

**SERVICE AGREEMENT
BETWEEN SANTA FE COUNTY AND
TISCHLERBISE, INC.**

This Agreement is entered into this 28th day of May 2026, between **Santa Fe County**, a political subdivision of the state of New Mexico (the “County”), and **TischlerBise, Inc.**, 4701 Sangamore Rd., Suite 240, Bethesda, Maryland 20816 (the “Contractor”).

Background

WHEREAS, the County requires the services of a qualified consultant to complete three studies regarding land use assumptions, an impact fee capital improvement plan, and an impact fee study. This information will be used by the County to amend Santa Fe County Ordinance No. 1995-004 (An Ordinance Imposing Fire and Rescue Impact Fees); and

WHEREAS, pursuant to NMSA 1978, Section 13-1-112, competitive, sealed proposals were solicited by Request for Proposals (RFP) No. 2026-0009-GM/TJ to procure the services of a qualified consultant; and

WHEREAS, based upon the evaluation criteria in the RFP for selecting the most qualified offeror, the County has determined the Contractor as the most responsive and highly rated offeror; and

WHEREAS, the County requires the services of the Contractor and the Contractor is qualified and willing to provide the services and both parties wish to enter into this Agreement.

NOW, THEREFORE, the parties agree as follows:

1. CONTRACTOR’S SERVICES

- A. Develop and complete three studies or reports: A Land Use Assumption Study, an Impact Fee Capital Improvement Plan, and an Impact Fee Report.
- B. Deliverables will be A Land Use Assumption Study, an Impact Fee Capital Improvement Plan, and an Impact Fee Report. Contractor will also make recommendations regarding amendments to Santa Fe County Ordinance No. 1995-004.
- C. Contractor’s Services will be as proposed by the Contractor in its proposal dated April 23, 2026 (see ATTACHMENT A).

2. ADDITIONAL SERVICES

The parties agree that all tasks in Section 1 (Contractor’s Services) will be completed to the County’s satisfaction and for the amount stated in Section 3 (Compensation, Invoicing and Set-Off).

3. COMPENSATION, INVOICING AND SET-OFF

A. The County will pay the Contractor for services satisfactorily performed. Compensation will be based on the following hourly rates:

Staff	Hourly rate
Principal in Charge (Bise)	\$235.00
Project Manager (Herlands)	\$200.00
Project Analyst (Griffin)	\$190.00

- 1) The total compensation payable to the Contractor for the term of this Agreement will not exceed **\$109,360.00**, *inclusive* of NM GRT.
- 2) The amount is a maximum and not a guarantee that the services to be performed by the Contractor will equal the amount stated above. The parties do not intend for the Contractor to continue to provide services without compensation when the total compensation amount is reach. The County will notify the Contractor when the services provided under this Agreement reach the total compensation amount. In no event will the Contractor amount without this Agreement being amended in writing.

B. The Contractor must submit a written request for payment to the County when payment is due. Upon the County’s receipt of the written request, the County will issue a written certification of complete or partial acceptance or rejection of the services for which payment is sought. The County will not make a payment until the County issues a written certification accepting services.

- 1) The County’s representative for certification of acceptance or rejection of services is Herbert Foster, Senior Planner, (505) 995-2735, e-mail mfoster@santafecountynm.gov, or other individual as may be designated by the County.
- 2) Within 30 days of the issuance of the certification accepting the services, the County will make payment for the services. If the County does not issue payment for accepted services within 30 days of the certification by the County, the County will pay a late payment fee of 1.5% per month until the amount due is paid in full.

C. If the Contractor breaches this Agreement, the County may, without penalty, withhold payments due the Contractor for the purpose of set-off until the County determines the exact amount of damages it suffered as a result of the breach.

- D. The County's payment to Contractor will not foreclose the County's right to recover excessive or illegal payment.

4. EFFECTIVE DATE AND TERM

This Agreement will become effective on the date of last signature by the parties and will terminate one year from that date, unless earlier terminated under section 5 (Termination) or 6 (Appropriations and Authorizations). The parties may agree to extend the term by written amendment.

5. TERMINATION

A. Termination for Cause. Either party may terminate this Agreement based upon a breach by the other party. The non-breaching party must give the breaching party written notice of termination stating the specific grounds for the termination. The termination will be effective 30 days from the breaching party's receipt of the notice, during which time the breaching party may cure the breach. If the breach cannot with due diligence be cured within 30 days, the breaching party will have a reasonable time to cure the breach, provided that, within the 30-day period, the breaching party began to cure the breach and advised the non-breaching party in writing that it intended to cure.

