

CITY OF SATELLITE BEACH

CITY COUNCIL
OCTOBER 25, 2016

SPECIAL MEETING
(FRDAP GRANT)
6:30 P.M.

SPECIAL MEETING
(BREVARD COUNTY SIGNAL MAINTENANCE AGREEMENT)
6:45 P.M.



CITY OF SATELLITE BEACH, FLORIDA

**565 CASSIA BOULEVARD 32937-3116
(321) 773-4407
(321) 779-1388 FAX**



INCORPORATED 1957

**AGENDA
CITY COUNCIL
SPECIAL MEETING**

**SATELLITE BEACH COUNCIL CHAMBER
565 CASSIA BOULEVARD, SATELLITE BEACH, FL 32937**

**OCTOBER 25, 2016
6:30 P.M.**

- 1. CALL TO ORDER BY MAYOR CATINO**
- 2. DISCUSS/TAKE ACTION ON THE FLORIDA DEPARTMENT OF ENVIRONMENTAL PROTECTION'S NOTICE OF GRANT APPLICATION FOR THE FLORIDA RECREATION DEVELOPMENT ASSISTANCE PROGRAM FOR FY 17/18**



CITY COUNCIL AGENDA ITEM

#2

DISCUSS/TAKE ACTION ON THE FLORIDA DEPARTMENT OF ENVIRONMENTAL PROTECTION'S NOTICE OF GRANT APPLICATION FOR THE FLORIDA RECREATION DEVELOPMENT ASSISTANCE PROGRAM FOR FY 17/18

To: City Manager Courtney Barker
From: Recreation Director Cassie Warthen
Meeting Date: 10/25/2016
Department: Recreation

Recommended Action: Authorize the City Manager to sign the Florida Recreation Development Assistance Program (FRDAP) grant application for improvements to the Satellite Beach Sports and Recreation Park.

Summary: Authorize the Recreation Department to submit a FRDAP grant application, in the amount of \$150,000 for the following new features and improvements at the Satellite Beach Sports and Recreation Park: install lighting for the football field, security lighting in the north parking lot, shade structure, create an exercise trail and a picnic area, renovate an existing nature trail, and improve the restrooms, picnic area, and parking area (by installing paved handicapped parking).

If awarded, this FRDAP grant will improve the Satellite Beach Sports and Recreation Park and Desoto Recreation Complex by providing new and improved amenities, as well as give the city required stormwater credits.

Budget Impacts: The cost of electricity to power athletic field lights is approximately \$300/month and maintenance fees would average about \$100/month. This budget impact is not expected until FY 17/18, and these costs will be included in that fiscal year budget.

Attachments: None.

CITY OF SATELLITE BEACH, FLORIDA

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INCORPORATED 1957

AMENDED TO AGENDA

CITY COUNCIL SPECIAL MEETING

**SATELLITE BEACH COUNCIL CHAMBER
565 CASSIA BOULEVARD, SATELLITE BEACH, FL 32937**

**OCTOBER 25, 2016
6:45 P.M.**

- 1. CALL TO ORDER BY MAYOR CATINO**
- 2. DISCUSS/TAKE ACTION ON AN INTERLOCAL AGREEMENT TO AMEND EXISTING BREVARD COUNTY SIGNAL MAINTENANCE CONTRACT**
- 3. DISCUSS/TAKE ACTION ON CITY UPDATE OF HURRICANE MATTHEW DEBRIS CLEAN-UP EFFORTS**

Pursuant to Section 286-0105, FSS, if an individual decides to appeal any decision made by the City Council with respect to any matter considered at this meeting, a verbatim transcript of the proceedings may be required and the individual may need to insure that a verbatim transcript of the proceedings is made. In accordance with the Americans with Disabilities Act and Section 286.26, FSS. Persons with disabilities needing special accommodation to participate in this meeting should contact the City Clerk's office.



CITY COUNCIL AGENDA ITEM

#2

DISCUSS/TAKE ACTION ON AN INTERLOCAL AGREEMENT TO AMEND EXISTING BREVARD COUNTY SIGNAL MAINTENANCE CONTRACT

To: City Manager Courtney Barker
From: Public Works Director Allen Potter
Meeting Date: 10/25/2016
Department: Public Works

Recommended Action: Authorize the City Manager to sign the Agreement to amend existing contract with Brevard County for signal maintenance.

