

AGENDA ITEM 2 A
Action Item

MEMORANDUM

DATE: October 1, 2026

TO: El Dorado County Transit Authority

FROM: Steffi Ahart, Human Resources Manager

SUBJECT: Contract Award in Response to Request for Proposal #2026-02
Compensation and Benefits Study

REQUESTED ACTION:
BY MOTION,

- 1. Award a contract to MGT Impact Solutions, LLC in response to Request for Proposal #2026-02 for a Compensation and Benefits Study in the amount of \$24,975.00, with a 10% contingency of \$2,497.50, for a total project authorization not to exceed \$27,472.50**
- 2. Approve Purchase Order No. 32180 to MGT Impact Solutions, LLC for the Compensation and Benefits Study in the amount authorized above**
- 3. Authorize the Executive Director to execute the Professional Services Agreement and related documents and approve use of the contingency for necessary additional work within the total authorization**

BACKGROUND

El Dorado County Transit Authority (El Dorado Transit) issued Request for Proposals (RFP) #2026-02 on August 7, 2026, to obtain consultant services for a Compensation and Benefits Study. The study will evaluate pay and benefits for up to 23 job classifications and provide recommendations to support internal equity, external market competitiveness, affordability, and effective administration.

The scope includes comparison with approximately 12–15 relevant transit and governmental agencies, analysis of wages and current and retirement benefits, and review of Bus Operator payment variances for differing shifts and work conditions. The consultant will work with management and union representatives and provide a recommended compensation plan, salary schedule, implementation guidelines, and a presentation of the final results at a regularly scheduled Board meeting, anticipated in February 2027.

DISCUSSION

The Executive Director and Human Resources Manager reviewed six (6) proposals using the Agency's evaluation forms. The evaluation addressed mandatory elements, including firm and staff qualifications and references; technical quality, including the scope, methodology, communications, deliverables, and timeline; and proposal cost.

MGT Impact Solutions, LLC (MGT) received the highest overall evaluation score. Staff recommends MGT based on its complete approach to the required study, clearly identified staffing and project effort, and directly comparable California public-agency and transportation experience, including El Dorado Hills Community Services District and Santa Cruz County Regional Transportation Commission. MGT's proposal identifies 111 project hours at an hourly rate of \$225, for a total fee of \$24,975.00.

Award will be subject to finalization and execution of the attached Professional Services Agreement. Any proposed agreement revisions will be reviewed before execution. The 10% contingency will be retained separately from the base fee and used only for necessary additional work approved by the Executive Director within the Board's total authorization.

FISCAL IMPACT

The proposed base fee is \$24,975.00. A 10% contingency of \$2,497.50 results in a total project authorization not to exceed \$27,472.50, which is within the RFP's \$30,000 maximum. Any unused contingency will remain unspent.

COST SUMMARY

Compensation and Benefits Study	\$24,975.00
10% Contingency	<u>\$ 2,497.50</u>
Total Project Costs	\$27,472.50

FUNDING SOURCES

Transportation Development Act (TDA) Funds	<u>\$27,472.50</u>
Total Revenue	\$27,472.50



EL DORADO TRANSIT

EL DORADO COUNTY TRANSIT AUTHORITY

PROFESSIONAL SERVICES AGREEMENT

with

MGT IMPACT SOLUTIONS, LLC

for

COMPENSATION AND BENEFITS STUDY

THIS AGREEMENT, made and entered into this 1st day of October 2026, by and between the El Dorado County Transit Authority, hereinafter referred to as "EL DORADO TRANSIT," and MGT IMPACT SOLUTIONS, LLC "CONSULTANT".

WITNESSETH

CONSULTANT and EL DORADO TRANSIT do mutually hereby agree as follows:

SECTION 1 - ORGANIZATION AND CONTENTS

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SECTION 2 SCOPE OF CONSULTING SERVICES - BASIC
SECTION 3 SCOPE OF CONSULTING SERVICES – ADDITIONAL;
COMPLETION SCHEDULE
SECTION 4 NOTICE TO PROCEED AND EFFECTIVE DATE OF CONTRACT;
PROGRESS; COMPLETION
SECTION 5 TIME OF PERFORMANCE
SECTION 6 COMPENSATION
SECTION 7 CHANGES TO SCOPE - BASIC
SECTION 8 COMPLIANCE WITH LAWS, RULES, REGULATIONS
SECTION 9 EXHIBITS INCORPORATED
SECTION 10 RESPONSIBILITY OF CONSULTANT
SECTION 11 RESPONSIBILITY OF EL DORADO TRANSIT
SECTION 12 TERM
SECTION 13 TERMINATION FOR CONVENIENCE OF EL DORADO TRANSIT
SECTION 14 TERMINATION OF AGREEMENT FOR CAUSE
SECTION 15 INTEREST OF OFFICIALS AND CONSULTANT
SECTION 16 SUBCONTRACTING
SECTION 17 SUCCESSORS AND ASSIGNS
SECTION 18 INDEPENDENT CONTRACTOR
SECTION 19 EQUAL EMPLOYMENT OPPORTUNITY
SECTION 20 DISADVANTAGED BUSINESS ENTERPRISE
SECTION 21 TITLE VI COMPLIANCE
SECTION 22 PUBLICATIONS

SECTION 23 INDEMNIFICATION
SECTION 24 COMPLIANCE HEALTH AND SAFETY
REGULATIONS SECTION 25 INSURANCE
SECTION 26 OWNERSHIP OF DOCUMENTS
SECTION 27 DOCUMENTATION/ACCESS TO
RECORDS SECTION 28 NOTICES
SECTION 29 JURISDICTION
SECTION 30 INTEGRATION
SECTION 31 CONFIDENTIALITY
SECTION 32 LIMITATION OF LIABILITY

EXHIBIT A PROPOSAL OF CONSULTANT CONTAINING
DESCRIPTION OF SCOPE OF WORK.

