

This is an **Agreement** effective as of May , 2026 [“**Effective Date**”] between Town of Ledyard [“**Client**”], a corporation, having its principal place of business at 741 Colonel Ledyard Highway, Ledyard, CT 06339, and Arcadis U.S., Inc., [“**Arcadis**”] a corporation chartered under the laws of the State of Delaware, having its principal place of business at 630 Plaza Drive, Highlands Ranch, Colorado 80129 and an office at 213 Court Street Suite 700, Middletown, CT 06457.

The Client intends to perform the Town of Ledyard Lead & Copper Rule Compliance [“**Project**”].

Client engages Arcadis to provide professional engineering services in support of its Project [“**Services**”].

The location of the Project is the Town of Ledyard [“**Site**”], Connecticut [“**State**”].

Arcadis’ Services for the Project are described generally as follows: To assist the Town with compliance under the Lead and Copper Rule Revisions (LCRR), Lead and Copper Rule Improvements (LCRI). The Town of Ledyard is advancing a program to develop a Lead Service Line Inventory and Lead Service Line Replacement Plan, provide records review, provide information for updates to public facing inventory, and assist with materials and outreach to customers on lead in drinking water.

In consideration of the mutual promises herein, Client and Arcadis agree that the terms and conditions of this Agreement are the following:

1 BASIC SERVICES

- 1.1 **Scope.** Arcadis shall provide the Basic Services described in Schedule A. Arcadis intends to perform the scope of services/work contemplated herein and in the contract documents through a combination of its own employees and employees of its affiliates, and the use of such affiliate labor shall not be deemed a subcontract for purposes of this Agreement. Arcadis’ obligations under this Agreement are solely for the benefit of Client and no other party is intended to benefit or have rights hereunder.
- 1.2 **Standard of Care.** Arcadis shall perform the Services under this Agreement at the level customary for competent and prudent engineers performing such services at the time and place where the Services are provided [“**Standard of Care**”]. These Services will be provided by licensed engineers and other professionals and individuals skilled in other technical disciplines, as appropriate.
- 1.3 **Instruments of Service.** Arcadis is responsible for the professional quality, technical accuracy, timely completion, and the coordination of all instruments of its Services including designs, drawings, specifications, reports [“**Service Instruments**”] and other services provided under this Agreement.
- 1.4 **Indemnification.** Arcadis agrees to indemnify and hold Client harmless from all losses and damages resulting from Arcadis’ failure to meet the Standard of Care.
- 1.5 **Subcontractors.** Any subcontractors and outside associates or consultants to be engaged by Arcadis under this Agreement are limited to those identified in Schedules A and B, or as Client specifically approves during the performance of this Agreement.

2 ADDITIONAL SERVICES

- 2.1 **Scope.** Arcadis will provide the **Additional Services** described in Schedule B when authorized in writing by Client.
- 2.2 **Excluded Services.** Client acknowledges the Services provided by Arcadis hereunder do not and shall not include: (1) serving as a “municipal advisor” for purposes of the registration requirements of Section 975 of the Dodd-Frank Wall Street Reform and Consumer Protection Act (2010) or the municipal advisor registration rules issued by the Securities and Exchange Commission; (2) advising Client, or any municipal entity or other person or entity, regarding municipal financial products or the issuance of municipal securities, including advice with respect to the structure, timing, terms, or other similar matters concerning such products or issuances; (3) the practice of law or other legal services; (4) nor any form of professional accounting or insurance advisory services.

3 SECTION 3 -- CLIENT'S RESPONSIBILITIES

Unless stated otherwise in Section 8, Client shall do the following in a timely manner:

- 3.1 **Client's Representative.** Designate a representative having authority to give instructions, receive information, define Client's policies, and make decisions with respect to the Services.

