

# ATTACHMENT C

## Exhibit C1: DKS Compensation Schedule

### SECTION F

## FEE SCHEDULE & RATES

The following tables summarizes the range of billing rates applicable to various categories of the DKS Team. These are representative of the staff who we expect to be assigned to this project. All quoted rates are all inclusive of base salary, fringe benefits, overhead and profit, as requested. DKS Associates will notify the City of San Leandro of revised billing rates if hourly rates changes while under contract with the City.

<i>Standard DKS Billing Grades and Rates Per Hour</i>			
Tech Level E/Grade 1/Admin/Engineering Intern	\$55.00	Grade 27 Project Manager/ Sr. Project Engineer	\$185.00
Tech Level F/Grade 2/Admin/Engineering Intern	\$60.00	Grade 28 Sr. Project Manager/ Sr. Project Engineer	\$190.00
Tech Level G/Grade 3/Admin/Engineering Intern	\$65.00	Grade 29 Sr. Project Manager/ Sr. Project Engineer	\$195.00
Tech Level H/Grade 4/Admin/Engineering Intern	\$70.00	Grade 30 Sr. Project Manager/ Sr. Project Engineer	\$200.00
Tech Level I/Grade 5/Admin/CAD Tech/Engineering Assistant	\$75.00	Grade 31 Sr. Project Manager/ Sr. Project Engineer	\$205.00
Tech Level J/Grade 6/Admin/CAD Tech/Engineering Assistant	\$80.00	Grade 32 Principal/Sr. Project Manager	\$210.00
Tech Level K/Grade 7/Admin/CAD Tech/Engineering Assistant	\$85.00	Grade 33 Principal/Sr. Project Manager	\$215.00
Tech Level L/Grade 8/Admin/CAD Tech/Engineering Assistant	\$90.00	Grade 34 Principal/Sr. Project Manager	\$220.00
Tech Level M/Grade 9/Admin/Engineering Assistant/CAD Tech	\$95.00	Grade 35 Principal/Sr. Project Manager	\$225.00
Tech Level N/Grade 10/Admin/Engineering Assistant/CAD Tech	\$100.00	Grade 36 Principal/Sr. Project Manager	\$230.00
Tech Level O/Grade 11/Admin/Engineering Assistant/CAD Tech	\$105.00	Grade 37 Principal/Sr. Project Manager	\$235.00
Tech Level P/Grade 12/Admin/Engineering Assistant/Sr. CAD Tech	\$110.00	Grade 38 Principal/Sr. Project Manager	\$240.00
Tech Level Q/Grade 13/Admin/Engineering Assistant/CAD Tech	\$115.00	Grade 39 Principal/Sr. Project Manager	\$245.00
Tech Level R/Grade 14/Admin/Engineering Assistant/Project Engineer/Sr. CAD Tech	\$120.00	Grade 40 Principal/Sr. Project Manager	\$250.00
Tech Level S/Grade 15/Admin/Engineering Assistant/Sr. CAD Tech	\$125.00	Grade 41 Principal/Sr. Project Manager	\$255.00
Tech Level T/Grade 16/Admin/Project Engineer	\$130.00	Grade 42 Principal/Sr. Project Manager	\$260.00
Grade 17/Project Engineer	\$135.00	Grade 43 Principal	\$265.00
Grade 18 Project Engineer	\$140.00	Grade 44 Principal	\$270.00
Grade 19 Project Engineer	\$145.00	Grade 45 Principal	\$275.00
Grade 20 Project Manager/Project Engineer	\$150.00	Grade 46 Principal	\$280.00
Grade 21 Project Manager/Sr. Project Engineer	\$155.00	Grade 47 Principal	\$285.00
Grade 22 Project Manager/Sr. Project Engineer	\$160.00	Grade 48 Principal	\$290.00
Grade 23 Project Manager/Sr. Project Engineer	\$165.00	Grade 49 Principal	\$295.00
Grade 24 Project Manager/Sr. Project Engineer	\$170.00	Grade 50 Principal	\$300.00
Grade 25 Project Manager/Sr. Project Engineer	\$175.00	Grade 51 Principal	\$305.00
Grade 26 Project Manager/Sr. Project Engineer	\$180.00	Grade 52 Principal	\$310.00



## ATTACHMENT C

### Exhibit C1: DKS Compensation Schedule

---

Project expenses will be billed at cost plus ten percent for service and handling. Project expenses include project-related costs such as reproduction through outside services, transportation, subsistence, delivery/postage, and vendor and subcontractor services.

All invoices are due and payable within 30 days of date of invoice. Invoices outstanding over 30 days will be assessed a 1 ¼ percent service charge, compounded, for each 30 days outstanding beyond the initial payment period. Service charges are not included in any agreement for maximum charges.

Expert witness charges are available on request.