SECTION 2 - SCOPE OF CONSULTING SERVICES - BASIC; SCHEDULE

CONSULTANT agrees to perform all work described in Exhibit "A" entitled Cost Proposal attached hereto and incorporated herein by this reference as if set forth in full.

SECTION 3 - SCOPE OF CONSULTING SERVICES – ADDITIONAL

It is understood by EL DORADO TRANSIT and CONSULTANT that it may be necessary, in connection with this project, for CONSULTANT to perform or secure the performance of related services other than those set forth in Exhibit "A". In such instance, CONSULTANT shall advise EL DORADO TRANSIT, in advance and in writing, of the need for such additional services, their cost and the estimated time required to perform them (if appropriate). CONSULTANT shall not proceed to perform any such additional service until EL DORADO TRANSIT has determined that such service is beyond the scope of the basic services to be provided by CONSULTANT, is required, and has given its written authorization to perform or obtain it. Each additional service so authorized shall constitute an amendment to this Agreement.

SECTION 4 – PURCHASE ORDER AND EFFECTIVE DATE OF CONTRACT; PROGRESS; COMPLETION

Upon execution of this Agreement by the parties, EL DORADO TRANSIT shall give CONSULTANT a 'Purchase Order' for the work. Such notice may authorize CONSULTANT to render all of the services contemplated herein, or such portions or phases as may be mutually agreed upon. In the latter event, EL DORADO TRANSIT shall, in its sole discretion, issue subsequent notices from time to time regarding further portions or phases of the work. Upon receipt of such notices, CONSULTANT shall diligently proceed with the work authorized and complete it within the agreed time period.

SECTION 5 - TIME OF PERFORMANCE

CONSULTANT shall complete the performance of its obligations under this Agreement in accordance with the dates and times indicated in Exhibit "A", unless an extension of time is granted in writing by EL DORADO TRANSIT, which said extension, if any, shall be granted only

for good cause as determined at the sole discretion of EL DORADO TRANSIT. CONSULTANT shall not be held responsible for delays beyond its reasonable control.

SECTION 6 – COMPENSATION

For services performed pursuant to this Agreement, EL DORADO TRANSIT agrees to pay, and CONSULTANT agrees to accept as payment in full, all identified project costs on a cost reimbursement basis up to twenty-seven thousand four hundred seventy-two dollars and fifty cents **(27,472.50)** maximum amount.

CONSULTANT shall submit a bill upon completion of each of the tasks identified in said Exhibit “A,” attached hereto. Payment shall be made by EL DORADO TRANSIT within 30 days of receipt of the billing for the completed task. No statements shall be sent until the task has been accepted as complete by EL DORADO TRANSIT. EL DORADO TRANSIT's acceptance of a completed task shall not be unreasonably withheld, conditioned, or delayed. It is mutually agreed between the parties to this Agreement that no payments made under the Agreement shall be conclusive evidence of the performance of the Agreement, either wholly or in part, against any claim of the CONSULTANT, and no payment shall be construed to be in acceptance of any defective work or improper materials. If EL DORADO TRANSIT disputes an invoice or portion thereof in good faith, EL DORADO TRANSIT shall pay any undisputed portion and provide CONSULTANT with written notice of the dispute, in reasonable detail, and the parties shall promptly meet to resolve such dispute.

SECTION 7 - CHANGES TO SCOPE - BASIC

EL DORADO TRANSIT may at any time, and upon a minimum of ten (10) days written notice, request a modification to the scope of basic services to be provided under this Agreement. CONSULTANT shall, upon receipt of said notice, determine the impact on both time and compensation of such change in scope and notify EL DORADO TRANSIT in writing. Upon agreement between EL DORADO TRANSIT and CONSULTANT as to the extent of said impacts on time and compensation, an amendment to this Agreement shall be prepared describing such changes. Execution of the amendment by EL DORADO TRANSIT and CONSULTANT shall constitute the CONSULTANT'S notice to proceed with the changed scope.

SECTION 8 - COMPLIANCE WITH LAWS, RULES, REGULATIONS

All services performed by CONSULTANT pursuant to this Agreement shall be performed in accordance and full compliance with professional standards regarding the interpretation of all applicable and non-conflicting Federal, State or City statutes, and any rules or regulations promulgated thereunder, as interpreted by the appropriate enforcement agency at the time of performance of this project.

SECTION 9 - EXHIBITS INCORPORATED

All Exhibits referred to in this Agreement and attached to it are hereby incorporated in it by this reference.

