

# **BOARD OF SUPERVISORS**

# **MADISON COUNTY, MISSISSIPPI**

Department of Engineering  
Tim Bryan, P.E., PTOE, County Engineer

3137 South Liberty Street, Canton, MS 39046  
Office (601) 855-5582 FAX (601) 859-5857

## **MEMORANDUM**

February 13, 2026

To: Casey Brannon, Supervisor, District I  
Trey Baxter, Supervisor, District II  
Gerald Steen, Supervisor, District III  
Karl Banks, Supervisor, District IV  
Paul Griffin, Supervisor, District V

From: Tim Bryan, P.E., PTOE  
County Engineer

Re: Professional Services Agreement  
Camden Wastewater Improvements Project

The Engineering Department is requesting the Board approve the attached Professional Services Agreement with Mississippi Engineering Group, Inc. for the Camden Wastewater Improvements Project for Conceptual Design Phase Services for fee amount of \$202,000. It is also requested that the Board President be authorized to sign the agreement.

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CASEY BRANNON  
District One

TREY BAXTER  
District Two

GERALD STEEN  
District Three

KARL M. BANKS  
District Four

PAUL GRIFFIN  
District Five

**PROFESSIONAL SERVICES AGREEMENT  
BETWEEN  
MADISON COUNTY BOARD OF SUPERVISORS  
AND  
MISSISSIPPI ENGINEERING GROUP, INC.**



This **PROFESSIONAL SERVICES AGREEMENT** (this “Agreement”) is made by and between:

Name: Madison County Board of Supervisors  
Address: 125 West North Street, Canton, MS 39046  
Telephone: (601) 790-2590  
Representative: Gerald Steen, President

(referred to in this Agreement as “Client”)

**AND**

Name: Mississippi Engineering Group, Inc.  
Address: 143-A LeFleur's Square, Jackson, MS 39211  
Telephone: 601-355-9526  
Representative: Zach Adams, Vice President

(referred to in this Agreement as “MSEG”), in connection with the Camden Wastewater Improvements Project (the “Project”), effective as of the \_\_\_\_\_ day of February, 2026 (the “Effective Date”).

In consideration of the mutual covenants and promises set forth in this Agreement, Client and MSEG agree as follows:

**1. SERVICES.**

- (a) **Scope of Services.** Client hereby engages MSEG to perform or furnish the professional engineering and related services (“Services”) described on Exhibit A attached to and made part of this Agreement (the “Scope of Services”) as part of the Project.
- (b) **Additional Services.** Client may request MSEG to perform additional services not described in the Scope of Services (“Additional Services”), regardless whether related to the Project. Unless agreed otherwise by MSEG, Client shall compensate MSEG for Additional Services on an hourly basis using the rates attached to this Agreement as Exhibit B. MSEG reserves the right to require written authorization by Client prior to performing any Additional Services.
- (c) **Standards of Practice.** MSEG will perform the Services under this Agreement in a manner consistent with the level of care and skill ordinarily exercised by members of the profession currently practicing in the same locality under similar conditions. MSEG makes no other representation or warranty regarding its Services. Client

may not infer any additional or different representation or warranty by MSEG from any report, opinion, document or other communication made by or on behalf of MSEG.

- (d) **Changes in Scope of Services.** The Scope of Services described in Exhibit A is based on facts known at the time of execution of this Agreement, including, if applicable, information supplied by Client. For some projects involving conceptual or process development services, the Scope of Services may not be fully defined at the time of execution of the Agreement. As the Project progresses, facts discovered may indicate the need for changes to the Scope of Services. Changes in the Scope of Services will result in a change in agreed upon compensation if the change in Scope of Services changes the amount of work or expertise required of MSEG.