- 3.2 Services Criteria.** Provide all criteria and information as to Client's requirements for the Services, including objectives, concepts, constraints, and performance requirements, and any budgetary limitations.
- 3.3 Data.** Give Arcadis all available information, including previous reports and any other data in the possession of Client relative to the Services. These data may include (1) data prepared by others, including borings, subsurface explorations, hydrographic surveys, and laboratory tests and inspections of samples, materials and equipment, (2) appropriate professional interpretations of such data, (3) environmental assessments and impact statements, (4) property, boundary, easement, right-of-way, topographic and utility surveys, (5) property descriptions, zoning, deed and other land use restrictions, and (6) other necessary special data or consultations. Arcadis may rely on the accuracy and completeness of the supplied data.
- 3.4 Access.** Arrange for Arcadis to enter upon public and private property as necessary.
- 3.5 Review.** Examine the Service Instruments and obtain the advice of attorneys, insurance counselors or other consultants as Client thinks appropriate. Render written decisions concerning the Service Instruments within a reasonable time. Client expressly acknowledges and agrees that the Services provided do not and shall not include: (1) serving as a "municipal advisor" for purposes of the registration requirements of Section 975 of the Dodd-Frank Wall Street Reform and Consumer Protection Act (2010) or the municipal advisor registration rules issued by the Securities and Exchange Commission; (2) advising Client, or any municipal entity or other person or entity, regarding municipal financial products or the issuance of municipal securities, including advice with respect to the structure, timing, terms, or other similar matters concerning such products or issuances; (3) the practice of law or other legal services, nor any form of insurance advisory services.
- 3.6 Expert Advice.** Provide legal, accounting, insurance or other necessary advisory services for the Services. Client expressly acknowledges and agrees that the Services provided do not and shall not include the practice of law or other legal services, nor any form of professional accounting or insurance advisory services.
- 3.7 Permits.** Furnish approvals and permits from governmental authorities or other entities having jurisdiction over the Services and approvals from others as may be necessary for the timely completion of the Services.
- 3.8 Services Developments.** Give prompt written notice to Arcadis whenever Client observes or otherwise becomes aware of any development that affects the scope or timing of Arcadis' services.

4 PERIODS OF SERVICE

- 4.1 Time of Performance.** Sections 4 and 5 anticipate the orderly and continuous progress of the Services. The time of performance contemplated is the period which should reasonably be required for the completion of the Services.
- 4.2 Delays.** If Schedule A specifies periods of time for performance of services or specific dates by which services are to be completed and if such periods or dates are exceeded through no fault of Arcadis, the compensation specified under Section 5 shall be subject to equitable adjustment.
- 4.3 Start of Performance.** Arcadis will start the Basic Services upon authorization by Client. Unless otherwise stated in this Agreement, signing of this Agreement by both Client and Arcadis will constitute such authorization. If Client elects to authorize Arcadis to proceed before signing this Agreement, Arcadis shall be paid as if the services had been performed after both parties signed the Agreement.
- 4.4 Completion of Performance.** For the purposes of final payment under Section 5, completion of Arcadis' services will occur upon delivery of the final report as specified in Schedule A or B, as appropriate.
- 4.5 Force Majeure.** If a force, event, or circumstance beyond Arcadis' control interrupts or delays Arcadis' performance, the time of performance of the Basic or Additional Services shall be equitably adjusted.

5 COMPENSATION

- 5.1 Basic Services.** Client shall pay Arcadis the Amount stated in invoices issued in accordance with Schedule C [Pricing Schedule] for actual work performed and Reimbursable Expenses incurred during the period covered by the invoice. Arcadis shall be entitled to invoice for affiliate labor in the same manner as it invoices its own employees. Invoices are due and payable within 30 days after receipt by Client. Client's payments shall be in the form and shall be sent to the Arcadis address as described in the invoices.
- 5.2 Additional Services.** Client shall pay Arcadis for Additional Services actually performed pursuant to Client's authorization and invoiced in accordance with the Pricing Schedule.
- 5.3 Litigation Services.** If Client requires Arcadis' services either as a witness in, or support of, litigation or other dispute resolution procedures between Client and a third party, Arcadis will provide such services in accordance with a Pricing Schedule for litigation services. In addition, Client will promptly reimburse Arcadis for its reasonable fees and expenses (including without limitation attorney's fees and other legal costs incurred by Arcadis in response to a subpoena, or request for the production of documents,

for any appearance at a deposition, trial or other legal proceeding) – provided Arcadis is not a named party to such legal proceeding.

