

2. INDOT will pay the CONSULTANT for the actual hours of work performed by essential personnel exclusively on this contract. The hourly billing rate schedule is shown below. INDOT will consider Rate adjustments annually, during the calendar year following the date of this contract. The standard adjustment, if not altered by INDOT, will be the 12 month percent change, as of December 31, 20XX, as compared to December 31, 20XX-1 in the Employment Cost Index (ECI) and will be applicable on July 1st of each year. A negative percentage change will result in an equal decrease in the Rate, if not altered by INDOT. INDOT reserves the right, annually as described herein, and after consideration of other relevant economic and financial factors to make fair and reasonable Rate adjustments differing from the ECI when considered to be in the best interest of the State of Indiana.

Employment Cost Index is defined as the “Employment Cost Index, Wages and Salaries (not seasonally adjusted), for private industry workers, professional, scientific and technical services”, as issued each December by the U.S. Department of Labor, Bureau of Labor Statistics, Base = December 2005 =100.

<u>Classification</u>	<u>Base Hourly Rate</u>
Principal	\$ xxx.xx
Department Manager	\$ xxx.xx
Project Manager	\$ xxx.xx
Project Engineer	\$ xxx.xx
Design Engineer	\$ xxx.xx
CADD Designer	\$ xxx.xx