## 2. **COMPENSATION.**

- (a) As compensation for the Services, Client shall pay MSEG the sum of \$202,000.00, payable on a percentage of completion basis, and shall reimburse MSEG for all reasonable expenses incurred in the performance of the Services, to include printing, travel, lodging and subsistence, and equipment use in accordance with Exhibit B. Exhibit C sets forth MSEG's compensation allocated among the phases/tasks associated with the Project.
- (b) MSEG will invoice Client monthly based upon the work completed during the billing period, and Client shall pay MSEG within 30 days after receipt of MSEG's monthly invoice. Any invoice not paid within forth-five days of receipt shall bear interest at the rate of 1.5% per month in accordance with MISS. CODE ANN. § 31-7-305.
- (c) MSEG reserves the right to modify its Hourly Rate Schedule as of January 1 of each year that the Agreement is in effect.

## 3. **TERM OF AGREEMENT; SCHEDULE FOR PERFORMANCE.**

- (a) This Agreement shall be effective as of the Effective Date and shall remain in effect for a period of one calendar year. Unless terminated in accordance with the provisions of this Agreement, this Agreement will automatically renew on each anniversary of the Effective Date for successive periods of one calendar year.
- (b) Exhibit D sets forth the schedule for performance of the Services, which Schedule incorporate reasonable periods of time for Client and any necessary third party reviews. The schedule will be revised from time-to-time to address any delays in Client or third-party reviews.
- (c) In the event of any delays in performance of the Services through no fault of MSEG, MSEG shall be entitled to an equitable adjustment in compensation to address increased costs of performing the Services.

4. **CLIENT RESPONSIBILITIES.**

- (a) **Information/Reports.** Client shall furnish MSEG with all applicable reports, studies, site characterizations, regulatory orders and similar information in its possession relating to the Project and the Services to be performed by MSEG. Unless specified otherwise in Exhibit A, in performing the Services, MSEG may rely upon Client-furnished information without independent verification.
- (b) **Representative.** Client shall designate a representative who shall have authority to transmit instructions, receive information, interpret and define Client's policies and make decisions with respect to the Services performed or to be performed under this Agreement.
- (c) **Decisions.** Client shall provide all criteria and full information as to Client's requirements for the Project, obtain necessary approvals and permits (unless specified otherwise in Exhibit A), attend Project meetings, provide interim reviews on an agreed-upon schedule, make decisions as to Project alternatives, and generally participate in the Project to the extent necessary to enable MSEG to performance the Services in a timely and efficient manner.
- (d) **Access.** Client shall provide MSEG safe access to the Project site and any other premises under Client's control necessary for MSEG to perform or provide the Services.
- (e) **Utilities and Other Underground Improvements.** Client shall furnish to MSEG information identifying the type and location of any underground utilities or other underground improvements that affect the Project site. As part of any design, testing or other Services that include ground penetrations, MSEG will prepare one or more plans that show the locations intended for subsurface penetrations for Client's approval. Client agrees, to the fullest extent permitted by law, to waive all claims and causes of action against MSEG and anyone for whom MSEG may be legally liable for damages to underground improvements that result from subsurface penetrations shown on the plans submitted to Client for approval. Client further agrees, to the fullest extent permitted by law, to indemnify, defend and hold MSEG and its subconsultants harmless from any damage, liability or cost, including reasonable attorneys' fees and defense costs, for any property damage, injury or economic loss arising or allegedly arising from subsurface penetrations in locations authorized by Client or from inaccuracy of information provided to MSEG by Client, except for damages caused by the sole negligence of MSEG in its use of Client-furnished information.

5. **OWNERSHIP OF INSTRUMENTS OF SERVICE.** Client acknowledges MSEG's design and construction documents as instruments of professional service. All reports, plans, specifications, computer files, field data, notes and other documents and instruments prepared by MSEG as instruments of service shall remain the property of MSEG. MSEG shall retain all common law, statutory and other reserved rights, including the copyright thereto. Upon payment of all compensation due MSEG, Client shall have a perpetual

license to use all instruments of MSEG's Services prepared in connection with the Project, but only in connection with the Project. Client shall not reuse or make any modification to any plans, specifications or other instruments of MSEG's Services (including in connection with the Project) without the prior, written authorization of MSEG. Client shall, to the fullest extent permitted by law, indemnify, defend and hold MSEG harmless from any claim, liability or cost (including reasonable attorneys' fees and defense costs) arising or allegedly arising out of any unauthorized reuse or modification of the construction documents by Client or any person or entity that acquires or obtains the plans and specifications from or through Client without the written authorization of MSEG.

