

EXHIBIT "A"
COMPENSATION

Compensation shall be conditioned upon prior written mutually agreed task work order 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 THIRD PARTY CONTRACTS**

- a) The City shall pay for the actual cost of services rendered by BMPO Consultants and Contractors 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 and Contractors shall be equal to the BMPO then current contracted rates.

OR

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