Summary: In November of 2011 the City entered into an Agreement with Brevard County to maintain traffic and school signals within the jurisdiction of Satellite Beach. The original Agreement was for five years and will expire on November 1, 2016. The Florida Department of Transportation (FDOT) reimburses the City for signal maintenance on SR A1A and SR 513. Part of the Agreement with them is that those signals be maintained to FDOT standards, including periodic inspections and preventive maintenance. Brevard County Traffic Operations is familiar with, and adheres to, all FDOT requirements.

The contract with Brevard County has worked well for the City, as we do not have the expertise or resources to maintain the signals ourselves. Prior to entering into this contract with Brevard County, the signals were maintained by a private firm that proved unreliable and less cost effective. Staff is recommending approval of this Agreement based on the excellent level of service we receive from Brevard County Traffic Operations. The term of this Agreement will be for an additional one year term, with the option to automatically extend the term for additional one year periods each following year.

Budget Impacts: Based on repairs, inspections and preventive maintenance undertaken.

Attachments:

- Agreement to Amend the Existing Contract with Brevard County
- Existing Interlocal Agreement with Brevard County

AGREEMENT TO AMEND EXISTING CONTRACT

THIS AGREEMENT, made and entered into this ____ day of _____, 2016 by and between the City Of Satellite Beach, Brevard County, Florida, a political subdivision of the State of Florida, hereinafter referred to as "CITY", and the Board Of County Commissioners of Brevard County, Florida, a political subdivision of the State of Florida, hereinafter referred to as "COUNTY".

WITNESSETH

WHEREAS, the parties thereto have previously entered into an Agreement on November 1, 2011, Contract No. 1321 and recorded in the Public Records of Brevard County, Florida on November 9, 2011; and

WHEREAS, the term of the Agreement was five (5) years from the date of recording; and

WHEREAS, the parties hereto desire to amend the term of said Agreement for an additional one year term, until November 9, 2017, and to automatically extend the term for additional one year periods each year following unless either party notifies the other of its intent to cancel the Agreement in accordance with Paragraph 9. Cancellation Clause or to modify the Agreement in accordance with Paragraph 12. Modification Clause; and

WHEREAS, a traffic signal at S.R. A1A and Shearwater Parkway was installed; and

WHEREAS, the CITY desires to include the new signal as part of Exhibit A, "Traffic Signal Inventory" of the Agreement; and

WHEREAS, the parties hereto desire to amend Paragraph 13. Notice, to update the contact names for the COUNTY and CITY; and

NOW THEREFORE, in consideration of the premises and mutual covenants contained, the parties hereby agree, as follows:

1. That the previous Agreement between the parties under Contract No. 1321, is hereby amended to extend its term for an additional one (1) year period, until November 9, 2017, and the term of this agreement shall be automatically extended for additional one (1) year periods each year following unless either party notifies the other of its intent to terminate this Agreement as specified in Paragraph 9. Cancellation Clause or to modify the Agreement in accordance with Paragraph 12. Modification Clause.

2. That the traffic signal located at S.R. A1A and Shearwater Parkway, a 6-Phase Actuated Signal will be added to Exhibit A, "Traffic Signal Inventory" of the Agreement as SB-0018.
3. That Paragraph 13. Notice shall be revised to replace "Harriet Raymond" with "Tammy Thomas-Wood" as the Notice contact for the COUNTY and replace "Michael Crotty" with "Courtney Barker" as the Notice contact for the CITY.
4. That all terms and conditions of Contract No. 1321, which is incorporated herein by this reference, not inconsistent with the provision of this Agreement, shall remain in full force and effect.

IN WITNESS WHEREOF, the parties hereto have hereunto set their hands and seals on the date first above written.

ATTEST:

BOARD OF COUNTY COMMISSIONERS
OF BREVARD COUNTY, FLORIDA

Scott Ellis, Clerk

Jim Barfield, Chairman

As approved by the Board on _____

APPROVED AS TO FORM:

Assistant County Attorney

ATTEST:

CITY OF SATELLITE BEACH
BREVARD COUNTY, FLORIDA

Courtney Barker, City Manager

INTERLOCAL AGREEMENT

THIS INTERLOCAL AGREEMENT made and entered into this 1 day of Nov, 2011 by and between the City of Satellite Beach, Brevard County, Florida, a political subdivision of the State of Florida, hereinafter referred to as "CITY", and the Board of County Commissioners of Brevard County, Florida, a political subdivision of the State of Florida, hereinafter referred to as "COUNTY".