**6. PROVISIONS APPLICABLE TO PARTICULAR TYPES OF SERVICES.**

**(a) Construction Observation.**

- (i) If MSEG is retained to provide construction observation services, MSEG shall visit the Project at appropriate intervals during construction to become generally familiar with the progress and quality of the contractors' work and to determine if the contractor's work is proceeding in general accordance with the plans and specifications for the Project. Client has not retained MSEG to make detailed inspections or to provide exhaustive or continuous review and observation of any construction or other services provided by a third party. MSEG does not guarantee the performance of, and shall have no responsibility for, the acts or omissions of any contractor, subcontractor, supplier, or any other entity furnishing materials or performing any work in connection with the Project. Further, Client waives all claims against MSEG arising from or in any way connected with errors, omissions, conflicts or ambiguities in any plans and specifications prepared by others. In addition, Client agrees, to the fullest extent permitted by law, to indemnify, defend and hold MSEG harmless from any damage, liability or cost, (including reasonable attorney's fees and defense costs), arising from any errors or omissions contained in the plans, specifications or other contract documents prepared by others.
- (ii) If the Scope of Services does not include observation or review of the performance by MSEG of any construction or other third-party services, Client assumes all responsibility for interpretation of the plans, specifications and other contract documents and for construction observation and supervision and waives any claims against MSEG that may be in any way connected thereto. Further, Client agrees, to the fullest extent permitted by law, to indemnify, defend and hold MSEG harmless from any loss, claim or cost, including reasonable attorneys' fees and costs of defense, arising or resulting from the performance of such services by other persons or entities.

**(b) Hazardous Materials.**

- (i) The Scope of Services does not include any Services related to investigations for or abatement or remediation of hazardous or toxic materials (“Hazardous Materials”). In the event MSEG or any other party encounters any Hazardous Materials at the Project site, or should it become known in any way that Hazardous Materials may be present at the Project site or any adjacent areas that may affect the performance of the Services, MSEG may, at its option and without liability for consequential or any other damages, suspend performance of the Services (in whole or in part) until Client retains appropriate specialist consultant(s) or contractor(s) to identify, abate and/or remove the Hazardous Materials.
  - (ii) Client shall furnish or cause to be furnished to MSEG all documents and information known or available to Client that relate to the identity, location, quantity, nature, or characteristic of any Hazardous Materials at or near the Project site, and shall immediately transmit new, updated, or revised information as it becomes available. In no event shall MSEG be required to sign a hazardous waste manifest or take title to any Hazardous Materials. Client shall have the obligation to make all spill or release notifications to appropriate government agencies.
  - (iii) Client agrees that MSEG neither created nor contributed to the creation or existence of any Hazardous Materials at the Project site, and in consideration of the substantial risks to MSEG posed by the presence or potential presence of Hazardous Materials on or about the Project site, Client agrees, to the fullest extent permitted by law, to indemnify and hold harmless MSEG, its officers, directors, employees, agents, and independent consultants from all claims and losses, including reasonable attorneys’ fees and defense costs, arising out of, or in any way connected with or attributable to the use, generation, storage, release, threatened release, discharge, disposal, or presence of Hazardous Materials on, under or about the Project site (whether by Client, any predecessor in title or any third party) or any employees, agents, contractors or subcontractors of Client or any persons at any time occupying or present on the Project site.
- (c) **Testing and Observation.** Client understands that testing and observation are discrete sampling procedures, and that such procedures indicate conditions only at the depths, locations, and times the procedures were performed. MSEG will provide test results and opinions based on tests and field observations only for the work actually tested. Client is responsible (even if delegated to contractor) for requesting any additional testing services that Client deems appropriate for the Project beyond that provided in the Scope of Services. MSEG’s performance of testing and observation services shall not relieve Client’s contractor in any way from its responsibility for defects in its work or create a warranty or guarantee by MSEG. MSEG will not supervise or direct the work performed by Client’s contractor or its subcontractors, and neither any testing nor construction observation performed by MSEG shall result in MSEG being or becoming responsible for means and methods of construction.