B. Termination for Convenience of the County. The County may terminate this Agreement at any time for any reason or no reason, by giving the Contractor written notice of termination. The notice must state the effective date of termination, which must not be less than 15 days from the Contractor's receipt of the notice. The County will pay the Contractor for acceptable services performed before the effective date of termination. The County will not be liable for any services performed by the Contractor after the date of termination.

6. APPROPRIATIONS AND AUTHORIZATIONS

The County's performance of the obligations under this Agreement is contingent upon sufficient appropriations and authorizations by the Board of County Commissioners of Santa Fe County, and if state funds are involved, the Legislature of the State of New Mexico. If sufficient appropriations and/ or authorizations are not made in this or future fiscal years, this Agreement must terminate upon written notice by the County to the Contractor. A termination for non-appropriations or lack of authority will be without penalty to the County, and the County will not be required to reimburse the Contractor for expenditures made in the performance of this Agreement. The County is not committed to the expenditure of any funds until such time as they are programmed, budgeted, encumbered and approved for expenditure by the County. The County's decision regarding appropriations and authorization will be final and will not be subject to challenge by the Contractor in any way, or forum, including a lawsuit.

7. INDEPENDENT CONTRACTOR

The parties intend that the Contractor and its agents and employees will be independent contractors and not employees or agents of the County. Accordingly, the Contractor and its agents and employees will not accrue leave, participate in retirement plans, insurance plans, or liability bonding, use County vehicles, or participate in any other benefits afforded to County employees. Except as may be authorized in this Agreement, the Contractor has no authority to bind, represent, or otherwise act on behalf of the County.

8. ASSIGNMENT AND SUBCONTRACTING BY THE CONTRACTOR

A. The Contractor must not assign or transfer any interest in this Agreement or assign any claims for money due under this Agreement without the advance written approval of the County. Any attempted assignment or transfer in violation of this Agreement will be void.

B. The Contractor must not subcontract or delegate any portion of the services without the advance written approval of the County. Any attempted subcontract or delegation by the Contractor without the advance written approval of the County will be void.

9. CONTRACTOR'S PERSONNEL

A. The services in section 1 (Contractor's Services) must be performed by the Contractor or under its supervision.

B. The Contractor states that it has, or will secure at the Contractor's expense, all personnel required to perform the services and obligations under this Agreement. Such personnel must not be employees of or have any contractual relationship with the County, and must be qualified and licensed by federal, state and local law to perform the services.

10. RELEASE

The Contractor's receipt of payments due under this Agreement serves as a release of the County, its elected officials, officers, agents and employees from all liabilities, claims, and obligations arising from this Agreement.

11. CONFIDENTIALITY

Any confidential information provided to or developed by the Contractor in the performance of this Agreement will be kept confidential and will not be made available to any individual or organization by the Contractor without the prior written approval of the County.

12. PUBLICATION, REPRODUCTION, AND USE OF MATERIAL; COPYRIGHT

A. The County has the unrestricted right to publish, disclose, distribute and otherwise use, in whole or in part, any reports, data, or other material prepared under or pursuant to this Agreement.

B. The Contractor acknowledges and agrees that any material produced in whole or in part under or pursuant to this Agreement is a work made for hire. Accordingly, to the extent that any such material is copyrightable in the United States or in any other country, the County will own any such copyright.

13. CONFLICT OF INTEREST

The Contractor states that it does not have any interest that would conflict in any manner with the performance of the services and obligations under this Agreement.

14. AMENDMENT

This Agreement may not be modified, altered, changed, or amended orally. To be valid any amendment to this Agreement must be in writing signed by the parties.

15. ENTIRE AGREEMENT; INTEGRATION

This Agreement incorporates all the agreements and understandings between the parties and all agreements and understandings are merged into this Agreement. No prior or contemporaneous agreements or understandings, verbal or otherwise, of the parties will be valid or enforceable unless embodied in this Agreement.

16. NOTICE OF PENALTIES

The Procurement Code, NMSA 1978, Sections 13-1-28, imposes civil and criminal penalties for its violation. In addition, New Mexico criminal statutes impose felony penalties for bribes, gratuities, and kickbacks.

