pre-existing environmental conditions and environmental conditions caused by parties other than the Grantee. Grantee shall have no obligation to indemnify the Grantor to the extent a claim arises from the negligence, gross negligence, or reckless or intentional misconduct of the Grantor or Grantor's predecessors in title to the Property.
8. **AGREEMENT EFFECTIVE WHEN SIGNED:** This agreement shall become effective when both parties have signed it.
9. **ASSIGNMENT; BINDING EFFECT:** This Agreement may be assigned by Grantee without the advance written consent of Grantor. This Agreement shall be binding upon, and inure to the benefit of, the parties' respective successors and assigns.
10. **REPORTS AND STUDIES:** With the consent of the City, Grantee or its agents shall provide Grantor with copies of any written reports and studies completed regarding the environmental assessment Work.
11. **GOVERNING LAW:** This Agreement shall be construed and interpreted in accordance with the laws of the state of Minnesota, without reference to the choice of law rules thereof.
12. **ENTIRE AGREEMENT:** This Agreement is the full, complete, and entire agreement of the parties with respect to the subjects hereof and any and all prior writings, representations, and negotiations with respect to those subjects are superceded by this Agreement.
13. **HEADINGS:** The headings used in this Agreement are provided solely as a convenient means of reference. They are not intended to, and do not, limit or expand the purpose or effect of the paragraphs to which they are appended. The headings shall not be used to construe or interpret this Agreement.
14. **SINGULAR AND PLURAL:** As used in this Agreement, the singular form of a word includes the plural form of that word, and vice versa, and this Agreement shall be deemed to include such changes to the accompanying verbiage as may be necessary to conform to the change from a singular to plural, or vice versa.

IN WITNESS WHEREOF, the parties have executed this Agreement as of the date first above written.

GRANTOR
Hawks Boots, LLC

By: _____
Its: _____

GRANTEE
Barr Engineering Co.

By: _____
Its: _____



Fee Schedule—2010

Rev. 01/01/10

Description	Rate ⁵ (U.S. dollars)
Principal Engineer/Scientist	\$100-210
Senior Consultant/Advisor ¹	\$90-210
Senior Engineer/Scientist ²	\$80-120
Engineer/Scientist ²	\$65-90
Computer Specialist	\$55-120
Senior Technician ³	\$60-110
Technician ³	\$40-75
Communication Specialist.....	\$70-130
Support Service/Technical Manager.....	\$80-155
Support Personnel ⁴	\$35-95

Rates for litigation support services will include a 30% surcharge.

A ten percent (10%) markup will be added to subcontracts for professional support and construction services to cover overhead and insurance surcharge expenses.

Invoices are payable within 30 days of the date of the invoice. Any amount not paid within 30 days shall bear interest from the date 10 days after the date of the invoice at a rate equal to the lesser of 18 percent per annum or the highest rate allowed by applicable law.

Reimbursable expenses including, but not limited to, the actual and reasonable costs of transportation, meals, lodging, long-distance telephone charges, audio and video conferencing, parking costs, postage, and shipping charges will be billed at actual cost. Materials and supplies charges, printing charges, and equipment rental charges will be billed in accordance with Barr's standard rate schedules. Mileage will be billed at the IRS-allowable rate.

¹ Includes senior specialists in biology, chemistry, ecology, engineering, environmental science, geology, hydrogeology, industrial hygiene, information technology, landscape architecture, meteorology, public affairs and soil science.

² Includes biologists, chemists, ecologists, engineers-in-training, engineers, environmental scientists, geologists, hydrogeologists, industrial hygienists, information technology specialists, landscape architects, meteorologists, and soil scientists.

³ Includes CADD operators, construction observers, cost estimators, data management technicians, designers, drafters, interns, safety technicians, surveyors, and water, air and waste samplers.

⁴ Includes information specialist, project accounting, report production, word processing, and other project support personnel.

⁵ Rates do not include sales tax on services that may be required in some states.