WITNESSETH:

WHEREAS the COUNTY has entered into an agreement with a signal maintenance contractor, hereinafter referred to as "Contractor" for maintenance and construction of traffic signals within Brevard County, and

WHEREAS, the CITY and the COUNTY desire to enter into a mutually beneficial relationship whereby the COUNTY will maintain all traffic signals owned or partially owned by the CITY, and

WHEREAS the CITY desires to have the COUNTY staff perform maintenance on traffic signals within the CITY and/or oversee the Contractor on behalf of the CITY,

IT IS THEREFORE agreed as follows:

1. STATUTORY CITE

This agreement shall be considered an interlocal agreement pursuant to the State of Florida Statutes, Chapter 163, Part 1, 2011.

2. SCOPE OF WORK

This agreement applies to, but is not limited to, those traffic signals, intelligent transportation systems, cameras, overhead signs, and roadway lighting luminaries, etc., under the CITY's maintenance responsibility which have been accepted for maintenance by the COUNTY. Exhibit A contains the inventory of traffic signals, overhead signs, and roadway lighting luminaries, etc., within the scope of this Agreement and is attached hereto and incorporated herein by reference. Exhibit A is hereinafter referred to as the "Traffic Signal Inventory."

a. Preventative Maintenance Service.

The COUNTY agrees to provide up to three (3) preventative maintenance services per year for the Traffic Signal Inventory. The COUNTY will maintain the Traffic Signal Inventory to the extent of the COUNTY's capability (in terms of ordinary maintenance and repair) and will charge the CITY a maintenance fee for said services.

b. Upgrades and Standardization

The COUNTY agrees to include the Traffic Signal Inventory in COUNTY equipment upgrade and standardization program reviews. Where deficiencies are noted, the COUNTY will notify the CITY of the deficiencies and provide an estimate of cost to bring the facility to appropriate standards. The CITY will notify the COUNTY when the work can be scheduled. The COUNTY will strive to lower maintenance costs to all cities by ensuring that equipment reaching the manufacturer's recommended life will be upgraded to standardized equipment as CITY budgets allow.

c. Modifications.

The COUNTY agrees to modify the configuration of traffic signals within the Traffic Signal Inventory at the request of the CITY. The cost of modifications requested by the CITY will not exceed actual costs to the COUNTY.

d. Reactive Maintenance Services.

The COUNTY agrees to respond to any Emergency Condition as defined in the current version of the COUNTY "After Hours Traffic Sign and Signal Response Policy" within two hours of being notified of the emergency condition. The COUNTY also agrees to schedule and respond to all other reactive maintenance problems in an efficient and timely manner. The COUNTY shall be reimbursed by the CITY for costs it incurs for all reactive maintenance of the Traffic Signal Inventory.

e. Review and Inspection Services.

The COUNTY agrees to provide the CITY with review and inspection services for any traffic signals proposed to be constructed within the CITY and added to the Traffic Signal Inventory. The traffic

signals stated in the previous sentence are hereinafter referred to as "Future Signals".

1. The COUNTY agrees to review the design and specification documents for Future Signals, at no charge to the CITY, to assist the CITY in ensuring the level of quality necessary to promote a safe and affordable installation. The COUNTY agrees to review any Future Signal construction documents within 14 working days of receipt of said documents.

2. The COUNTY agrees to inspect Future Signal construction to assist the CITY in ensuring the construction methods and equipment meet the standards and specifications, thereby promoting lower future maintenance costs. Fees for these inspections are shown in Exhibit B.

3. PROCEDURE

a. Emergency Signal Maintenance

The CITY shall contact the COUNTY at 321-455-1440 during normal working hours, Monday through Friday from 7:00 a.m. through 3:30 p.m. The CITY shall contact Central Dispatch Center (Civil Defense) at 321-633-1737 during non-working hours to request emergency traffic signal maintenance.

The COUNTY will respond to requests for maintenance and, if possible, make repairs. If repairs cannot be performed by COUNTY personnel, the COUNTY will authorize the Contractor to perform the repairs. Major repairs will not be undertaken without the approval of the CITY. The CITY shall submit a payment recommendation on the Contractor's invoice. The COUNTY will submit a statement using agreed upon rates in Exhibit B, quarterly, to the CITY for maintenance work performed by COUNTY personnel. The CITY shall be responsible for payment of Contractor invoices directly to the Contractor.

b. Other Aerial Maintenance

The CITY shall notify the COUNTY in writing, either by Notice to Proceed or CITY purchase order, of the work to be performed.