- (d) **Testing Laboratory Services.** Unless specified otherwise in the Scope of Services, laboratory testing services will be performed by a third party. Client understands that MSEG may not be knowledgeable in the procedures of the testing laboratory's services and will not rely upon MSEG to verify the quality or accuracy of the testing laboratory's reports. In addition, Client agrees, to the fullest extent permitted by law, to indemnify and hold MSEG harmless from any damage, liability, or cost, (including reasonable attorney's fees and defense costs), arising from any services performed by the testing laboratory, except only those damages, liabilities or costs caused by the sole negligence or willful misconduct of MSEG.
  - (e) **Sample Disposition Upon Completion of Testing.** Unless specified otherwise in the Scope of Services, material samples will be considered consumed in testing and will be disposed of upon completion of the tests.
7. **INSURANCE.** Throughout the term of this Agreement, MSEG shall maintain the following minimum insurance coverages:
- (a) Workers' compensation insurance in such amounts as may be required under the laws of the State of Mississippi.
  - (b) Comprehensive general liability insurance with limits of not less than \$1,000,000 per occurrence and \$2,000,000 aggregate.
  - (c) Automobile liability insurance with a combined single limit of not less than \$1,000,000.
  - (d) Professional liability insurance in an amount of not less than \$1,000,000 annual aggregate, on a claims-made basis.
- At Client's request, MSEG shall add Client as an additional insured under MSEG's automobile liability and general liability policies, but only with respect to the Services.
8. **TERMINATION.** Either Client or MSEG may terminate this Agreement at any time with or without cause upon giving the other party seven (7) calendar days prior, written notice. Client shall pay MSEG for all Services performed and all costs incurred up to the date of termination within thirty (30) calendar days of the date of termination.
9. **DISPUTE RESOLUTION.** The parties agree to attempt to settle any disputes arising under this Agreement in an amicable manner through discussions between the parties' senior management representatives. If a dispute cannot be resolved in this manner within a reasonable parties of time, the parties agree to submit the matter to non-binding mediation prior to filing any legal proceedings. Mediation shall be conducted in accordance with the mediation Rules of the American Arbitration Association with the parties sharing the cost of the mediator(s) equally. In the event any actions are brought to enforce this Agreement, the prevailing party shall be entitled to collect its litigation costs (including reasonable attorneys' fees and expenses, costs of investigation and other costs of litigation) from the other party.

10. **LIMITATION OF LIABILITY.** MSEG's liability under this Agreement shall be limited to injury or loss caused by the negligence, gross negligence or willful misconduct of MSEG and its subcontractors in the performance of the Services. In no event shall MSEG's liability exceed the amount of compensation actually paid to MSEG under this Agreement.
11. **MUTUAL GENERAL INDEMNITY.** Consultant and Client shall indemnify and hold harmless the other from and against damages, liabilities, costs and expenses, including but not limited to reimbursement of reasonable attorney fees arising out of damages or injuries to persons or property to the extent caused by the negligence, gross negligence or willful misconduct by the other party or anyone acting under its direction or control in the course of its performance under this agreement; provided that each party's aforesaid indemnity agreement shall not be applicable to any liability based upon willful misconduct or negligence of the other party. For purposes of this paragraph, the duty to indemnify does not include the duty to pay for or provide up front defense against unproven claims or litigation.
12. **CONSEQUENTIAL DAMAGES.** Notwithstanding any other provision of the Agreement, neither party shall be liable to the other for any consequential damages incurred due to the fault of the other party, regardless of the nature of the fault or whether it was committed by Client or MSEG, their employees, agents, subconsultants or subcontractors. Consequential damages include, but are not limited to, loss of use and loss of profit.
13. **NOTICES.** Any notice required to be given under this Agreement shall be given in writing, and shall be effective when actually delivered, one business day after deposit with a nationally recognized overnight courier, delivery fees prepaid, or, if mailed, three business days after deposit in the United States mail, as first class, certified or registered mail postage prepaid, directed to the addresses shown below:

Client: Madison County Board of Supervisors  
Gerald Steen, President  
Telephone: (601) 790-2590

MSEG: 143-A LeFleur's Square  
Jackson, Mississippi 39211  
Telephone: (601) 355-9526

Attention: Zach Adams

Any party may change its address for notices under this Agreement by giving formal written notice to the other parties, specifying that the purpose of the notice is to change the party's address.