17. EQUAL EMPLOYMENT OPPORTUNITY COMPLIANCE

A. The Contractor agrees to abide by federal, state, local laws, ordinances, and rules and regulations pertaining to equal employment opportunity and unlawful discrimination. The Contractor must not discriminate against any person with regard to employment with the Contractor or participation in any program or activity offered pursuant to this Agreement on the grounds of race, age, religion, color, national origin, ancestry, sex, physical or mental handicap, serious medical condition, spousal affiliation, sexual orientation, or gender identity.

B. The Contractor acknowledges that failure to comply with this section will constitute a breach of this Agreement.

18. GOVERNING LAW

A. The Contractor will comply with all applicable laws, ordinances, and regulations, including Santa Fe County Ordinance 2014-1 (Establishing a Living Wage).

B. This Agreement will be construed in accordance the laws of the State of New Mexico without regard to its choice of law rules. The Contractor acknowledges that the exclusive forum for any litigation related to this Agreement will be state district courts of New Mexico, located in Santa Fe County.

19. RECORDS AND INSPECTIONS

A. To the extent its books and records relate to (i) its performance of this Agreement or any subcontract entered into pursuant to it or (ii) cost or pricing data (if any) set forth in this Agreement or that was required to be submitted to the County as part of the procurement process, the Contractor agrees to (i) maintain such books and records for a period of six years from the date of final payment under this Agreement; (ii) allow the County or its designee to audit such books and records at reasonable times and upon reasonable notice; and (iii) to keep such books and records in accordance with generally accepted accounting principles (GAAP).

B. To the extent its books and records relate to (i) its performance of this Agreement or any subcontract entered into pursuant to it or (ii) cost or pricing data (if any) set forth in this Agreement or that was required to be submitted to County as part of the procurement process, the Contractor also agrees to require any subcontractor it may hire to perform its obligations under this Agreement to (i) maintain such books and records during the term of this Agreement and for a period of six years from the date of final payment under the subcontract; (ii) to allow the County or its designee to audit such books and records at reasonable times and upon reasonable notice; and (iii) to keep such books and records in accordance with GAAP.

20. INDEMNIFICATION

A. The Contractor shall indemnify the County and its elected officials, agents, and employees from any liabilities, damages, demands, suits, costs or expenses, including court costs and legal fees, resulting from the Contractor's performance or non-performance of its obligations under this Agreement.

B. The County may control and participate in the defense of any demand, suit, or cause of action that relate to the County. No matter will be settled without the County's consent. Consent must not be unreasonably withheld.

C. The Contractor's obligations under this indemnification section will not be limited by the terms of the insurance policy the Contractor is required to maintain under this Agreement.

21. SEVERABILITY

If any provision of this Agreement is held invalid or non-enforceable by a court of competent jurisdiction, other provisions will not be affected and will remain valid and enforceable.

22. NOTICE

Notice required to be given to either party must be in writing and delivered in person, by courier service or by U.S. mail, either first class or certified, return receipt requested, postage prepaid, to:

The County: Santa Fe County Growth Management
Attn: Herbert Foster, Senior Planner
240 Grant Avenue
Santa Fe, New Mexico 87501-2061
mfoster@santafecountynm.gov

The Contractor: TischlerBise, Inc.
Attn: L. Carson Bise II, AICP, President
4701 Sangamore Rd., Suite 240
Bethesda, Maryland 20816
carson@tischlerbise.com

23. CONTRACTOR REPRESENTATIONS

The Contractor represents that:

A. This Agreement is duly authorized by the Contractor, the person signing this Agreement has authority to do so, and, once signed by the Contractor, this Agreement will constitute a binding obligation of the Contractor.

B. The terms of this Agreement do not conflict with Contractor's corporate agreement or any statement that may be filed with the New Mexico Secretary of State.

C. The Contractor is legally registered and is properly licensed by the State of New Mexico to provide the services and will maintain such registration and licensure for the term of this Agreement.

24. FAX OR ELECTRONIC SIGNATURE

A fax or electronic signature will have the same force and effect as an original signature.

25. NO THIRD PARTY BENEFICIARIES

The parties do not intend by this Agreement to create any rights in any non-parties.

26. CONTRACTOR'S INSURANCE

A. General. The Contractor must submit evidence of insurance as is required in this section. The Contractor's policies of insurance must be written by a company authorized to provide insurance in the state of New Mexico.

B. Liability Insurance, Including Automobile. The Contractor must maintain a comprehensive general liability and automobile insurance policy with liability limits in amounts not less than \$1,000,000.00 combined single limits of liability for bodily injury, including death, and property damage for any one occurrence. Contractor's insurance must include coverage for all services and work performed for the County under this Agreement; coverage for the use of all owned, non-owned, hired automobiles, vehicles and other equipment, both on and off work; and contractual liability coverage under which this Agreement is an insured contract. Santa Fe County must be named additional insured on the Contractor's policy.