5.4 Delay or Termination.

5.4.1 If Client delays the performance of, or payment for, services under this Agreement for more than 3 months for a reason(s) other than Arcadis' fault, Arcadis may suspend performance until it receives payment in full for services rendered and expenses incurred to the date of suspension.

5.4.2 If Client terminates this Agreement prior to completion of the Basic Services, Arcadis shall be paid in full for services rendered and expenses incurred to the date of termination, including reasonable demobilization and termination expenses.

5.5 **Disputed Amounts.** Notwithstanding the provisions of Section 7, if Client disputes an item(s) or amount(s) contained in an invoice, Client agrees to pay the balance of the undisputed invoiced amounts to Arcadis in accordance with Schedule C.

5.6 **Collection.** Any reasonable attorneys' fees or other reasonable costs incurred by Arcadis in collection of delinquent amounts shall be paid by Client.

6 OPINIONS OF CONSTRUCTION COST

6.1 **Construction Cost.** If the Service Instruments includes an estimate of the cost of constructing a facility [**Construction Cost**], that cost includes the total cost to Client of those portions of the Project described in the Service Instruments. Construction Cost will not include Arcadis' compensation and expenses, the cost of land, rights of way, or compensation for properties. Construction Cost will also not include Client's legal, accounting, or insurance counseling services, or interest and financing charges incurred in connection with the Project, or the cost of services to be provided by others under paragraph 3.6 unless otherwise specified in Schedule A.

6.2 **Opinions of Cost.** Arcadis' opinion of probable Construction Cost is made on the basis of Arcadis' experience and qualifications and represents Arcadis' judgment as an experienced and qualified professional engineering firm, familiar with the construction industry. Arcadis does not guarantee that proposals, bids or actual Project cost will not vary from Arcadis' opinions of probable Construction Cost.

7 GENERAL CONSIDERATIONS

7.1 **Changes.** By written notice at any time, Client may change the Basic Services, provided such changes are within the general scope of the services contemplated by this Agreement. In such event, an equitable adjustment both in the compensation for and time of performance of the Agreement shall be made in writing prior to Arcadis' performing the changed services.

7.2 **Confidentiality.** Arcadis will hold secret and confidential all information designated by Client as confidential [**Confidential Information**]. Arcadis will not reveal Confidential Information to a third party unless:

- 7.2.1 Client consents in writing;
- 7.2.2 the information is or becomes part of the public domain;
- 7.2.3 Arcadis lawfully possessed the information before receipt from Client;
- 7.2.4 applicable law, regulation, court order or an agency of competent jurisdiction requires its disclosure; or
- 7.2.5 failure to disclose the information would pose an imminent and substantial threat to human health or the environment.

7.3 **Professional Service.** The Service Instruments furnished under this Agreement are the tangible results of Arcadis' professional services for the Services and Arcadis shall have the right to use or reuse and retain the copyright of the Service Instruments for its purposes and at its sole risk, without liability to Client.

7.3.1 **Reuse.** Arcadis does not represent the Service Instruments to be suitable for reuse by Client or others for extensions of the Services or on any other project. Any reuse without written verification or adaptation by Arcadis for the specific purpose intended is at Client's sole risk, without liability to ARCADIS. Any such verification or adaptation will entitle Arcadis to compensation at rates to be agreed on by Client and ARCADIS.

7.3.2 **CADD.** Arcadis may provide information related to the Service Instruments in computer-assisted design and drafting format [**CADD**] to Client. CADD is derived in part from computer software for which Arcadis is licensed. These licenses are not transferable. Any unlicensed reuse of CADD may subject the user to liabilities to the software licensor.