14. **GENERAL PROVISIONS.**

- (a) **Amendments.** This Agreement represents the complete agreement between Client and MSEG with respect to the subject matter hereof and may only be amended, supplemented, modified or cancelled by a duly executed instrument executed by the party sought to be charged.
- (b) **Third Party Beneficiaries.** Nothing contained in this Agreement shall create a contractual relationship with or a cause of action in favor of a third party against either Client or MSEG. MSEG's Services under this Agreement are being performed solely for Client's benefit, and no other entity, including Client's contractors, shall have any claim against MSEG because of this Agreement or the performance or nonperformance of any Services under this Agreement.
- (c) **Delays.** If events beyond the control of Client or MSEG, including, but not limited to, fire, flood, explosion, riot, strike, war, process shutdown, act of God or the public enemy, and act or regulation of any government agency, result in delay to any schedule established in this Agreement, such schedule shall be amended to the extent necessary to compensate for such delay. In the event such delay exceeds 60 days, MSEG shall be entitled to an equitable adjustment in compensation.
- (d) **Safety.** MSEG shall have no responsibility for or control over general job site safety of persons other than MSEG employees.
- (e) **Construction Means, Methods, Techniques.** MSEG shall not have any responsibility for or control over any contractors means, methods, techniques or sequencing of any work.

**IN WITNESS WHEREOF**, the parties hereto have caused this Agreement to be executed by their duly authorized representatives effective as of the date set forth above.

MADISON COUNTY BOARD OF SUPERVISORS

MISSISSIPPI ENGINEERING GROUP, INC.

\_\_\_\_\_  
By:\_\_\_\_\_

Title:\_\_\_\_\_

\_\_\_\_\_  
By:\_\_\_\_\_

Title:\_\_\_\_\_

**Exhibit A**  
Mississippi Engineering Group, Inc.  
Scope of Work

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**A. BACKGROUND**

The Madison County Board of Supervisors is pursuing the development of centralized wastewater infrastructure to serve the Camden area in northern Madison County, Mississippi. This initiative is driven by longstanding public health and environmental concerns associated with the community's reliance on decentralized and often inadequate wastewater systems. Existing conditions pose risks to water quality, sanitation, and overall community well-being.

The Camden community includes several high-use public facilities such as Velma Jackson High School, Camden Elementary School, Shirley Simmons Middle School, Luther Branson Elementary School, Sulphur Springs Park, and the Camden Community Center. These facilities support hundreds of students, staff, and residents each day, underscoring the need for reliable and sanitary wastewater service to ensure safe learning, recreational, and community environments.

Madison County is proactively investing in infrastructure improvements that support long-term health, safety, and community resilience. Federal and state funding opportunities will be pursued to aid in the implementation of a sustainable centralized wastewater system capable of meeting both current needs and anticipated future demands. The County has established the expansion and improvement of wastewater infrastructure in the Camden community as a priority initiative.

**B. SCOPE OF WORK**

**Project Description:**

The anticipated wastewater system improvements include up to 27 miles of sewer force main, four lift stations, and a temporary modular wastewater treatment facility, with a total estimated construction cost of \$20 million. The project is anticipated to be completed in multiple phases, as described below and is subject to change based on the findings of the conceptual phase.

**Phase 1:** The proposed first phase includes providing sewer service to connect all four schools in the Camden area. This phase is anticipated to include the design and installation of approximately 76,000 linear feet of force main, three lift stations, and a temporary wastewater treatment facility to support initial system needs. The estimated construction cost for Phase 1 is \$11 million.