C. Professional Liability (errors and omissions) Insurance. Contractor must procure and maintain during the term of this Agreement professional liability (errors and omissions) insurance with policy limits of not less than \$1,500,000.00 per claim, \$2,500,000.00 per aggregate.

D. Increased Limits. If, during the life of this Agreement, the Legislature of the State of New Mexico increases the maximum limits of liability under the Tort Claims Act, NMSA 1978, Section 41-4-1, as amended, the Contractor will increase the maximum limits of its insurance.

27. PERMITS AND FEES

Contractor will procure all permits, licenses, and pay all fees associated with the performance of the services and the Contractor's obligations under this Agreement.

28. NEW MEXICO TORT CLAIMS ACT

No provision of this Agreement will modify or waive the sovereign immunity or limitation of liability enjoyed by County or its public employees at common law or under the New Mexico Tort Claims Act.

29. CAMPAIGN CONTRIBUTION DISCLOSURE

The Contractor must complete and submit simultaneous with signing this Agreement, the Santa Fe County Campaign Contribution Disclosure form.

30. CONTRACTOR'S AGENT FOR SERVICE OF PROCESS

The Contractor appoints Corporation Service Company, 1601 N. Turner St., Suite 420, Hobbs, New Mexico 88240, as its agent for service of process. The Contractor acknowledges that service on the agent will have the same effect as though the Contractor were personally served within the State of New Mexico.

31. SURVIVAL

The provisions of the following paragraphs will survive termination of this Agreement: Indemnification, Records and Inspection; Release; Confidentiality; and Choice of Law.

The parties execute this Agreement as of the date of last signature by the parties.

SANTA FE COUNTY



Gregory S. Shaffer
County Manager

5/28/2026

Date

Approved as to form:

Roberta D. Joe for W.B.

Walker Boyd
Santa Fe County Attorney

5/5/2026

Date

CONTRACTOR – TISCHLERBISE, INC.



Signature

5/5/26

Date

ATTACHMENT A

TASK 1: PROJECT INITIATION / DATA ACQUISITION

During this task, we will meet with County staff to establish lines of communication, review and discuss project goals and expectations related to the project, request data and documentation related to new proposed development, and discuss staff's role in the project. The objectives of this initial discussion are outlined below:

- Obtain and review recent permit data and other land use information for the County
- Review and refine work plan and schedule
- Assess additional information needs and required staff support
- Identify and collect data and documents relevant to the analysis
- Identify any relevant policy issues

Meetings: One (1) on-site visit to meet with County staff as appropriate.

Deliverables: Data request memorandum (prepared in advance of meeting).

TASK 2: PREPARE LAND USE ASSUMPTIONS STUDY

The purpose of this task is to review and understand the current demographics of the County and determine future development for the County in terms of new population, housing units, employment, and nonresidential building area over the next 10-20 years. TischlerBise will prepare a plan that includes projections of changes in land uses, densities, intensities, and population. A map of the area(s) to which the land use assumptions apply will also be included in this task, as will the determination of appropriate geographic service areas (if necessary) for each fee category.

Meetings: Discussions with the Community Development Department and other relevant staff held as part of Task 1, as well as conference calls as needed.

Deliverables: TischlerBise will prepare a Draft Land Use Assumptions Study discussing the recommended land use factors and projections. After review and sign-off by the County, a Final Land Use Assumptions Study will be issued, which will become part of the final Impact Fee Report.

TASK 3: PREPARE IMPACT FEE CAPITAL IMPROVEMENT PLAN

This Task may vary somewhat depending on the methodology applied to a particular impact fee category. The impact fee study for each facility type would be presented in separate chapters in the Impact Fee Report (Nexus Study).

Identify Facilities/Costs Eligible for Impact Fee Funding. As an essential part of the nexus analysis, TischlerBise will evaluate the impact of development on the need for additional facilities, by type, and identify costs eligible for impact fee funding. Elements of the analysis include:

- Review facility plans, fixed asset inventories, and other documents establishing the relationship between development and facility needs by type.
- Identify planned facilities, vehicles, equipment, and other capital components eligible for impact fee funding.

- Prepare forecast of relevant capital facility needs.
- Adjust costs as needed to reflect other funding sources.