7.3.3 **Electronic Media.** Either party to this Agreement may rely on the data or information set forth on paper (also known as "hard copies") that the party receives from the sending party by mail, hand delivery, or facsimile as items the sending party intended to send. Data or information sent in electronic media format by one party to the other party are furnished only for the convenience of the receiving party and shall not be relied upon by the receiving party. If there is a discrepancy between the

data received in electronic media format and the hard copies, the hard copies govern. Any conclusion or information obtained or derived from the data in electronic media format shall be at the user's sole risk. When transferring documents in electronic media format, the sending party makes no representations as to the long term compatibility, usability, or readability of such documents resulting from the use of software, application packages, operating systems or computer hardware differing from those used by the document's creator.

7.4 Insurance. Arcadis will maintain **insurance** against the following risks during the term of the Agreement:

- 7.4.1 workers compensation in statutory amounts and employer's liability for Arcadis' employees' Services-related injuries or disease;
- 7.4.2 general liability and automobile liability each in the amount of \$1,000,000 for personal injury or property damage to third parties which arises from Arcadis' performance under this Agreement; and
- 7.4.3 professional liability in the amount of \$1,000,000 for legal obligations arising out of Arcadis' failure to meet the Standard of Care.

7.5 Interpretation. This Agreement shall be interpreted in accordance with the laws of the State.

7.6 Successors. This Agreement is binding on the successors and assigns of Client and ARCADIS. The Agreement may not be assigned in whole or in part to any third parties without the written consent of both Client and ARCADIS.

7.7 Independent Contractor. Arcadis represents that it is an independent contractor and is not an employee of Client.

7.8 Disputes. If any dispute arises out of or relates to this Agreement, or the breach thereof, then in the first instance, representatives of both parties shall endeavor in good faith to negotiate a settlement of the dispute. If such dispute cannot be settled through direct discussions by such representatives of the parties, then higher level representatives of both parties shall endeavor in good faith to negotiate a settlement of such dispute. If such dispute cannot be settled through direct discussion by such higher level representatives of the parties, then the parties agree to submit the matter to mediation before having recourse to a judicial forum. No written or oral representation made during the course of any settlement negotiations or mediation shall be deemed a party admission.

7.9 Notices. Written notices may be delivered in person or by certified mail, by facsimile, or by courier. Such notices shall be effective upon the date of receipt by the party. Notices shall be delivered or sent to the designated representative of the other party at the address given on the cover page of this Agreement. An address may only be changed by written notice.

7.10 Applicable Law. Arcadis and Client shall comply with all applicable federal, state and local laws, regulations or orders issued under such laws prohibiting any form of kickback, bribery or corrupt practices as defined in the Anti-Kickback Act of 1986, the Foreign Corrupt Practices Act and all other applicable federal, state, local laws, regulations or orders issued under such laws regarding kickbacks, bribery or corrupt practices. If applicable to this Agreement, Arcadis will comply with the requirements of:

- 7.10.1 the Equal Employment Opportunity clause in Section 202 of Executive Order 11246, as amended,
- 7.10.2 Utilization of Small and Disadvantaged Business Concerns (Public Law 95-507), and
- 7.10.3 all other federal, state and local laws and regulations or orders issued under such laws.

7.11 Entire Agreement. This Agreement, including any schedules, attachments and referenced documents, is the entire agreement between Client and the ARCADIS. Any prior or contemporaneous agreements, promises, negotiations or representations not expressly stated herein are of no force and effect. Any changes to this Agreement shall be in writing and signed by Client and ARCADIS.

7.12 Waivers and Severability. A waiver or breach of any term, condition, or covenant by a party shall not constitute a waiver or breach of any other term, condition or covenant. If any court of competent jurisdiction declares a provision of this Agreement invalid, illegal, or otherwise unenforceable, the remaining provisions of the Agreement shall remain in full force and effect.

7.13 Effective Date. Unless stated otherwise in Schedule A, this Agreement is effective on the date shown on the cover page.