SECTION 10 - RESPONSIBILITY OF CONSULTANT

By executing this Agreement, CONSULTANT warrants to EL DORADO TRANSIT that he/she possesses, or will arrange to secure from others, all of the necessary professional consulting capabilities, licenses, certifications, experience, resources, and facilities to provide to EL DORADO TRANSIT the services contemplated under this Agreement. CONSULTANT further agrees that he/she will follow the current, prevailing, generally accepted practice of the consulting profession to make findings, render opinions, prepare factual presentations, and provide professional advice and recommendations regarding the project for which services are rendered under this Agreement.

SECTION 11 - RESPONSIBILITY OF EL DORADO TRANSIT

To the extent appropriate to the project contemplated by this Agreement, EL DORADO TRANSIT shall:

- A. Assist CONSULTANT by placing at his/her disposal all available information pertinent to the project, including previous reports and any other relevant data.
- B. Guarantee access to and make all provisions for CONSULTANT to enter upon public and private property as required for CONSULTANT to perform his/her services.
- C. Examine all studies, reports, proposals, and other documents presented by CONSULTANT, and render verbally or in writing as may be appropriate, decisions pertaining thereto within a reasonable time so as not to delay the services of CONSULTANT.
- D. Designate in writing a person to act as EL DORADO TRANSIT'S representative with respect to all work to be performed under this Agreement. Such person shall have complete authority to transmit instructions, receive information, interpret, and define EL DORADO TRANSIT'S policies and decisions with respect to materials, equipment, elements, and systems pertinent to CONSULTANT'S services.
- E. Furnish approvals and permits from all governmental authorities having jurisdiction over the project and such approvals and consents from others as may be necessary for completion of the Project.
- F. Timely provide all agreed-upon data, personnel access, and other requirements. The parties recognize that CONSULTANT's ability to timely perform is contingent upon EL DORADO TRANSIT's timely provision of such data, access, and requirements. If EL DORADO TRANSIT's failure to provide them causes significant delays to CONSULTANT's progression of the services, and CONSULTANT incurs losses or damages as a result, then the parties shall negotiate and execute an amendment to this Agreement for an equitable adjustment to the schedule and for additional costs. CONSULTANT shall provide all substantiating documentation of costs reasonably requested by EL DORADO TRANSIT in consideration for any equitable adjustment.

SECTION 12 - TERM

The term of this Agreement shall commence upon EL DORADO TRANSIT'S issuance to CONSULTANT of a Purchase Order for all or a portion of the work as hereinabove provided and shall end upon EL DORADO TRANSIT'S acceptance and payment for such portion of the work as was authorized by such notice.

SECTION 13 - TERMINATION FOR CONVENIENCE OF EL DORADO TRANSIT

EL DORADO TRANSIT may terminate this Agreement at any time by giving notice to CONSULTANT of such termination and specifying the effective date thereof, at least thirty (30) days before the effective date of such termination. In such event, all finished or unfinished documents and other materials shall, at the option of EL DORADO TRANSIT, become its property, subject to Section 26 and to payment of the amounts due to CONSULTANT under this Section. If this Agreement is terminated by EL DORADO TRANSIT as provided herein, CONSULTANT shall be paid for all services performed through the effective date of termination, including a mutually agreed percentage of any partially completed tasks, together with any non-cancellable costs reasonably incurred, less payments already made under this contract. This proration shall be extended to cover any fixed fee charged for a fully completed product.

SECTION 14 - TERMINATION OF AGREEMENT FOR CAUSE

- A. EL DORADO TRANSIT may, by written notice to CONSULTANT, terminate the whole or any part of this Agreement in any one of the following circumstances:
1. If CONSULTANT fails to perform the services called for by this Agreement within the time(s) specified herein, or any extension thereof, and does not cure such failure within thirty (30) days after receipt of written notice from EL DORADO TRANSIT specifying such failure; or
 2. If CONSULTANT fails to perform the services called for by this Agreement or so fails to make progress as to endanger performance of this Agreement in accordance with its terms, and in either of these two circumstances does not substantially begin to correct such failure within a period of thirty (30) days (or such longer period as EL DORADO TRANSIT may authorize in writing) after receipt of notice from EL DORADO TRANSIT specifying such failure.
- B. In the event EL DORADO TRANSIT terminates this Agreement in whole or in part as provided in Paragraph "A" above, EL DORADO TRANSIT may procure, upon such terms and in such manner as it may determine appropriate, services similar to those terminated.
- C. Except with respect to defaults of subcontractors, CONSULTANT shall not be liable for any excess costs if the failure to perform arises out of causes beyond the control and without the fault or negligence of CONSULTANT. Such causes include, but are not limited to, acts of God or of the public enemy, acts of government, in either its sovereign or contractual capacity, fires, floods, epidemics, quarantine restrictions, strikes, and unusually severe weather. In the event the failure to perform is caused by the default of a subcontractor, CONSULTANT shall not be liable for failure to perform, unless the services to be furnished by the subcontractor were

obtainable from other sources in sufficient time and within budgeted resources to permit CONSULTANT to meet the required delivery schedule or other performance requirements.