As part of calculating the fee, the County may include the construction contract price; the cost of acquiring land, improvements, materials, and fixtures; the cost for planning, surveying, and engineering fees for services provided for and directly related to the construction system improvement; and debt service charges, if the County might use impact fees as a revenue stream to pay the principal and interest on bonds, notes or other obligations issued to finance the cost of system improvements. All these components will be considered in developing an equitable allocation of costs.

Identify Appropriate Level of Service (LOS) Standards. We will review needs analyses and LOS for each facility type. Activities related to this Task include:

- Apply defined service standards to data on future development to identify the impacts of development on facility and other capital needs. This will include discussions with staff of the existing versus adopted LOS, as appropriate.
- Ascertain and evaluate the actual demand factors (measures of impact) that generate the need for each type of facility to be addressed in the study.
- Identify actual existing service levels for each facility type. This is typically expressed in the number of demand units served.
- Define service standards to be used in the impact fee analysis.

Meetings: Three (3) meetings with County staff to discuss capital facility needs and levels of service. At the County's option, one of these visits can serve as an opportunity to brief the County Commissioners.

Deliverables: Prepare Draft/Final Impact Fee Capital Improvement Plan. The CIP will incorporate anticipated new capital facilities due to growth. The Impact Fee Capital Improvement Plan will represent the best estimates of the consultant team and County staff on the priority, timing, cost and method of financing.

TASK 4: PREPARE IMPACT FEE REPORT (NEXUS STUDY)

Preparing the Nexus Study includes several Subtasks discussed below.

Evaluate Different Allocation Methodologies. The purpose of this Subtask is to determine the methodology most appropriate for each impact fee category. The three basic methodologies that can be applied in the calculation of impact fees are the plan-based, incremental expansion, and cost-recovery approaches. Selection of the particular methodology for each component of the impact fee category will depend on which is most beneficial for the County. In some cases, we will prepare the impact fees for a particular infrastructure category using several methodologies and will discuss the trade-offs with the County. This allows the utilization of a combination of methodologies within one fee category. For instance, a plan-based approach may be appropriate for a new building while an incremental approach may be appropriate for support vehicles and equipment. By testing all possible methodologies, the County is assured that the maximum supportable impact fee will be developed. Policy discussions will then be held at the staff level regarding the trade-offs associated with each allocation method prior to proceeding to the next Task as well as trade-offs regarding implementation as impact fees.

Determine Need for Credits to be Applied Against Capital Costs. A consideration of “credits” is integral to the development of a legally valid impact fee methodology. There are two types of “credits” that are included in the calculation of impact fees, each with specific, distinct characteristics. The first is a credit due to possible double payment situations. This could occur when a property owner will make future contributions toward the capital costs of a public facility covered by an impact fee. The second is a credit toward the payment of an impact fee for the required dedication of public sites and improvements provided by the developer and for which the impact fee is imposed. Both types of credits will be considered and addressed in the impact fee study.

Conduct Funding and Cash Flow Analysis. The initial cash flow analysis will indicate whether additional funds might be needed or if the funding strategy might need to be changed to have new growth pay its fair share of new capital facilities. This could also affect the total credits calculated in the previous Subtask. Therefore, it is likely that several iterations will be conducted to refine the cash flow analysis reflecting the capital improvement needs.

Prepare Draft/Final Impact Fee Report (Nexus Study). TischlerBise will prepare a draft Nexus Study report for the County’s review. The report will summarize the need for all relevant categories of impact fees in Santa Fe County and the relevant methodologies employed in the calculation. It will also document all assumptions and cost factors. The report will include at a minimum the following information:

- Executive summary
- Land Use Assumptions Chapter
- Impact Fee Capital Improvement Plan
- A detailed description of the methodologies used during the study
- A detailed description of all LOS standards and cost factors used and accompanying rationale
- A detailed schedule of all proposed fees listed by land use type and activity
- Other information which adequately explains and justifies the resulting recommended fee schedule
- Cash flow analysis

Following the County’s review of the draft report, we will make mutually agreed upon changes to the impact fee report and issues a final version.

Analysis of Peer Community Fee Structures. In this Task, TischlerBise will prepare a comparative analysis of peer communities’ impact fee structures. The analysis will compare how the proposed impact fee structure for Santa Fe County compares to other peer communities. It is important for the County to understand what is—and is not—included in the fee amounts for a true “apples-to-apples” comparison. For instance, it is important to note what specific categories are included in the impact fee program. Does the overall fee amount include utility fees? What are the components within the fees? Are there unique elements embedded in an impact fee that makes it relatively high or low compared to other jurisdictions in the region? What are the methodological approaches used and how do those approaches affect the fee? What is the difference between the *calculated fees* and the *adopted fees*?