**Phase 2:** The proposed second phase includes extending sewer service to connect Camden Elementary School to the CMU sewer system by constructing a new force main along MS 43. This phase anticipates the design of approximately 68,000 linear feet of force main and one lift station to transport flows to CMU. The estimated construction cost for Phase 2 is \$9 million.

MSEG will provide Conceptual Design Phase Services for the project. Subsequent phases to include Preliminary Design, Final Design, Special Phase Services, and Bidding, Contracting, & Construction Phase services to support the project will be performed at a later date based on the

findings of the Conceptual Design. Once a firm project is established, a fee for each subsequent phase will be presented for execution of a project amendment including updated exhibits C & D.

### **Design Phase:**

**Conceptual Design** - MSEG will prepare a conceptual layout, coordinate with regulatory stakeholders, develop alternatives, and prepare a Preliminary Engineering Report (PER) for review by the Client. During the conceptual phase, evaluations may identify conditions requiring adjustments to project schedule, phasing, complexity, or scope. Should that occur, an amendment to this Agreement may be necessary.

Services are further defined in Exhibit Sections A-I of this Agreement.

### **Section A-I**

#### **Design Phase Services**

- 1.0 **Conceptual Design Phase** - After execution of the Agreement, the Conceptual Design Phase will be initiated, and the ENGINEER shall:
  - 1.0 Coordinate with MDEQ and other applicable regulatory agencies regarding existing NPDES permit conditions, known violations, discharge point considerations, and applicable effluent limits.
  - 1.2 Consult with the CLIENT to clarify project goals, identify service priorities, and confirm planning assumptions for the Camden wastewater system improvements.
  - 1.3 Collect, assemble, and review existing data including utility records, topographic mapping, property ownership, and school and community facility locations relevant to system planning.
  - 1.4 Prepare conceptual design documents including planning-level layout of the proposed collection system and treatment alternatives, potential implementation phases, and associated design criteria.
  - 1.5 Prepare and submit Intergovernmental Review (IGR) letters summarizing the project scope and initiating coordination with state and federal agencies.
  - 1.6 Prepare one Preliminary Engineering Report (PER) or equivalent in accordance with funding agency guidelines to document existing conditions, evaluate alternatives, and recommend a preferred solution with associated cost estimates.
  - 1.7 Schedule progress meetings as required to effectively coordinate with the CLIENT; prepare minutes of these progress meetings; and prepare a design progress report monthly for the preceding month's work which shall accompany ENGINEER's monthly statement.

## Exhibit B

### MISSISSIPPI ENGINEERING GROUP, INC. 2026 BILLING RATES

<u>CATEGORY</u>	<u>2026 RATES</u>
Administrative I	\$ 100.00
Administrative II	\$ 125.00
Administrative III	\$ 140.00
Administrative IV	\$ 165.00
Administrative V	\$ 230.00
Architect	\$ 185.00
Area Manager I	\$ 275.00
Area Manager II	\$ 290.00
Assistant Project Manager	\$ 185.00
Project Manager I	\$ 240.00
Project Manager II	\$ 260.00
Project Manager III	\$ 265.00
Program Manager	\$ 270.00
Project Accountant I	\$ 120.00
Project Accountant II	\$ 145.00
Construction Engineer I	\$ 160.00
Construction Engineer II	\$ 180.00
Construction Manager	\$ 220.00
Construction Rep I	\$ 130.00
Construction Rep II	\$ 150.00
Construction Rep III	\$ 165.00
Technical Manager	\$ 220.00
Discipline Manager I	\$ 230.00
Discipline Manager II	\$ 270.00
Designer I	\$ 175.00
Designer II	\$ 185.00
Engineer Intern I	\$ 120.00
Engineer Intern II	\$ 130.00
Engineer Intern III	\$ 150.00
Engineer/Scientist/Consultant I	\$ 155.00
Engineer/Scientist/Consultant II	\$ 165.00
Engineer/Scientist/Consultant III	\$ 205.00
Engineer/Scientist/Consultant IV	\$ 245.00
Engineer/Scientist/Consultant V	\$ 265.00
GIS Manager	\$ 205.00
GIS Specialist/Analyst I	\$ 170.00
GIS Specialist/Analyst II	\$ 190.00
GIS Specialist/Analyst III	\$ 200.00
Governmental Relations I	\$ 225.00
Governmental Relations II	\$ 260.00
IT Manager	\$ 180.00
Network Administrator	\$ 120.00
Planner I	\$ 165.00

