

EXHIBIT "A"

COMPENSATION

Compensation shall be conditioned upon prior written mutually agreed work authorization(s) determined as follows:

1. BMPO
 - a) By Project/Grant/Activity -- Calculated by estimated or budgeted staff hours, then current salary cost of employee, including overhead, plus an agreed administrative fee; or
 - b) Administrative overhead fee based upon total project/activity cost or grant amount.
2. BMPO CONSULTANT(S)
 - a) The City shall pay for the actual cost of services rendered by BMPO Consultants for those services that are required by Project/Grant/Activity.
 - b) The cost shall include, but not be limited to salary, benefits and administrative overhead. The service fee for services performed by BMPO Consultants shall be equal to the BMPO then current Consultants hourly contracted rate.

OR

3. AS MAY BE OTHERWISE MUTUALLY AGREED AND DETERMINED ON A PROJECT BY PROJECT BASIS.