- D. Should the Agreement be terminated as provided in Paragraph "A" above, CONSULTANT shall provide EL DORADO TRANSIT with all finished and unfinished documents, data, studies, services, drawings, maps, models, photographs, reports, etc., prepared by CONSULTANT pursuant to this Agreement. Upon termination as provided in Paragraph "A" above, CONSULTANT shall be paid the value of the work performed, as reasonably agreed by the parties, less payments of compensation previously made. Payments previously made by EL DORADO TRANSIT to CONSULTANT shall be credited to the amount payable to CONSULTANT for allowable costs as provided herein, except, however, CONSULTANT shall be entitled to a proportionate fixed fee, if any, which in the opinion of EL DORADO TRANSIT, it has legitimately earned and was not related to the cause for which this Agreement was terminated.
- E. If after notice of termination of this Agreement, as provided for in this Section, it is determined for any reason that CONSULTANT was not in default under the provisions of this Section or that the default was excusable under the provisions of this Section, then the rights and obligations of the parties shall be the same as if the Agreement had been terminated for the convenience of EL DORADO TRANSIT.
- F. CONSULTANT may, by written notice to EL DORADO TRANSIT, terminate this Agreement if EL DORADO TRANSIT materially breaches this Agreement, including by failing to pay undisputed amounts when due, and fails to cure such breach within thirty (30) calendar days following written notice specifying the breach. Either party may terminate this Agreement immediately upon written notice if the other party fails to comply with applicable law or regulation. Upon any termination under this Paragraph F, CONSULTANT shall be compensated as provided in Section 13.

SECTION 15 - INTEREST OF OFFICIALS AND CONSULTANT

- A. No member of, or delegate to, the Congress of the United States of America nor any Resident Commissioner shall be admitted to any share or part hereof or to any benefits to arise herefrom.
- B. CONSULTANT hereby covenants that he or she has, at the time of the execution of this Agreement, no interest, and that he or she shall not acquire any interest in the future, direct or indirect, which would conflict in any manner or degree with the performance of services required to be performed pursuant to this Agreement. CONSULTANT further covenants that in the performance of this work, no person having any such interest shall be employed.

SECTION 16 - SUBCONTRACTING

- A. CONSULTANT shall not subcontract or otherwise assign any portion of the work to be performed under this Agreement without the prior written approval of EL DORADO TRANSIT.
- B. In no event shall CONSULTANT subcontract for work in excess of the amounts shown in

CONSULTANT submittal. Specialized services are those items not ordinarily furnished by a consultant performing the particular type of study.

- C. All subcontracts shall be subject to the provisions contained in this contract between EL DORADO TRANSIT and CONSULTANT.

SECTION 17 - SUCCESSORS AND ASSIGNS

This Agreement shall be binding upon and shall inure to the benefit of any successors to, or assigns of, the parties. CONSULTANT shall not assign, delegate, or transfer the rights and duties under this Agreement or any part thereof without the prior written consent of the other party to this Agreement. Notwithstanding the foregoing, CONSULTANT, or its permitted successive assignees or transferees, may assign or transfer this Agreement or delegate any rights or obligations hereunder without consent: (i) to any entity controlled by, or under common control with, CONSULTANT, or its permitted successive assignees or transferees; or (ii) in connection with a merger, reorganization, transfer, sale of assets or change of control or ownership of CONSULTANT, or its permitted successive assignees or transferees.

SECTION 18 - INDEPENDENT CONTRACTOR

EL DORADO TRANSIT and CONSULTANT agree that CONSULTANT is an independent contractor. CONSULTANT shall be solely responsible for the conduct and control of the work performed under this Agreement. CONSULTANT shall be free to render consulting services to others during the term of this Agreement, so long as such activities do not interfere with or diminish CONSULTANT'S ability to fulfill the obligations established herein to EL DORADO TRANSIT.

SECTION 19 - EQUAL EMPLOYMENT OPPORTUNITY

In connection with the performance of this Agreement, CONSULTANT shall not discriminate against any employee or applicant for employment because of race, color, age, creed, sex, gender expression, or national origin. Such action shall include, but not be limited to, the following: employment, upgrading, demotion or transfer; recruitment or recruitment advertising; layoff or termination; rates of pay or other forms of compensation; and selection for training, including apprenticeship.

SECTION 20 - DISADVANTAGED BUSINESS ENTERPRISE (DBE)

- A. To the extent that Federal funds are used, it is the policy of the U.S. Department of Transportation that minority and women-owned business enterprises (hereby referred to as DBEs), as defined in 49 CFR Part 23 shall have the maximum opportunity to participate in the performance of contracts financed in whole or in part with Federal funds under this Agreement.
- B. CONSULTANT agrees to ensure that DBEs have the maximum opportunity to participate in the performance of contracts and subcontracts financed in whole or in part with Federal funds provided under this Agreement. In this regard, CONSULTANT shall take all necessary and reasonable steps in accordance with 49 CFR Part 23 to ensure that DBEs have the maximum opportunity to compete for and perform contracts. CONSULTANT

shall not discriminate on the basis of race, color, national origin, or sex in the award and performance of DOT-assisted contracts.

- C. All subcontracts awarded by CONSULTANT shall contain the provisions included in paragraphs (A) and (B), as described immediately above.