The COUNTY will respond to requests for maintenance and perform the maintenance when time is available.

4. MAINTENANCE OF TRAFFIC

The COUNTY or the Contractor shall be responsible for maintaining safe traffic flow in accordance with the Florida Department of Transportation Roadway and Traffic Design Standards, most recent edition, and any other applicable references. In the event law enforcement is necessary to maintain traffic, the CITY shall, at its sole expense, arrange for law enforcement.

5. EQUIPMENT AND STOCK

The CITY reserves the right to supply new and/or reconditioned parts to the COUNTY for installation. The CITY will be responsible for the installation of any necessary telephone drops in the master cabinet and shall pay the monthly charges for such telephone drops.

6. AUTHORIZED PERSONNEL

The personnel authorized by the CITY and the COUNTY to perform maintenance shall be limited to the COUNTY's Traffic Systems Technician(s), the COUNTY's Traffic Sign/Signal Technician(s) and the Contractor or any other personnel agreed upon by the CITY and COUNTY in an emergency. The charges for the services of such emergency personnel shall be computed using the rates on the attached schedule.

7. COMPENSATION

a. Preventative Maintenance

Both parties agree that the CITY shall pay the COUNTY a maintenance fee for preventative maintenance services.

1. Both parties agree that the maintenance fee shall be based on the following: The calculated total costs to perform preventative maintenance services on a random sample of signals in the County as documented for the previous fiscal year will be divided by the total number of signals in the sample to arrive at an average per-intersection cost. This average cost will be the fee charged to each city and shall be calculated each year based on actual cost averages from the previous year.

2. From the effective date of this Agreement, until changed pursuant to the criteria contained herein, the Preventative Maintenance Fee for each signal within the scope of this agreement shall be as set forth in Exhibit B.

b. Upgrades and Standardization

The COUNTY will strive to lower maintenance costs to all cities by ensuring that equipment reaching the manufacturer's recommended life is upgraded to standardized equipment. The CITY shall compensate the COUNTY for actual costs incurred in this process.

c. Modifications.

The CITY shall compensate the COUNTY for the actual costs of any Modifications requested by the CITY.

d. Reactive Maintenance.

The CITY shall compensate the COUNTY for reactive maintenance in accordance with Exhibit B. Compensation will be made to the first hour and then to the nearest one-half hour and may include travel time to the work site. Emergency call outs performed after hours shall be compensated from portal to portal, all time associated with travel to and

from the location and time spent repairing emergency. The COUNTY's compensation schedule may be adjusted upon thirty (30) days written notice to the CITY. The Contractor's Compensation schedule may be adjusted in accordance with the Agreement between the COUNTY and the Contractor. Compensation adjustment shall be based on material cost variation or other relevant economic conditions, sufficiently documented by the requesting party. Either party may request a compensation adjustment. Failure to agree upon compensation adjustments may constitute mutually agreed upon termination of this Agreement.

Regular time work shall be work that was performed between the hours of seven o'clock (7:00) a.m. and three-thirty (3:30) p.m., Monday through Friday. Overtime work shall be work that was performed during those hours not defined as regular time. Holidays will be charged at the overtime rate. Holidays are defined as those days officially designated as holidays by the Brevard County Board of County Commissioners. Work that is initiated during regular time, completed during overtime, and required more than one (1) hour of effort during overtime to complete, will be partially compensated at the overtime rate, based upon the prorated share of work completed during overtime.

The CITY shall pay to the COUNTY the actual cost of all materials furnished by the COUNTY, associated with reactive maintenance activities, which are an integral part of the finished work.

Standby personnel are assigned to respond to all after hour calls for the COUNTY and the CITY. Due to the number of traffic signals within the COUNTY system and the CITY systems, there may be times that it is more beneficial to the COUNTY and CITY to have an additional Traffic Signal Technician on call to provide timely response. In the event it becomes necessary to place a second employee on call, the standby rate would double for that period of time and the cost would be shared on a pro rata basis.

e. Review and Inspection Services

The CITY shall pay the COUNTY for Inspection Services as shown in Exhibit B.

8. TERM OF AGREEMENT

The period of this agreement shall be for five (5) years from the date of recording.

9. CANCELLATION CLAUSE

This agreement may be canceled by either party upon 30 days prior notice to the other party. Said notice shall be delivered by certified mail, return receipt requested, or in person with proof of delivery.