8 SPECIAL PROVISIONS, EXHIBITS and SCHEDULES

8.1 Special Provisions. This Agreement is subject to the following special provisions:

8.2 Schedules. The following **Schedules** are attached to and made a part of this Agreement:

- 8.2.1 **Schedule A** "Scope of Basic Engineering Services and Related Matters"
- 8.2.2 **Schedule B** "Additional or Optional Engineering Services"

8.2.3 **Schedule C** "Pricing Schedule"

Execution Authority. This Agreement is a valid and authorized undertaking of Client and ARCADIS. The representatives of Client and Arcadis who have signed below have been authorized to do so.

IN WITNESS WHEREOF, the parties hereto have made and executed this Agreement as of the day and year shown on the cover page.

CLIENT**ARCADIS U.S, INC.**

Date _____

Date _____

By _____

By _____

Fred Allyn, III

Jennifer Kelly Lachmayr, PE, BCEE

Title Mayor of Ledyard, CTTitle Senior Vice President

Address for Giving Notices:

Address for Giving Notices:

Schedule A
Scope of Basic Engineering Services and Related Matters

- A.1 The scope of basic services consists of this page plus the following documents, attached and made part of this Agreement:
- a. Scope of Basic Engineering Services (Page 7)
 - b. Preliminary Work Schedule (Page 11)
- A.2 Subcontractors required for activities under this Schedule A will be identified prior to the commencement of such activities.

SCOPE OF BASIC ENGINEERING SERVICES

The Town has requested professional services to assist with proactively positioning the Town and its residents to be in compliance ahead of the new requirements under the LCRR/LCRI. This section outlines specific tasks that need to be addressed as part of the program. Per this agreement, Arcadis will provide the following services.

Task 1: Program Management

Program Management includes the following:

- General Program Management
- Program Meetings
- Program Controls & Reporting
- Funding Management & Applications
- Coordination Meetings with Groton Utilities
- CT DPH Coordination Meetings

General Program Management

This task is for the overall management of the project. It will include the daily functions of project management program oversight, meetings, and workshops.

Activities:

- Coordination of public outreach efforts
- Resource Management
- Management of Sub-Consultants
- Project Communication

Deliverables:

- Letters, memoranda, emails, phone calls

Program Meetings

Arcadis will initiate the work with a Kickoff Meeting to introduce key Team members to the Town, establish lines of communication, confirm project objectives, and review the proposed scope and schedule. Arcadis will use the Project Kickoff Workshop as a time to establish clear expectations for the project, while also providing an open forum for Town staff to provide input on the project goals, objectives, concerns, and questions. Given the critical timelines in the schedule, immediately after receiving the notice-to-proceed, we will schedule the kickoff meeting. Following the kickoff, team program meetings will take place as needed with Arcadis staff. Points of discussion will include:

- Program costs
- Program schedule
- Document control
- Program status reports shall be prepared and submitted to the Town, along with the monthly invoices. The reports shall include the following:
 - A summary of services completed since the previous report.
 - The current program schedule and budget status
 - Program issues and potential change logs
 - Milestones and/or deliverables scheduled.

Activities:

- (8) Progress/working meetings with the Town.

Deliverables:

- Status report and summary of action items

Funding Management & Applications

This task focuses on assisting the Town of Ledyard in securing project funding and submitting monthly invoices. Under this task, Arcadis will complete required deliverables and documentation for state funding eligibility. Arcadis will also continue to track alternative funding sources and/or ways to administer or structure the LCR compliance program to benefit both the Town and its customers. Monthly invoices shall be prepared and submitted to the Town in an approved format. Invoices will include the following:

- Total contract amount
- Detailed charges for the current invoicing period
- Total charges to date
- Previous billings
- Current amount remaining
- Total amount due

Arcadis shall be responsible for the management of any Subconsultant needed for program work.

Activities:

- Reviewing and summarizing available funding sources
- Reviewing eligibility requirements for various components of the program inventory development
- Help the Town of Ledyard complete the necessary applications for submittal
- Monthly invoicing
- Updating the project schedule
- Monitoring overall project budget

Deliverables:

- LCR strategy recommendations
- SRF application to State (1)
- Monthly Invoices
- Project Schedule Updates (monthly)
- Budget Forecasting (monthly)
- Signed Subconsultant Agreements (as needed)

Coordination with Groton Utilities

Team meetings with members of the Groton Utilities Lead Service Line Inventory team will be held quarterly to coordinate efforts and findings. Arcadis continues to effectively support Groton Utilities with lead and copper rule compliance. As a result of the Town's relationship with Groton Utilities, Arcadis encourages sharing successful strategies between both systems.