SECTION 21 - TITLE VI COMPLIANCE

- A. CONSULTANT agrees to comply with Title VI of the Civil Rights Act of 1964 (49 USC 2000d) and the regulations of the U.S. Department of Transportation issued thereunder in 49 CFR Part 21.
- B. During the performance of this Agreement the CONSULTANT, for itself, its assignees, and successors in interest, agrees as follows:
 - 1. Compliance with Regulations: The CONSULTANT shall comply with the Regulations relative to nondiscrimination in federally assisted programs, Title 49 Code of Federal Regulations, Parts 21, as they may be amended during the period of this contract (hereinafter referred to as the Regulations), which are herein incorporated by reference and made a part of this Agreement.
 - 2. Nondiscrimination: The CONSULTANT, with regard to the work performed by it during the Agreement, shall not discriminate on the grounds of race, religion, color, sex, age or national origin in the selection or retention of subcontractors, including procurements of materials and leases of equipment. The CONSULTANT shall not participate either directly or indirectly in the discrimination prohibited by Section 21.5 of the Regulations, including employment practices when the Agreement covers a program set forth in Appendix B of the Regulations.
 - 3. Solicitations for subcontractors, including Procurements of Materials and Equipment: In all solicitations either by competitive bidding or negotiations made by the CONSULTANT for work to be performed under a subcontract, including procurements of materials or leases of equipment, each potential subcontractor or supplier shall be notified by the CONSULTANT of the CONSULTANT'S obligations under this Agreement and the Regulations relative to nondiscrimination on the grounds of race, religion, color, sex, age or national origin.
 - 4. Information and Reports: The CONSULTANT shall provide all information and reports required by the Regulations or directives issued pursuant thereto, and shall permit access to its books, records, accounts, other sources of information, and its facilities as may be determined by EL DORADO TRANSIT to be pertinent to ascertain compliance with such Regulations, orders, and instructions. Where any information required of a CONSULTANT is in the exclusive possession of another who fails or refuses to furnish this information, the CONSULTANT shall so certify to EL DORADO TRANSIT, as appropriate, and shall set forth what efforts it has made to obtain the information.
- C. Sanctions for Noncompliance: In the event of the CONSULTANT'S noncompliance with the nondiscrimination provisions of this Agreement, EL DORADO TRANSIT shall impose such contract sanctions as it may determine to be appropriate, including, but not limited to:

1. Withholding of payments to the CONSULTANT under the Agreement until the CONSULTANT complies, and/or;
 2. Cancellation, termination, or suspension of the Agreement, in whole or in part.
- D. Incorporation of Provisions: the CONSULTANT shall include the provisions of Paragraphs A and B (including all subparts) of this Section in every subcontract, including procurements of materials and leases of equipment, unless exempt by the Regulations, or directives issued pursuant thereto. The CONSULTANT shall take such action with respect to any subcontract or procurement as EL DORADO TRANSIT may direct as a means of enforcing such provisions including sanctions for noncompliance: provided, however, that in the event a contractor becomes involved in, or is threatened with, litigation with a subcontractor or supplier as a result of such direction, the CONSULTANT may request EL DORADO TRANSIT to enter into such litigation to protect the interests of EL DORADO TRANSIT, and in addition, the CONSULTANT may request the United States to enter into such litigation to protect the interests of the United States.
- E. Civil Rights: All subcontractors awarded by contractors shall contain provisions requiring compliance with Title VI of the Civil Rights Act of 1964, as amended. Accordingly, 49 CFR Part 21, through Appendix C and 23 CFR 710.405(b) shall be made applicable by reference in all subcontracts financed in whole or in part with Federal funds.

SECTION 22 - PUBLICATION

- A. Any and all reports published by CONSULTANT shall acknowledge that it was prepared in cooperation with EL DORADO TRANSIT.
- B. Articles, reports, or works reporting on the work provided for herein, or on portions thereof, which are published by CONSULTANT shall contain in the foreword, preface, or footnote the following statement:
- "The contents of this report reflect the view of the author who is responsible for the facts and accuracy of the data presented herein. The contents do not necessarily reflect the official views of EL DORADO TRANSIT. This report does not constitute a standard, specification, or regulation."

SECTION 23 - INDEMNIFICATION

To the extent permitted by law, each party shall fully defend, indemnify and hold harmless the other party and its officers, officials, directors, employees, agents, representatives, successors and assigns (collectively, "Indemnified Parties") from any and all claims, demands, causes of action, costs, expenses, liability, losses, or damages, including attorney's fees and expenses ("Claims"), whether in law or in equity, for bodily injury, death or property damage arising out of, relating to or caused by, in whole or part, the negligence, errors, omissions or willful misconduct of the indemnifying party or its officials, officers, employees, subcontractors, consultants or agents, relating to or connected with performance under this Agreement, unless Claims are caused wholly by the sole negligence or willful misconduct of the Indemnified Parties.

A party's indemnity obligations under this Section are contingent upon the indemnified

party: a) promptly notifying the indemnifying party of each claim; provided, however, that the indemnified party's failure to give prompt notice to the indemnifying party of any such claim shall not relieve the indemnifying party of any obligation under this Section except and to the extent that such failure materially prejudices the indemnifying party's ability to defend against such claim; b) providing the indemnifying party with sole control over the defense and/or settlement thereof, provided however, that the indemnifying party shall not settle any claim that includes an admission of wrongdoing by the indemnified parties or otherwise adversely affects the indemnified parties' interests without prior consent; and c) at the indemnifying party's request and expense, providing full information and reasonable assistance to the indemnifying party with respect to such claim

SECTION 24 – COMPLIANCE HEALTH AND SAFETY REGULATIONS

EL DORADO TRANSIT requires all CONSULTANTS and vendors to place the highest importance on health and safety for all work performed on behalf of EL DORADO TRANSIT. CONSULTANT shall, at all locations where work is to be performed on behalf of EL DORADO TRANSIT, comply with all applicable federal, state, and local fire, safety and health statutes, ordinances, codes, and regulations, as well as the rules, policies, and orders of any applicable regulatory entity or agency, at CONSULTANT's sole cost and expense. CONSULTANT shall ensure that all of its employees, agents, and representatives are knowledgeable of all safety, fire, and health requirements and regulations applicable to the work performed on behalf of EL DORADO TRANSIT.