Potential Impact on Housing Affordability. As part of the Impact Fee Report, TischlerBise will estimate the effect of imposing the proposed impact fees on the affordability of housing in the County. The analysis will examine the current household income and housing expenses that burden an average household in the County. Next, the proposed impact fees will be included in the cost burden analysis to identify the effect the proposed impact fees will have on affordable housing in the County.

Stakeholder Meetings. Meetings with various stakeholder groups will allow interested parties, designated by the County, to understand assumptions and raise any questions about the technical demographic, cost, revenue, credit, and other data and supporting documentation that is being used in the calculation of impact fees. These will not be forums to discuss the political and/or philosophical use of fees; rather, it will be an opportunity for interested parties to understand the soundness and the reasonableness of the technical impact fee methodology. Based on our experience, we propose two meetings with this group. The first meeting will focus on the process, land use assumptions as well as the initial data assumptions, proposed methodologies and service areas. The second meeting will focus on the presentation of the Draft Impact Fee Report.

Implementation. After the fee study is complete, TischlerBise will conduct a training session with County staff to assist with implementation of the new fee program. This can include preparing an Excel spreadsheet for alternative/independent fee calculations, and a training session on how to deal with exemptions, credits, waivers, etc., associated with provisions in the Impact Fee Ordinance.

Meetings: Three (3) meetings/presentations to present the Land Use Assumptions Study, Impact Fee Capital Improvements, and Impact Fee Study with the County staff, CIAC, Planning Commission, and County Commission. Two (2) Stakeholder Meetings.

Deliverables: Draft and Final Land Use Assumptions Study, Impact Fee Capital Improvements Plan, and Impact Fee Report. Presentation Materials as Appropriate

TASK 5: PREPARE DRAFT/FINAL AMENDMENTS TO IMPACT FEE ORDINANCE

Working with the County's Legal Department, TischlerBise will prepare the necessary amendments to Ordinance 1994-04 that are compliant the New Mexico Development Fees Act. TischlerBise will develop an Implementation and Administrative Policy Manual that will facilitate implementation of the impact fees and address procedural matters not appropriate for inclusion in the Ordinance. The manual will track procedures set forth in the development impact fee ordinance and will cross reference ordinance sections and administrative forms.

Deliverables: Draft/Final Impact Fee Ordinance Amendments

The table below indicates our proposed schedule for this assignment, assuming an early June contract award.

IMPACT FEE STUDY FOR SANTA FE COUNTY, NEW MEXICO

Tasks	Anticipated Dates	Meetings*	Meetings/Deliverables
Task 1: Project Initiation / Data Acquisition	June, 2026	1	Data Request Memorandum
Task 2: Prepare Land Use Assumptions Study	June - October, 2026	1	Technical Memorandum Outlining Recommended Land Use Assumptions
Task 3: Prepare Impact Fee Capital Improvement Plan	September - December, 2026	3	Draft/Final Impact Fee Capital Improvement Plan
Task 4: Prepare Impact Fee Report (Nexus Study)	December, 2026 - February, 2027	5	Draft /Final Nexus Study, Presentation Materials as Appropriate

*In some cases it is assumed meetings are held with multiple departments over one (1) trip. For example, Stakeholder meetings can be held on project visits.

The following is our fixed fee price proposal to complete the effort outlined in our Proposal. TischlerBise invoices monthly on a percentage complete basis. Payment terms are 30-days.

PROPOSED FEE SCHEDULE FOR SANTA FE COUNTY, NEW MEXICO

Project Team Member:	Bise	Herlands	Griffin	Total	
	Principal in Charge	Project Manager	Project Analyst	Hours	Cost
Job Title:					
Hourly Rate*	\$235	\$200	\$190		
Task 1: Project Initiation / Data Acquisition	16	16	0	32	\$6,960
Task 2: Prepare Land Use Assumptions Study	16	60	24	100	\$20,320
Task 3: Prepare Impact Fee Capital Improvement Plan	36	90	60	186	\$37,860
Task 4: Prepare Impact Fee Report (Nexus Study)	68	88	56	212	\$44,220
TOTAL:	136	254	140	530	\$109,360

* Hourly rates are inclusive of all costs.