**MISSISSIPPI ENGINEERING GROUP, INC.**

**2026 BILLING RATES**

<b><u>CATEGORY</u></b>	<b><u>2026 RATES</u></b>	
Planner II	\$	180.00
Principal I	\$	270.00
Principal II	\$	295.00
Principal III	\$	310.00
System Architect	\$	240.00
Technical Architect	\$	220.00
Application Developer	\$	180.00
Technician I	\$	95.00
Technician II	\$	115.00
Technician III	\$	145.00
Technician IV	\$	160.00
Technician V	\$	165.00
Utility Operations Manager I	\$	95.00
Utility Operations Manager II	\$	130.00
Utility Operations Manager III	\$	145.00
Utility Operations Manager IV	\$	180.00
Survey Manager	\$	180.00
Survey Supervisor/Prof Land Surveyor	\$	180.00
Surveyor I	\$	100.00
Surveyor II	\$	135.00
Four Man Survey Crew	\$	300.00
Three Man Survey Crew	\$	265.00
Two Man Survey Crew	\$	205.00
One Man Robotic Total Station/GPS Crew	\$	175.00
CADD/GIS Equipment	\$	55.00 per day
Four Wheeler	\$	80.00 per day
UAV	\$	310.00 per day
Labor		
Flight Time-Pilot	\$	190.00 per hour
Flight Time-Technician	\$	165.00 per hour
Processing & Feature Extraction	\$	165.00 per hour
Data Processing Tokens	\$	510.00 per day
Expenses (est.)	\$	510.00 per day
Mileage - IRS Actual Rate		

**MISSISSIPPI ENGINEERING GROUP, INC.**  
**2026 BILLING RATES**

<u>CATEGORY</u>	<u>2026 RATES</u>		
<u>REIMBURSABLE EXPENSES</u>	Actual Expense + 10%		
Photocopies:			
Standard Printer			
Black & White	Letter & Legal	\$	0.30 per copy
	11x17	\$	0.40 per copy
	12x18	\$	0.45 per copy
Color		\$	1.35 per copy
Plotters*			
Black & White	11x17	\$	4.30 per copy
	12x18	\$	4.85 per copy
	18x24	\$	11.00 per copy
	24x36	\$	20.00 per copy
Color	11x17	\$	17.50 per copy
	12x18	\$	19.50 per copy
	18x24	\$	38.50 per copy
	24x36	\$	75.50 per copy

**Per Diem:**

When travel time exceeds one and one-half (1.5) hours per day each way, it shall be classified as an out-of-town project and per diem will be charged at the current GSA per person, excluding areas that have been recently impacted by a natural disaster.

**Travel Time:**

Time required to travel to and from a project site will be billed at the normal hourly rates.

The stated rates are effective from January 1, 2026, through December 31, 2026.

MSEG reserves the right to adjust the hourly rates after December 31, 2026.

**Exhibit C**  
Mississippi Engineering Group, Inc.  
Compensation Schedule

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MSEG will perform Conceptual Design Phase Services as outlined in Exhibit A, Scope of Work, on a lump sum basis. Additional Services and Reimbursables will be billed on an hourly basis as per the rate table in Exhibit B, Billing Rates.

<b>Proposed Budget</b>		
<b>Conceptual Design Phase Services</b>		\$ 202,000
<b>Additional Services</b>		<b>Hourly as Requested</b>
<b>TOTAL</b>		<b>\$ 202,000</b>

**Exhibit D**  
Mississippi Engineering Group, Inc.  
Project Schedule

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Camden Wastewater System Improvements		
Task	Duration	Cumulative Duration
Initiate Services	---	Pending
Conceptual Design	3 Months	3 Months
Client Review	1 Month	4 Months