SECTION 25 – INSURANCE

The CONSULTANT shall provide proof of a policy of insurance satisfactory to EL DORADO TRANSIT and documentation evidencing that the CONSULTANT maintains insurance that meets the following requirements.

- A. Full Workers' Compensation and Employer's Liability Insurance covering all employees of CONSULTANT as required by law in the State of California. If CONSULTANT does not have any employees, CONSULTANT is not required to maintain Worker's Compensation Insurance.
- B. Commercial General Liability Insurance of not less than One Million Dollars (\$1,000,000) combined single limit per occurrence for bodily injury and property damage
- C. Automobile Liability Insurance of not less than Five Hundred Thousand (\$500,000) is required in the event motor vehicles are used by the CONSULTANT in performance of the Agreement.
- D. Proof of coverage satisfactory to EL DORADO TRANSIT as evidence that the insurance required herein is being maintained shall be provided. The insurance will be issued by an insurance company acceptable to EL DORADO TRANSIT or be provided through partial or total self-insurance likewise acceptable to EL DORADO TRANSIT.
- E. The certificate of insurance must include the following provisions stating that:
 - 1) CONSULTANT shall provide EL DORADO TRANSIT with thirty (30) days prior

written notice of any cancellation or material reduction of the coverage required herein; and; and

- 2) EL DORADO TRANSIT, its officers, officials, employees, and volunteers are included as additional insured, but only insofar as the operations under this Agreement are concerned. This provision shall apply to all liability policies except Workers' Compensation, automobile, and professional liability insurance policies. Proof that EL DORADO TRANSIT is named additional insured shall be made by providing EL DORADO TRANSIT with a certified copy, or other acceptable evidence, or an endorsement to insurance policy naming EL DORADO TRANSIT as additional insured.
- F. CONSULTANT agrees that the insurance required herein shall be in effect at all times during the term of this Agreement. In the event said insurance coverage expires at any time or times during the term of this Agreement, CONSULTANT agrees to provide at least thirty (30) days prior to said expiration date, a new certificate of insurance evidencing insurance coverage as provided for herein for not less than the remainder of the term of the Agreement, or for a period of not less than one (1) year. New certificates of insurance are subject to the approval of EL DORADO TRANSIT and CONSULTANT agrees that no work or services shall be performed prior to such approval. In the event CONSULTANT fails to keep in effect at all times insurance coverage as herein provided, EL DORADO TRANSIT may, in addition to any other remedies it may have, terminate this Agreement upon the occurrence of such event.
- G. CONSULTANT shall not commence performance of this Agreement unless and until compliance with each and every requirement of the insurance policy is achieved.
- H. Failure of CONSULTANT to maintain the insurance required herein, or to comply with any of the requirements of the insurance provisions, shall constitute a material breach of the entire Agreement.
- I. Any failure to comply with the reporting provisions of the policies shall not affect coverage provided to the EL DORADO TRANSIT, its officers, officials, employees, or volunteers.
- J. The CONSULTANT's insurance coverage shall be primary insurance as respects EL DORADO TRANSIT, its officers, officials, employees, and volunteers. Any insurance or self-insurance maintained by EL DORADO TRANSIT, its officers, officials, employees, or volunteers shall be in excess of the CONSULTANT's insurance and shall not contribute with it.
- K. The insurance companies shall have no recourse against EL DORADO TRANSIT, its officers, agents, employees, or any of them for payment of any premiums or assessments under any policy issued by an insurance company.
- L. CONSULTANT's indemnity and other obligations shall not be limited by the insurance required herein and shall survive the expiration of this Agreement.
- M. Any deductibles or self-insured retentions shall be declared to EL DORADO TRANSIT upon request.

- N. In the event CONSULTANT cannot provide an occurrence policy, CONSULTANT shall provide insurance covering claims made as a result of performance of this Agreement for not less than three (3) years following completion of performance of this Agreement.

SECTION 26 - OWNERSHIP OF DOCUMENTS

All materials, data, documentation, reports, designs, or other deliverables that are created, developed, or generated by CONSULTANT pursuant to this Agreement (“Work Product”) shall belong to and become the property of EL DORADO TRANSIT in accordance with accepted standards relating to public work contracts. Any additional copies, not otherwise provided for herein, shall be the responsibility of EL DORADO TRANSIT. Software used but not created in the performance of this agreement is not included. Each party shall retain title to any Intellectual Property developed, authored, conceived, or reduced to practice independently and solely by that party, without use of the other party’s Intellectual Property. For purposes of this Agreement, “Intellectual Property” shall mean patented and unpatented inventions, mask works, copyrighted works, software, software development tools, methodologies, processes, technologies, algorithms, trade secrets, know-how, and proprietary information of either party. CONSULTANT retains ownership of all other Intellectual Property developed independently and used in connection with the services but grants EL DORADO TRANSIT a fully paid, nonexclusive, irrevocable, worldwide license to use, reproduce, prepare derivative works, perform publicly, and display publicly any such Intellectual Property incorporated into the Work Product. CONSULTANT shall not be held responsible for modification, re-use, or misuse of these various documents and other instruments of professional service.