Rental Equipment Rate Schedule—2010
 (Alphabetized)
 (see general and end notes)

Rev. 01/01/10
 Sheet 1 of 5

Description	Daily Rate (dollars)
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Non-Expendable Equipment

Air Quality

Air-Cooled M5 Probe/Oven Assembly.....	300.00
Ambient SO ₂ Monitor.....	100.00
Analyzer Filter Oven.....	11.00
Analyzer Support Kit (a.).....	400.00
Anemometer.....	50.50
CO Analyzer.....	238.00
CO Cal Gases (set of 2).....	33.50
CO/O ₂ /CO ₂ Regulators (set of 2).....	17.00
Data Logger.....	33.50
Dilution Calibrator.....	200.00
Dual Pen Strip Chart.....	45.00
EPA 25 Tank/Trap Set.....	11.75
EPA 6 SO ₂ Analysis Kit.....	56.00
EPA Method 25 (TGNMO) Sampling Train.....	252.00
EPA Method 3 ORSAT Analyzer.....	22.50
EPA Method 5 Sampling Train.....	364.00
EPA Method 5 Wet Test Meter Calibrator.....	224.00
Filter Balance (per filter).....	5.50
Gas Conditioner.....	56.00
Heated Sample Line (100').....	84.00
Heated Sample Line (150').....	100.00
Heated Sample Line (50').....	56.00
High Flow Pumps (each).....	38.00
Hivol Ambient Sampler Calibration Kit.....	22.50
Hydrocarbon Calibration Gases.....	56.00
Hydrocarbon Regulator Set.....	28.00
Low Flow Pumps (each).....	28.00
Met Station Calibration Kit.....	116.50
Midget Impinger Sample Line.....	60.00
Midget Impinger Sampling Train.....	11.00
NCASI Method 8A Train.....	183.00
NCASI Sample Train.....	35.00
NO _x Analyzer.....	257.00
NO _x Cal Gases (set of 2).....	33.50
NO _x /SO ₂ Regulators (set of 2).....	22.50
O ₂ /CO ₂ Analyzer.....	182.00
O ₂ /CO ₂ Cal Gases (set of 2).....	33.50
OTM 028 Sample Train.....	79.00
OTM Analysis (per run).....	42.00
PM 10/2.5 In. Stack Separators.....	101.00
Portable Oxygen Analyzer.....	28.00
Single Pen Strip Chart Recorder.....	33.50
SO ₂ Analyzer.....	280.00
SO ₂ Calibration Gas.....	33.50
Total Hydrocarbon Analyzer.....	353.00
TRS Kit.....	100.00
TSP Hi-Vol Sampler.....	28.00
Universal Control Console (Vost Meter).....	173.50
Volumetric Air Flow Measurement Kit.....	61.00

Field Equipment

1½-inch Submersible Purge Pump.....	35.00
Alpha Water Bottle (each usage).....	3.00



Rental Equipment Rate Schedule—2010
(Alphabetized)
(see general and end notes)

Rev. 01/01/10
Sheet 2 of 5

Description	Daily Rate (dollars)
Area/Velocity Flow Meter	35.00
Automatic Sampler with Depth Sensor and Flow Meter	60.00
Automatic Sampler	30.00
Conductivity Meter	17.50
Current Meter Suspension Kit	55.00
Data Logger - Hermit	61.00
Data Transfer System	22.00
Depth Sensor/Flow Meter Only	30.00
Dissolved Oxygen Meter	29.00
Dissolved Oxygen Sensor/Data Logger System	30.00
Dissolved Oxygen/Conductivity Meter	38.25
Ekman Dredge	6.00
Electric Vacuum Pump	4.75
Environmental Equipment Shelter	2.75
Field Rugged Laptop/Pocket PC	25.00
GA-90 or GEM 2000 Landfill Gas Analyzer	87.00
Gas Centrifugal Pump	26.75
Gas Generator	29.00
Gator Diesel Air Compressor	60.00
Groundwater Hand Pump	14.50
Hand Vacuum Pump	2.30
Hand-held Velocity Flow Meter	40.50
Heavy-Duty Weed/Brush Trimmer	17.00
HOBO Weather Station	21.00
Immunoassay Field Photometer	61.50
Kemmerer Vertical Bottle Sampler	33.50
Measurement and Control Datalogger	13.00
Oil, Water Interphase Probe	87.00
Peristaltic Pump	41.75
Petite Ponar Dredge	14.50
pH Meter	27.75
Portable Colorimeter	34.75
Portable Doppler Ultrasonic Flow Meter	69.00
Portable Field Scale	15.00
Pressure Transducer	40.50
Sediment Corer (each usage)	5.75
Seisgun	60.00
Soil Core Sampler/Bucket Auger	29.00
Soil Gas Recovery System	191.00
Soil Vapor Extraction System with Trailer	133.33
Sontek ADV (Acoustic Doppler Velocimeter)	128.00
Split Tube Soil Probe/Hand Auger	8.75
Stainless Steel Bailer (each usage)	18.50
Submersible Pump (Grundfos)	60.00
Temperature Datalogger	1.50
Temperature, Level, Conductivity Meter (Solinst)	45.00
Tent	15.00
Turbidimeter	14.00
Turbidity, Chlorophyll Sond - DS5X	77.00
Underwater Viewing System	60.00
Vibra-coring System (for Jon Boat)	150.00
Vibra-coring System (for Pontoon)	400.00
Water Level/Temperature Probe/Datalogger (Level Troll)	56.00
Water Quality Meter (YSI 556 MPS)	85.00
Well Level Indicator	22.00
Zooplankton Net	7.00
Zooplankton	145.00