CT DPH Coordination Meetings & Regulations

Arcadis will meet with CT Department of Public Health and the Town to review LSL Inventory with the goal of obtaining approval and maximized funding. We have assumed that up to two (2) coordination meetings/phone calls may be required for this task.

Deliverables:

- Prepared agendas and slide decks for meetings (6 total meetings - 4 with Groton, 2 with DPH)
- Workshop & Meeting Action Items summaries

Task 2: Review of Existing Information

Review of Existing Information Tasks include the following:

- Records Review including Current Inventory

Records Review including Current Inventory

The Arcadis team will review available data and inventory, including assumptions, to establish a documented common understanding of all available data sources and how those records were or were not used to develop the existing inventory. Step 1 will begin with a review of existing information.

- Available records/information
 - Current inventory as submitted to CT DPH October 24, 2024
 - Historical records
 - Work order forms
 - 1,320 existing tap/service cards
 - Permits for new services
 - Publicly available information (i.e., tax records for home age, plumbing codes or ordinances)
 - As built drawings of water system improvements
- Current data sources for LSL inventory
 - **Format:** Scanned versus digital information, GIS compatible, availability of unique premise identification number, etc.
 - **Documented data fields:** service line material, year installed, service size, location.
 - **Assumptions:** Understanding which assumptions, if any, have been applied to current inventory
 - **Workflows:** General procedure for collecting information and scanning and storing in central database.
- Ongoing practices to verify unknown materials:
 - Identification of the material on utility-portion as part of capital improvement projects or other maintenance program work
 - Identification of the material on customer portion as part of any in-home water quality investigations, meter replacements, or proactive in-home identification
 - Customer self-identification/feedback
 - Development of self-reporting portal

Task 3: Inventory Update

Inventory Update Tasks include the following:

- Review and Update Public Facing Inventory

Review and Update Public Facing Inventory

Arcadis will work to reduce the number of unknown service line materials in the inventory for DPH submission. Currently there are 1,200 unknown service line materials in the inventory. Arcadis will work with the Town and Groton Utilities to assist in the support and update of the public facing inventory map to be shared on Groton Utilities existing ArcGIS public facing platform. This will provide the public with updated inventory and replacement data throughout the duration of the project. Arcadis will work toward improving inventory knowledge on the customer and utility side and updating the inventory and public facing inventory map for future submission to CT DPH.

Deliverables:

- Develop methods for tracking and updating materials including the use of ArcGIS Field Maps
- Assist the Town with updating a Public-facing LSL Inventory map for the Town to share on Groton Utilities' existing public-facing GIS platform
- Two coordination meetings with Groton Utilities on information inventory updates and updates to the public facing map.

Task 4: Non-Lead Certification Plan

Currently we are anticipating that the records review will show documentation of service line materials on both sides of the service line (utility and customer sides) and that it will show all non-lead materials used in the

construction of the water system. We will develop an action plan to get to non-lead certification status by October 2027.

We do anticipate that the CT DPH will issue regulations related to LCR in the first or second quarter of 2026. We will review the new regulations and provide a formal comment letter for Ledyard to submit to the State as appropriate.

Step 2 of Non-Lead Certification will require field verification of the records. We have not included the work for verification as we prefer the state to confirm the requirements. We will continue to discuss this with the Town as work progresses.