10. ASSIGNABILITY

This agreement is non-transferable and non-assignable in whole or part without the consent of the COUNTY.

11. CONSTRUCTION OF AGREEMENT

The parties hereby acknowledge that they have fully reviewed the Agreement and its attachments, and have had the opportunity to consult with legal counsel of their choice, have participated in the negotiating and drafting of this Agreement and that this Agreement shall not be construed against any party as if they were the drafter of this Agreement.

12. MODIFICATION CLAUSE

No modification of this Agreement shall be binding on the COUNTY or the CITY unless reduced to writing and signed by authorized representatives of the COUNTY and CITY.

13. NOTICE

Any and all notices required under this Agreement shall be in writing and sent to the following addresses, by US Postal Service, certified, return receipt requested:

Harriet Raymond
Public Works Support Services Manager
Brevard County Public Works
2725 Judge Fran Jamieson Way, A201
Viera, FL 32940

Michael Crotty
City Manager
City of Satellite Beach
565 Cassia Boulevard
Satellite Beach, FL 32937

14. ENTIRETY CLAUSE

This Agreement embodies the entire agreement and understanding between the parties hereto and there are no other agreements or understandings, oral or written, with reference to the subject matter hereof that are not merged herein. The proposed Agreement between the COUNTY and the Contractor will become a part of the Agreement and be incorporated herein.

15. SEVERABILITY

In the event a court of competent jurisdiction determines any sentence, provision, paragraph or section of this Agreement to be null and void, the remaining parts of this Agreement shall continue in full force and effect as though such sentence, provision, paragraph or section had been omitted from said Agreement.

16. VENUE

Venue for any legal action brought by any party to this Agreement to interpret, construe or enforce this Agreement shall be in a court of competent jurisdiction in and for Brevard County, Florida.

17. INDEMNIFICATION

Except as limited by law, the COUNTY agrees to indemnify and hold harmless the CITY and its employees from all claims, losses and expenses, excluding attorney's fees and costs, arising out of or resulting from the performance of the services to be contracted, provided such claim, damage, loss or expense (1) is attributable to bodily injury, sickness, disease, death or personal injury, or to property damage, including loss of use resulting therefrom, and (2) is caused in whole or in part by any negligent act or omission of the COUNTY or arises from a work-related injury to any of the COUNTY's employees. The COUNTY acknowledges adequate consideration for this agreement.

Except as limited by law, the CITY agrees to indemnify and hold harmless the COUNTY and its employees from all claims, losses and expenses, excluding attorney's fees and costs, arising out of or resulting from the services provided under this agreement provided such claim, damage, loss or expense (1) is attributable to bodily injury, sickness, disease, death or personal injury, or to property damage, including loss of use of property, and (2) is caused in whole or

in part by any negligent act or omission of the CITY, arises from a work-related injury to any of the CITY's employees, or is caused in whole or in part by any equipment or part the CITY provides for installation. The CITY acknowledges adequate consideration for this agreement.

18. WAIVER

No delay or failure on the part of any party hereto to exercise any right or remedy accruing to such party upon the occurrence of an event or violation shall affect any such right or remedy, be held to be an abandonment thereof or preclude such party from the exercise thereof at any time during the continuance of any event of violation. No waiver of a single event of violation shall be deemed to be a waiver of any subsequent event of violation.

19. ATTORNEY'S FEES

In the event of any legal action to enforce the terms of this contract, each party shall bear its own attorney's fees and costs. This provision shall not be interpreted to be a pledge of ad valorem tax revenues.

20. DEFAULT

Either party to this Agreement, in the event of any act of default by the other, shall have all remedies available to it under the laws of the State of Florida.

21. EFFECTIVE DATE

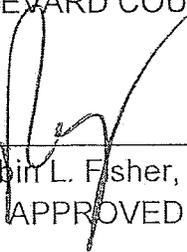
Pursuant to Section 163.01(11) Florida Statutes, the effective date of this contract shall be the date on which the instrument is recorded in the Public Records of Brevard County, Florida.

22. RIGHT TO AUDIT

In the performance of this Agreement, the Contractor shall keep books, records and accounts of all activities related to the Agreement in compliance with generally accepted accounting procedures. All documents, papers, books, records and accounts made or received by the contractor in conjunction with the Agreement and the performance of this Agreement shall be open to inspection during regular business hours by an authorized representative of the office and shall be retained by the Grantee for a period of three (3) years after termination of this Agreement, unless such records are exempt from Section 24(a) of Article I of the State Constitution and Section 119.07(1) Florida Statutes.