Rental Equipment Rate Schedule—2010
 (Alphabetized)
 (see general and end notes)

Rev. 01/01/10
 Sheet 3 of 5

Description	Daily Rate (dollars)
Materials and Testing	
Brass Sieve Set.....	6.00
Chlorophyll a	60.00
Coarse Sieve Set	10.00
Concrete Air Meter	36.00
Concrete Test Hammer	40.50
DL Plus Ultrasonic Kit (37DL, 36DL, 26XTDL).....	62.00
Dual-Mass Dynamic Cone Penetrometer.....	50.00
Dye Penetrant Kit.....	22.00
Flat Plate Dilatometer.....	500.00
Hand Vane Shear.....	98.50
Heavy-Duty Balance.....	16.00
Horizontal Sample Ejector.....	25.50
Kessler Field Moisture Oven	45.00
Laboratory Services	2.50
Liquid Limit Set.....	7.50
Load Plate Apparatus.....	230.00
Magnetic Crawler	48.00
Magnetic Particle Kit.....	38.00
Metal Thickness Gauge.....	107.00
Paint Thickness Gauge	15.00
Phytoplankton.....	145.00
Platform Beam Scale.....	14.75
Pneumatic Pressure Indicator	71.50
Power Auger.....	43.00
Proctor Set	4.50
Resistivity Meter	60.00
Sample Splitter	5.00
Sand Cone Set.....	10.00
SINCO Inclinometer Probe.....	200.00
Soluble Reactive Phosphorus	28.00
Torvane Shear Device.....	2.50
Total Dissolved Phosphorus.....	30.00
Total Nitrogen (TN).....	40.00
Total Phosphorus (TP).....	23.00
Vibrating Wire Logger VW2104.....	24.00
Weld Inspection Equipment.....	12.00
Safety	
5-Minute Escape Pack (ELSA)	6.00
Aerosol/Dust Monitor (PDR-1000).....	67.75
Calibration Gas Kit	8.75
CO Monitor (ISC T82)	36.00
Combustible Gas Indicator – O ₂ , LEL (ISC M40)	45.00
Combustible Gas Indicator - O ₂ , LEL, H ₂ S and/or CO (ISC M40)	48.75
Confined Space Rescue Retrieval Equipment	295.00
Confined Space Ventilator.....	54.75
Detector Tube Pump	15.00
Drager Chip Measurement System	75.00
Dry Cell Air Flow Calibrator	50.00
Flame Ionization Detector (TVA-1000).....	133.00
Flotation Worksuit.....	19.75
Full-Face Respirator.....	8.00
H ₂ S Meter (I.S.C. T40)	27.00
Half-Face Respirator	6.00



Rental Equipment Rate Schedule—2010
 (Alphabetized)
 (see general and end notes)