#### **ACTIVEWAYZ ENGINEERING STANDARD HOURLY BILLING RATES**

**Project Manager: \$215**

**Project Engineer: \$150**



# ATTACHMENT C

## Exhibit C2: Fehr & Peers Compensation Schedule

On-Call Transportation Engineering Consulting Services  
April 10, 2023



2022-2023

(July 2022 through June 2023)

### Hourly Billing Rates

Classification	Hourly Rate
Principal	\$240.00 - \$375.00
Senior Associate	\$205.00 - \$300.00
Associate	\$175.00 - \$255.00
Senior Engineer/Planner	\$160.00 - \$215.00
Engineer/Planner	\$130.00 - \$175.00
Senior Engineering Technician	\$150.00 - \$215.00
Senior Project Accountant	\$170.00 - \$190.00
Senior Project Coordinator	\$130.00 - \$180.00
Project Coordinator	\$120.00 - \$170.00
Technician	\$150.00 - \$170.00
Intern	\$95.00 - \$140.00

- *Other Direct Costs / Reimbursable expenses are invoiced at cost plus 10% for handling.*
- *Personal auto mileage is reimbursed at the then current IRS approved rate (58.5 cents per mile as of Jan 2022).*
- *Voice & Data Communications (Telephone, fax, computer, e-mail, etc.) are invoiced at cost as a percentage of project labor.*

*Fehr & Peers reserves the right to change these rates at any time with or without advance notice.*

# ATTACHMENT C

## Exhibit C2: Fehr & Peers Compensation Schedule

On-Call Transportation Engineering Consulting Services  
 April 10, 2023



Collaboration. Commitment. Confidence.™

### SCHEDULE OF CHARGES 2023

#### PROFESSIONAL SERVICES

Principal.....	\$310/hour
Associate .....	\$245/hour
Senior II .....	\$215/hour
Senior I .....	\$205/hour
Project II .....	\$195/hour
Project I .....	\$180/hour
Staff II .....	\$170/hour
Staff I .....	\$155/hour

#### TECHNICAL SERVICES

Senior Construction Manager*.....	\$160/(\$185-PW)/hour
Construction Inspector* .....	\$140/(\$165-PW)/hour
Senior Designer .....	\$170/hour
CADD Designer .....	\$150/hour
CADD Technician.....	\$130/hour
Senior Field Scientist .....	\$135/hour
Field Scientist .....	\$115/hour
Senior Technician* .....	\$140/(\$165-PW)/hour
Field/Engineering Technician* .....	\$115/(\$140-PW)hour
Project Administrator .....	\$130/hour
Technical Editor .....	\$115/hour
Clerical .....	\$105/hour

#### CONTRACT LABOR

From time to time, NCE retains outside professional and technical labor on a temporary basis to meet peak workload demands. Such contract labor will be charged at regular Schedule charges.

#### LITIGATION SUPPORT

Engineer/Scientist .....	\$380/hour
Court Appearances & Depositions .....	\$575/hour

#### EQUIPMENT

Plotter Usage .....	(separate fee schedule)
Truck .....	\$115/day
Automobile.....	IRS Standard Mileage Rate+15%
Falling Weight Deflectometer Testing .....	\$4,000/Day
Coring .....	\$5,000/Day
Environmental Equipment.....	(separate fee schedule)

#### OUTSIDE SERVICES

Rental of equipment not ordinarily furnished by NCE and all other costs such as special printing, photographic work, travel by common carrier, subsistence, subcontractors, etc.....cost + 15%

#### COMMUNICATION/ REPRODUCTION

In-house costs for postage, printing and copying .....	
.....	project labor charges x 5%

#### TERMS

Billings are payable upon presentation and are past due 30 days from invoice date. A finance charge of 1.5% per month, or the maximum amount allowable by law, will be charged on past-due accounts. NCE makes no warranty, either expressed or implied, as to its findings, recommendations, specifications, or professional advice except that they are prepared and issued in accordance with generally accepted professional practice.

\*A surcharge of \$25/hour applied for technicians and construction inspectors to comply with Prevailing Wage (PW) per requirements of California Department of Industrial Relations.

# ATTACHMENT C

## Exhibit C3: W-Trans Compensation Schedule



### Fee Schedule

#### 2023 Staff Billing Rates

Position	Billing Rate (per hour)
Senior Principal	\$290 – \$350
Principal	\$225 – \$290
Senior Engineer/Planner	\$185 – \$225
Engineer/Planner	\$170 – \$190
Associate Engineer/Planner	\$150 – \$170
Assistant Engineer/Planner	\$130 – \$145
Technician/Administrative	\$115 – \$140
Intern	\$30 – \$80
Field Technician	\$30 – \$75

#### 2023 Expense Charges

Item	Charge
Mileage	\$0.72/mile*
Services and Expenses	10% surcharge

These rates are valid for work performed prior to December 31, 2023. Work performed after January 1, 2024, and any subsequent year may be billed at the revised rates established for that year.

\* Mileage charge will be based on the IRS Standard Mileage Rate (set at \$0.655/mile effective January 1, 2023) plus 10 percent.