SECTION 27 - DOCUMENTATION/ACCESS TO RECORDS

CONSULTANT shall document the results of the work to the satisfaction of EL DORADO TRANSIT. Such documentation may include preparation of progress and final reports, plans, specifications and estimates, or similar evidence of attainment of contract objectives.

CONSULTANT and its subcontractors shall maintain all books, documents, papers, accounting records, and other evidence pertaining to costs incurred, and make such materials available at their respective offices at all reasonable times during the contract period and for three years from the date of final payment to CONSULTANT. Such materials shall be available for inspection by authorized representatives of EL DORADO TRANSIT, or the copies thereof shall be furnished if requested. The U.S. Department of Transportation, Caltrans, the Comptroller General of the United States, or any authorized representatives of these agencies, shall have access to any books, documents, papers, and records of the CONSULTANT which are directly pertinent to that specific contract, for the purpose of making audit, examination, excerpts, and/or transcriptions.

SECTION 28 - NOTICES

Any notices required to be given pursuant to this Agreement shall be deemed to have been given by their deposit, postage prepaid, in the United States Postal Service, addressed to the parties as follows:

- a. To EL DORADO TRANSIT: Brian James, Executive Director
El Dorado County Transit
Authority 6565 Commerce Way
Diamond Springs, CA 95619
- b. To CONSULTANT: MGT Impact Solutions, LLC
A. Trey Traviesa, CEO
ATTN: Legal Notices/Contracts
4320 West Kennedy Boulevard
Tampa, FL 33609

Nothing hereinabove shall prevent either EL DORADO TRANSIT or CONSULTANT from personally delivering any such notices to the other.

SECTION 29 - JURISDICTION

Except as otherwise specifically provided, this Agreement shall be administered and interpreted under the laws of the State of California. Jurisdiction of litigation arising from this Agreement shall be in that State. If any part of this Agreement is found to be in conflict with applicable laws, such part shall be inoperative, null and void insofar as it is in conflict with said laws, but the remainder of the Agreement shall be in full force and effect.

SECTION 30 - INTEGRATION

This agreement represents the entire understanding of EL DORADO TRANSIT and CONSULTANT as to those matters contained herein. No prior oral or written understanding shall be of any force or effect with respect to those matters covered hereunder. This Agreement may not be modified or altered except in writing signed by EL DORADO TRANSIT and CONSULTANT.

SECTION 31 – CONFIDENTIALITY

CONSULTANT hereto agrees to keep confidential and not to disclose, directly or indirectly, any information regarding EL DORADO TRANSIT's business that is marked as confidential or is reasonably understood under the circumstances to be confidential including without limitation, information with respect to operations, procedures, methods, accounting, technical data, or existing or potential customers, or any other information which EL DORADO TRANSIT has designated as confidential.

CONSULTANT agrees that CONSULTANT, its employees, agents and representatives shall not, either during the term of this Agreement or at any time thereafter, disclose any proprietary, secret or confidential information of EL DORADO TRANSIT to any third party whatsoever without express written consent of EL DORADO TRANSIT.

CONSULTANT shall secure all documents, work in process, products or other items incorporating any EL DORADO TRANSIT's information in a manner that will prevent its unauthorized disclosure.

The above obligations of confidentiality shall not apply to the extent that CONSULTANT

can show that the relevant information (a) was at the time of receipt already in CONSULTANT's possession; (b) is, or becomes in the future, public knowledge through no fault or omission of CONSULTANT; (c) was received from a third party having the right to disclose; or (d) is required to be disclosed by law. CONSULTANT may, however, disclose EL DORADO TRANSIT's name and the general nature of CONSULTANT's work for EL DORADO TRANSIT in sales proposals.

EL DORADO TRANSIT shall, to the extent permitted by law, likewise maintain in confidence and protect from unauthorized disclosure all information disclosed by CONSULTANT that is reasonably understood under the circumstances to be confidential, including CONSULTANT's Intellectual Property, methodologies, and pricing, and shall not use such information except in connection with this Agreement.

CONSULTANT recognizes that EL DORADO TRANSIT may be required to produce records in accordance with the California Public Records Act (Cal. Govt. Code § 6250 et seq.) and agrees to cooperate with EL DORADO TRANSIT in satisfaction of EL DORADO TRANSIT's obligations thereunder.

SECTION 32 – LIMITATION OF LIABILITY

CONSULTANT shall not be held liable for factors outside of its reasonable control, including losses or damages as a result of EL DORADO TRANSIT's provision of inaccurate data, or changing laws, regulations, or political conditions.