Rev. 01/01/10
 Sheet 4 of 5

Description	Daily Rate (dollars)
Photoionization Detector (OVM or MiniRAE – 10.6eV Lamp)	110.00
Photoionization Detector 11.8eV Lamp Conversion Kit	20.00
Photoionization Detector OVM or MiniRAE – 11.8eV Lamp)	130.00
Radiation Monitor	9.25
Self-Contained Breathing Apparatus (SCBA).....	63.75
Self-Retracting Lifeline (30')	56.00
Sound Level Meter	48.75
Supplied Air Breathing System with SCBA.....	75.50
 Survey	
Canoe.....	21.75
Chain Saw	23.00
Communication Radios (set)	17.75
Differential GPS System.....	90.00
Hand Ice Auger	7.00
Hand-Held GPS/Digital Camera Kit.....	22.00
Iron Locator	17.50
Jon Boat & Trailer.....	52.00
Laser Range Finder.....	87.00
LCD Depth Locator.....	11.50
Outboard Motor	46.50
Pontoon Boat Coring Platform.....	100.00
Power Ice Auger.....	30.00
Robotic Total Station (per hour, 4-hour minimum)	45.00
RTK GPS Survey System (per hour, 4-hour minimum).....	55.00
Spectra Laser Level	25.00
Survey Notebook Computer.....	28.75
Survey Set (Level, Tripod and Rod).....	20.75
Total Station Survey Set - Complete	116.50
Total Station Survey Set.....	65.00
Trolling Motor and Battery	48.00
Utility Locator.....	41.00
 Vehicles and Trailers	
4WD All-Terrain Vehicle	89.50
Air Sampling Trailer.....	100.00
Heavy Trailer Mileage (in addition to vehicle mileage at IRS rate).....	0.25
Utility Trailer	35.00
Vehicle – 2WD Field	45.00
Vehicle – 4WD Field	60.00
Vehicle – Cube Truck	75.00
Vehicle – Personal (c)	45.00
Vehicle – Utility (b.)	35.00
Vehicle Mileage (company and personal)	IRS Rate
 Communications and Imaging	
Cellular Telephones, Including Air Time (day)	3.00
Digital Camera.....	12.00
Video Camera (day)	20.00
 Expendable Field Supplies	
3/8-Inch I.D. PVC Tubing (per foot).....	0.39
3/8-Inch I.D. Silicone Pump Tubing (per foot)	6.15
4-mil Quart Reclosable Bag (pack of 50)	4.50
500 ml Disposable Filtration Apparatus (each)	14.50
Boot Covers (pair)	4.95



Rental Equipment Rate Schedule—2010
 (Alphabetized)
 (see general and end notes)

Rev. 01/01/10
 Sheet 5 of 5

Description	Daily Rate (dollars)
Colorimetric Water Analysis Kit (each test)	1.90
Compressed Air (each 100 cf).....	16.00
Compressed Air (each 45 cf).....	2.50
Detector Tubes (each).....	7.00
Distilled Water (each 2.5 gal.)	4.05
Dot Glove (pair)	1.50
Encore Sampler - 25 Gram	10.00
Fabric Soil Sample Bag (each).....	4.30
Fence Post & Hardware for Stream Gages.....	11.50
Field Book/Construction Diary (small)	12.85
Field Book/Construction Diary (large)	18.00
Five Gallon Pail with Lid	8.75
Hydrochloric Acid (per liter)	13.50
Ice (per bag)	2.00
In-Line Groundwater Filter (each)	16.00
Lath, 4' (bundle)	19.25
Lock (each).....	13.75
Neoprene Gloves (pair).....	3.75
Nitrile Gloves – Heavy Duty (pair).....	2.35
Paint Can, 1-Gallon Empty (each).....	1.25
Paper Towels (per roll)	1.25
Pin Flagging (per bundle – 100)	14.00
Poly-Coated Tyvek Coverall (each).....	7.75
Respirator Cartridges (each)	17.00
Roll Flagging (150')	2.25
Saranex Tyvek Coverall (each).....	19.00
Spray Paint (each).....	4.25
Staff Gauge (each)	42.00
Stakes (bundle)	16.00
Surgical Gloves – Thin Nitrile (pair).....	0.30
Tyvek Boot Covers (pair).....	4.20
Tyvek/Kleenguard Coverall (each)	6.75
Weighted Disposable Bailer (each).....	4.75
Winter Glove Liner (pair)	3.00
Winter Gloves (pair)	8.65

General Notes: - Applicable to all Equipment Listed on this Schedule

- 1.) Minimum rental period is 0.5 days.
- 2.) Rental charges begin on the first day the equipment is used on a project.
- 3.) Rental charges end on the last day the equipment is used on a project.
- 4.) A 25 percent weekly rate discount will apply to equipment rental for 5 or more days
- 5.) A 40 percent monthly discount will apply to equipment rental for 20 or more days.
- 6.) Equivalent equipment/models may be substituted for the items listed.

End Notes - Applicable to Only the Equipment Noted

- a.) Analyzer Support Kit includes the following: Airflow Kit, Heated Sample Line (50'), Heated Sample Line (100'), Gas Conditioner, Heated Filter Box, Single Pen Recorder, Dual Pen Strip Chart, Data Logger, C3/C4 Cal Gases (set), NOX/SO2 Cal Gases (set), CO Cal Gases (set), CO2/O2 Cal Gas (set of 2), SO2 Cal Gas (set of 2), C3 Regulator Set, NOX/SO2 Regulators (set of 2), and CO/CO2/O2 Regulators (set of 2)
- b.) Vehicles older than 1997.
- c.) Employee personal vehicles subjected to field, off-site, transport or other severe duty.