Activities:

- Advise the Town on CT DPH regulations (when published by the State)
- Provide a comment letter on CT DPH regulations for the Town to submit

Deliverables:

- Action Plan to complete Non-Lead Certification (i.e., including needed steps for verification)

Task 5: Public Education & Outreach Program

Under this task, Arcadis will assist the Town of Ledyard by reviewing existing public education and outreach materials related to the program. Arcadis will update these materials as needed so they reflect best-in-class information on lead in drinking water, consistent with the EPA's Lead and Copper Rule Revisions (LCRR) and Lead and Copper Rule Improvements (LCRI). Arcadis will also develop and provide any additional outreach content to ensure full compliance and effective communication with customers. Currently it is assumed that the Town will post materials or Groton Utilities will print and distribute materials on behalf of the Town.

Activities:

- Provide and update education and communication materials as needed to align with LCRR and LCRI requirements (i.e., Town of Ledyard website content, FAQs, program guides, etc.).
- Meet with the Town to review updated content

Deliverables:

- Public Education and Outreach Materials
- Updated Public Education and Outreach Content

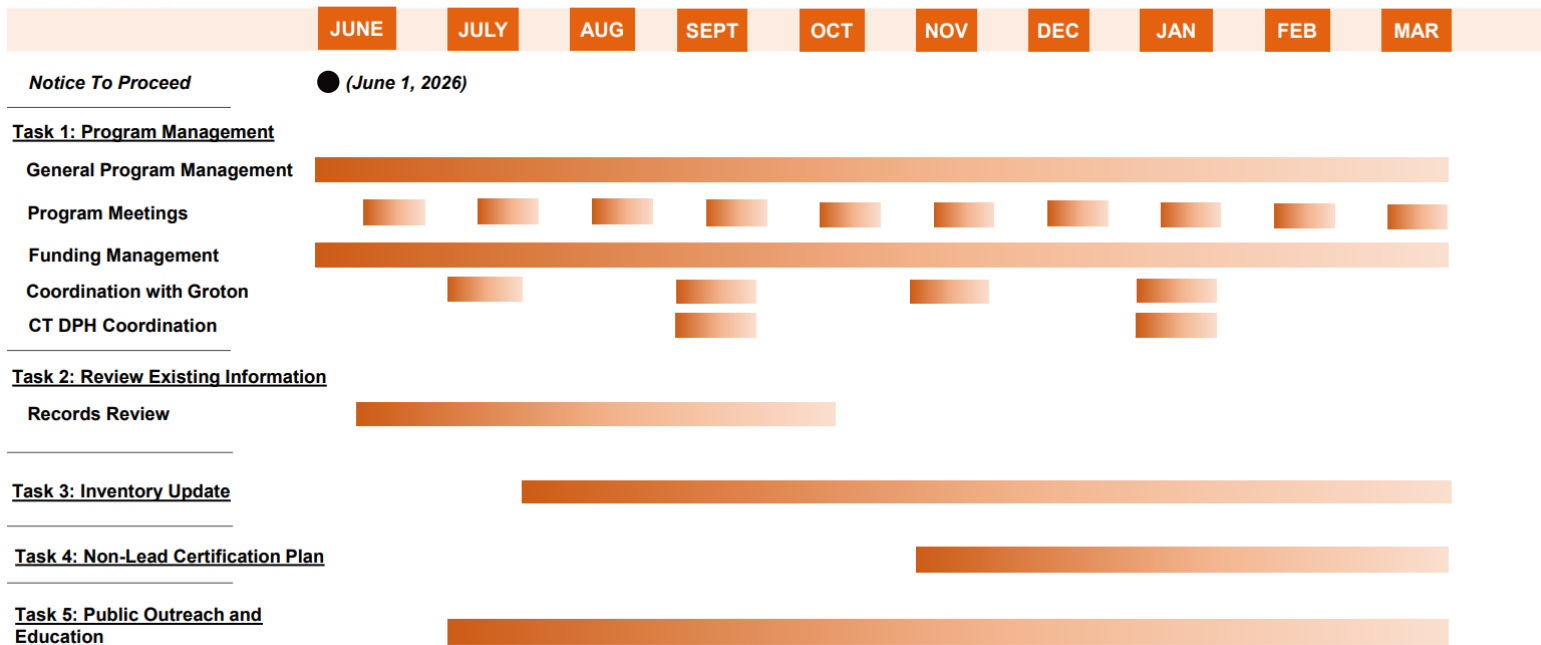
Project Timeline

Arcadis proposes to complete Tasks 1-5 of the project within 9 months of the Notice to Proceed.