IN WITNESS WHEREOF, the parties hereto have set their hands and seals the day and year first above written.

BOARD OF COUNTY COMMISSIONERS OF
BREVARD COUNTY, FLORIDA



Robin L. Fisher, Chairman

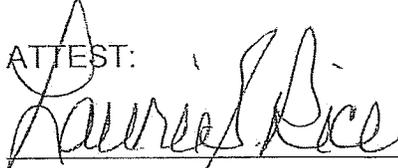
AS APPROVED BY THE BOARD ON 11-1-11

COUNTY ATTORNEY APPROVAL:



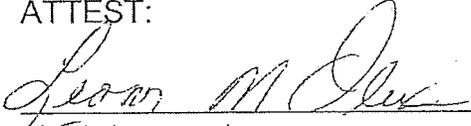
STATE OF FLORIDA
COUNTY OF BREVARD
This is to certify that the foregoing
is a true and correct copy of Resolution
Acceptance witness my hand
and official seal this 01 day of
November 2011
MITCH NEEDELMAN, Clerk of Circuit Court
BY T. E. Hendrick D.C.

ATTEST:



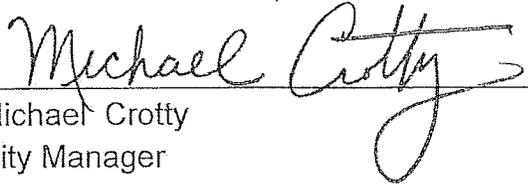
Laurie S. Rice, Chief Deputy Clerk

ATTEST:



LEONOR M. OLEXA
DEPUTY CITY CLERK

CITY OF SATELLITE BEACH
BREVARD COUNTY, FLORIDA



Michael Crotty
City Manager

EXHIBIT A
TRAFFIC SIGNAL INVENTORY
SATELLITE BEACH

S.R. A1A & SCORPION CT	SB-0001	3- Phase Actuated Signal
S.R. A1A & JACKSON AVE (SB)	SB-0002	3- Phase Actuated Signal
S.R. A1A & CASSIA BLVD	SB-0003	3- Phase Actuated Signal
S.R. A1A & DESOTO PKWY	SB-0004	3- Phase Actuated Signal
S.R. 513 (S. PATRICK DR) & JACKSON AVE	SB-0005	6- Phase Actuated Signal
S.R. 513 (S. PATRICK DR) & CHEVY CHASE BLVD N/B	SB-0006	School Flasher (Roadside)
S.R. 513 (S. PATRICK DR) & CHEVY CHASE BLVD S/B	SB-0007	School Flasher (Roadside)
S.R. 513 (S. PATRICK DR) & FOUNTAIN BLVD N/B	SB-0008	School Flasher (Roadside)
S.R. 513 (S. PATRICK DR) & FOUNTAIN BLVD S/B	SB-0009	School Flasher (Roadside)
S.R. 513 (S. PATRICK DR) & CINNAMON AVE N/B	SB-0010	School Flasher (Roadside)
S.R. 513 (S. PATRICK DR) & CINNAMON AVE S/B	SB-0011	School Flasher (Roadside)
CASSIA BLVD & S. PATRICK DR (SURFSIDE ELEM) E/B	SB-0012	School Flasher (Roadside)
CASSIA BLVD & TEMPLE ST (SURFSIDE ELEM) W/B	SB-0013	School Flasher (Roadside)
JACKSON AVE & SUNSET ST (SPES HOLLAND ELEM) E/B	SB-0014	School Flasher (Roadside)
JACKSON AVE & MAGNOLIA ST (SPES HOLLAND ELEM) W/B	SB-0015	School Flasher (Roadside)
SHEARWATER PKWY (PATRICK DR.) & POINSETTA DR E/B	SB-0016	School Flasher (Roadside)
S.R. 513 (S. PATRICK DR) & CASSIA BLVD	SB-0017	4- Phase Actuated Signal

EXHIBIT B

Preventative Maintenance Fees per visit	\$70.76
Upgrades and Standardization Fees	Actual Costs
Modification Fees	Actual Costs
Reactive Maintenance Services Fees	Actual Costs
Reactive Maintenance Materials	Actual Costs
Review Fees	No Charge
Inspection Services Fees per inspection	\$84.97

Actual Costs:

Fixed fee per call	\$178.44
Signal Tech/hour	
Regular rate	\$28.20
Overtime rate	\$42.30