Copy Production Rate Schedule—2010

Companywide
Rev. 01/01/10
Sheet 1 of 1

Description	Rate (dollars)
Reproduction	
Photocopies (8½ x 11, 8½ x 14, 11 x 17)	0.07
Color Copies (8½ x 11, 8½ x 14, 11 x 17)	0.75
Large Format Copies (22 x 34, 24 x 36, etc.)	1.00
Printing/Plotting	
Color Prints (8½ x 11, 8½ x 14, 11 x 17)	0.75
Color Plots (large format – 22 x 34, 24 x 36, etc.)	
Bond	2.00/sq. ft.
Photo Grade	4.00/sq. ft.
Other	
Fax	0.75
Binding (dependent on size)	2.50-8.75
CD Holders	0.90
Tabs	0.75

**EMR – City of Duluth Brownfields
FEE SCHEDULE**

Personnel	Hourly
Archeologist/Geologist/Scientist VII -----	\$105
Archeologist /Geologist/Scientist VI -----	\$96
Archeologist /Geologist/Scientist V -----	\$90
Archeologist /Geologist/Scientist IV -----	\$85
Archeologist /Geologist/Scientist III -----	\$75
Archeologist /Geologist/Scientist II -----	\$65
Archeologist /Geologist/Scientist I -----	\$60
Project Technician III-----	\$55
Project Technician II-----	\$50
Project Technician I-----	\$45
Asbestos Project Designer/Asbestos Management Planner -----	\$85
Asbestos Supervisor II -----	\$75
Asbestos Supervisor I -----	\$68
Lead/Asbestos Building Inspector -----	\$85
Draftsman/CADD Operator II-----	\$65
Draftsman/CADD Operator I-----	\$55
Clerical -----	\$40

Reimbursables	Rate
Per diem – overnight (more than 50 miles from office)-----	\$135
Per diem – day only (more than 50 miles from office)-----	\$65
Mileage (Company 1/2 truck/van)-----	\$0.75
Mileage (Company 3/4 and 1 ton truck) -----	\$0.85
Cellular Telephone -----	\$15/day
Photocopies -----	\$0.10/copy
Color photocopies-----	\$1.25/copy
Digital Camera -----	\$10/day

Equipment	Rate
Photoionization detector -----	\$125/day
4 Gas Meter -----	\$85/day
Differential Global Positioning System (DGPS)-----	\$100/day
Turbidity Meter -----	\$40/day
Peristaltic Pump -----	\$50/day
55-Gallon Drum -----	\$50/each
Water Quality Meter (multiple parameters) -----	\$125/day
Oil/Water Interface Probe-----	\$100/day
Sampling Supplies -----	\$35/day
Drum Lift, Powered-----	\$50/day

Geoprobe	Rate
Geoprobe w/ Operator (10 hour day)-----	\$1500/day
Geoprobe w/ Operator (per hour – 4 hour minimum) -----	\$150/hr
1” diameter PVC temp well (5 foot)-----	\$20/each
1” diameter PVC riser (5 foot) -----	\$10/each



21 West Superior Street, Suite 500
 Duluth, Minnesota 55802
 218 727-8446
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 www.LHBcorp.com

STANDARD HOURLY RATE SCHEDULE

<u>Position Description</u>	<u>Average Rate</u>
Project Principal	\$190
Construction Manager	\$150
Project/Discipline Manager	\$145
Senior Architect/Landscape Architect/Engineer/Land Surveyor	\$105
Architect/Landscape Architect/Engineer/Land Surveyor.....	\$95
Senior Designer.....	\$84
Designer	\$74
Certified Interior Designer.....	\$91
Senior Technician	\$90
Technician.....	\$58
Administrative	\$74

- * Amounts are subject to change for periodic compensation adjustments.
- * The information is current as of the date shown below.
- * The actual rates will be based upon the individual assigned.

[https://share.lhbcorp.com/Management and Organization/Finance/Rate Schedules/Document Library/Standard Templates/Standard Hourly Rate Sheets/Standard Hourly Rate Sheets/Current Standard Hourly Rate Schedule - Duluth.doc](https://share.lhbcorp.com/Management%20and%20Organization/Finance/Rate%20Schedules/Document%20Library/Standard%20Templates/Standard%20Hourly%20Rate%20Sheets/Standard%20Hourly%20Rate%20Sheets/Current%20Standard%20Hourly%20Rate%20Schedule%20-%20Duluth.doc)