We anticipate the following schedule to ensure the Town of Ledyard is able to comply with the November 2027 EPA LCRR/LCRI deadlines.



LEAD AND COPPER RULE REVISIONS AND IMPROVEMENTS COMPLIANCE SERVICES


2026


Schedule B
Additional or Optional Engineering Services

B.1 The Scope of Additional or Optional Engineering Services consists this of page plus the following documents, attached and made part of this Agreement:

a. In the event that Additional or Optional Engineering Services are identified and required under this Agreement at a later time, Client will provide Arcadis written authorization to perform such Services.

Schedule C

Pricing Schedule

C.1 The Pricing Schedule consists of this page plus the following documents, attached and made part of this Agreement:

- a. Summary of Charges
 - a. Person-Hour Budget Overview (Page 14)
 - b. Arcadis Standard Rate Tables C-1 (Page 15)

C.2 Terms of Payment

C.2.1 **Fixed Rates.** For Basic Services under Section 1, Client shall pay Arcadis on the basis of standard hourly rates for technical work actually performed.

The estimated cost of the Consultant's services under Section 1 is \$216,500.

STANDARD AGREEMENT FOR PROFESSIONAL SERVICES

Page 14 of 15

Water/Wastewater Study Phase Services

Between Town of Ledyard and Arcadis U.S., Inc.

Project Number 30313827



Town of Ledyard Lead and Copper Rule Compliance Program 2026 Person-Hours Table



Person-Hours											
Task	Description	Director	Principal Engineer/Architect/Consultant 1	Staff Engineer/Architect/Consultant	Principal Engineer/Architect/Consultant 1	Senior Engineer/Architect/Consultant	Engineer/Architect/Consultant 1	Total Person-Hours	Total Labor Costs	Other Direct Costs	Total Costs
	Billing Rate	\$325	\$265	\$155	\$265	\$190	\$130				
1	Program Meetings & DPH Coordination	50	70	130	0	10	9	269	\$58,100	\$2,200	\$60,300
2	Review of Existing Information	12	20	84	10	32	384	542	\$80,900	\$500	\$81,400
3	Lead Service Line Inventory Update	4	14	56	4	20	100	198	\$31,600	\$0	\$31,600
4	Non-Lead Certification Plan	10	24	48	0	18	24	124	\$23,600	\$0	\$23,600
5	Public Education and Outreach	2	12	40	4	4	44	106	\$17,600	\$2,000	\$19,600
	LABOR HOURS	78	140	358	18	84	561	1239	\$211,800	\$4,700	\$216,500

*Please Note: Subcontractors and ODCs have a 5% markup.

Arcadis Standard Rates**Hourly Billing Rates**

Below is Arcadis' Standard Rates Table 2026.

Category	Standard Rates
GEC GIS / Data Technician Grade 5	\$26
GEC GIS / Data Technician Grade 6	\$31
GEC GIS / Data Technician Grade 7	\$51
GEC Grade 8 / GEC GIS/Data Technician Grade 8	\$81
Document Tech/Intern	\$103
BIM Modeler I / Field Technician III and IV	\$113
Technician/Project Assistant I	\$120
BIM Modeler II / Field Technician V	\$123
Technician/ Project Assistant II	\$130
GEC Director / Engineer / Scientist	\$138
Staff Engineer / Scientist / Architect	\$159
Project Controller	\$170
BIM Designer / Field Supervisor	\$165
Project Engineer / Scientist / Architect	\$180
Senior Engineer / Scientist / Architect I	\$190
Senior Engineer / Scientist / Architect II	\$226
Principal Engineer / Scientist / Architect I	\$265
Principal Engineer / Scientist / Architect II	\$295
Engineer / Scientist Director	\$330

Rates may be adjusted on an annual basis in accordance with the CPI-U index +1%. Rates are the maximum for each category and the actual rate may be less.