TO THE EXTENT PERMITTED BY LAW AND EXCEPT AS EXPRESSLY PROVIDED IN THIS AGREEMENT, NEITHER PARTY SHALL BE LIABLE TO THE OTHER FOR ANY INDIRECT, INCIDENTAL OR CONSEQUENTIAL DAMAGES, INCLUDING LOSS OF PROFITS, REVENUE, DATA OR DATA USE, OR LOSS OR INTERRUPTION OF BUSINESS, ARISING OUT OF ANY OF THE TERMS OR CONDITIONS OF THIS AGREEMENT OR WITH RESPECT TO ITS PERFORMANCE HEREUNDER, WHETHER ARISING OUT OF BREACH OF CONTRACT, BREACH OF WARRANTY, TORT (INCLUDING NEGLIGENCE), PRODUCT LIABILITY, STRICT LIABILITY OR ANY OTHER THEORY. THE FOREGOING LIMITATION OF LIABILITY AND EXCLUSION OF DAMAGES APPLIES EVEN IF A PARTY HAD OR SHOULD HAVE HAD KNOWLEDGE OF THE POSSIBILITY OF SUCH DAMAGES.

To the extent permitted by law, except for actions or claims resulting from CONSULTANT's gross negligence or intentional or willful misconduct, CONSULTANT's total aggregate liability to EL DORADO TRANSIT shall be limited to the amount of compensation paid by EL DORADO TRANSIT to CONSULTANT under this Agreement in the twelve (12) months prior to the action giving rise to liability.

IN WITNESS WHEREOF, the parties hereto have made and executed this Agreement the day and year first above written.

EL DORADO TRANSIT:

CONSULTANT:

By _____
Brian James, Executive Director

By _____

APPROVED AS TO FORM:

By _____
Mike Tucker
Attorney for El Dorado County Transit Authority

DRAFT

EXHIBIT “A”
PROPOSAL OF CONSULTANT CONTAINING
DESCRIPTION OF SCOPE OF WORK

DRAFT



4. Cost Proposal

Defined by Impact. Driven by People. Dedicated to the Community.

Based on MGT's understanding of the required scope, this cost proposal presents all required project hours, corresponding hourly rates for assigned consultants and employees, other related billable costs, and a total bid amount not to exceed \$30,000. The staffing mix and effort will be aligned to the work plan above so the proposed price supports the October 1, 2026 through January 1, 2027 delivery window.

Exhibit 2. Proposed Cost by Task

	Primary Tasks	TEAM MEMBERS	EST. HOURS	HOURLY BILLING RATE	TOTAL (\$)
1.0	Study Initiation and Communication	Project Manager and Compensation Specialist	6	\$225	1,350
2.0	Current Workforce and Compensation Data Collection and Analysis	Project Manager; Compensation Specialist; Consultants for Employee Interviews	15	\$225	3,375
3.0	Market Data Collection and Analysis	Project Manager and Compensation Specialist	27	\$225	6,075
4.0	Compensation and Benefits Plan	Project Manager and Compensation Specialist	30	\$225	6,750
5.0	Recommendations and Implementation Guidance	Project Manager and Compensation Specialist	11	\$225	2,475
6.0	Reports and Presentations	Project Manager and Compensation Specialist	12	\$225	2,700
7.0	Post-Study Support	Project Manager and Compensation Specialist	10	\$225	2,250
	Travel Expenses		Virtual		Virtual
	Anticipated Expenses (software fees, etc. as applicable)		0		\$0
	GRAND TOTAL		111		\$24,975

This proposal and pricing are firm for sixty (60) days from the proposal date.

EL DORADO COUNTY TRANSIT AUTHORITY
6565 COMMERCE WAY
DIAMOND SPRINGS, CA 95619-9454
(530) 642-5383

PURCHASE ORDER NO. 32180

THIS NUMBER MUST APPEAR ON ALL INVOICES,
PACKING LISTS, PACKAGES, AND BILLS OF LADING.

DATE: 10/01/26

ACCOUNT: 5030.00

CLASS: 125

TO:

MGT IMPACT SOLUTIONS LLC
4320 WEST KENNEDY BOULEVARD
TAMPA, FL. 33609

SHIP & INVOICE TO:

EL DORADO COUNTY TRANSIT AUTHORITY
6565 COMMERCE WAY
DIAMOND SPRINGS, CA 95619-9454

Contact: RACHEL SKAGGS

Vendor Phone No: 815-303-2187

Fax No:

PROMISED DELIVERY DATE		TERMS: NET 30		
		F.O.B. DESTINATION		
QTY	UNIT	DESCRIPTION	UNIT PRICE	EXTENDED TOTAL
		FY 2026/2027 COMPENSATION AND BENEFITS STUDY		\$24,975.00
		CONTINGENCY (10%)		\$2,497.50
I hereby certify that this purchase order is in accordance with procedures in the purchase manual governing of such items for El Dorado County Transit Authority.			SUBTOTAL	\$27,472.50
			SHIPPING	
			SALES TAX	
			TOTAL	NTE \$27,472.50
PURCHASING AGENT				

PLEASE NOTE CONDITIONS ON REVERSE SIDE

"This Purchase Order expressly limits acceptance to the terms and conditions stated herein, set forth on the reverse side and any supplementary or additional terms and conditions annexed hereto or incorporated herein by reference. Any additional or different terms and conditions proposed by seller are objected to and hereby rejected."

Circle Distributing: Vendor - Accounting - Requestor - Purchasing