ATTACHMENT C

Exhibit C3: W-Trans Compensation Schedule



**KITTELSON & ASSOCIATES, INC.  
BILLING RATE SCHEDULE**

Effective January 1, 2023

The current billing rates for Kittelison & Associates, Inc., staff are as follows and are subject to change:

Staff	Billing Rate
Principal / Senior Principal	\$265 - \$355
<i>Damian Stefanakis</i>	<i>\$310</i>
Associate Engineer/Planner	\$225 - \$255
<i>Aaron Elias</i>	<i>\$235</i>
Senior Engineer/Planner	\$195 - \$215
Engineer/Planner	\$175 - \$195
Transportation Analyst	\$155 - \$170
Principal Data Scientist/Developer	\$250 - \$335
Senior Data Scientist/Developer	\$205 - \$245
Data Scientist/Developer	\$175 - \$205
Data Analyst/Software Developer	\$135 - \$170
Software Technician	\$105 - \$130
Associate Technician	\$185 - \$205
Senior Technician	\$165 - \$185
Technician II	\$145 - \$160
Technician I	\$125 - \$140
Office Support	\$95 - \$115
Service & Other Direct Costs	Billing Rate
Mileage	Current IRS mileage rate
Travel & Other Direct Costs	Actual Costs
Subconsultants	Actual Costs

# ATTACHMENT C

## Exhibit C3: W-Trans Compensation Schedule



# BILL RATE RANGES

*Subject to change effective March 1st each year*

ARCHITECTURE	
Architect	\$ 95 - \$ 155
Associate Manager of Architecture	\$ 150 - \$ 245
Design Director	\$ 210 - \$ 260
Designer I	\$ 75 - \$ 110
Designer II	\$ 85 - \$ 125
Designer III	\$ 105 - \$ 145
Intern	\$ 60 - \$ 85
Job Captain	\$ 95 - \$ 155
Manager of Architecture	\$ 180 - \$ 280
Principal	\$ 215 - \$ 395
Project Architect	\$ 135 - \$ 210
Project Designer	\$ 115 - \$ 200
Project Manager	\$ 120 - \$ 190
Senior Architect	\$ 165 - \$ 210
Senior Designer	\$ 140 - \$ 180
Senior Project Manager	\$ 155 - \$ 255

ENGINEERING & SURVEYING	
Associate Engineer	\$ 115 - \$ 175
Construction Inspector	\$ 135 - \$ 175
Designer I	\$ 55 - \$ 105
Designer II	\$ 75 - \$ 125
Designer III (Structural only)	\$ 95 - \$ 135
Engineer I	\$ 95 - \$ 140
Engineer II	\$ 115 - \$ 165
Land Surveyor	\$ 115 - \$ 170
Manager of Engineering Services	\$ 170 - \$ 280
Manager of Surveying	\$ 155 - \$ 235
Party Chief	\$ 90 - \$ 165
Principal	\$ 235 - \$ 395
Project Engineer	\$ 125 - \$ 185
Project Manager	\$ 150 - \$ 245
Senior Associate Engineer	\$ 130 - \$ 210
Senior Designer	\$ 110 - \$ 185
Senior Land Surveyor	\$ 135 - \$ 210
Senior Party Chief	\$ 145 - \$ 230
Senior Project Engineer	\$ 140 - \$ 230
Supervisor of Surveying	\$ 145 - \$ 230
Survey Technician I	\$ 60 - \$ 100
Survey Technician II	\$ 85 - \$ 115
Survey Technician III	\$ 100 - \$ 135

### Surveying Crew Rates

REGULAR	
One person w/ GPS or Robotic Workstation	\$ 125 - \$ 175
Two person	\$ 175 - \$ 325
Three person	\$ 235 - \$ 415

PREVAILING WAGE	
One person w/ GPS or Robotic Workstation	\$ 150 - \$ 250
Two person	\$ 225 - \$ 370
Three person	\$ 325 - \$ 515

INTERIOR DESIGN	
Designer I	\$ 60 - \$ 95
Designer II	\$ 70 - \$ 120
Interior Designer I	\$ 75 - \$ 125
Interior Designer II	\$ 90 - \$ 150
Intern	\$ 45 - \$ 85
Job Captain	\$ 105 - \$ 165
Senior Interior Designer	\$ 110 - \$ 195

LANDSCAPE ARCHITECTURE	
Assistant Designer	\$ 75 - \$ 105
Associate Designer	\$ 90 - \$ 125
Designer	\$ 95 - \$ 140
Design Director	\$ 140 - \$ 235
Intern	\$ 55 - \$ 85
Landscape Architect	\$ 115 - \$ 160
Manager of Landscape Architecture	\$ 165 - \$ 245
Principal	\$ 190 - \$ 395
Principal Landscape Architect	\$ 135 - \$ 205
Senior Landscape Architect	\$ 125 - \$ 185

PLANNING	
Assistant Planner	\$ 100 - \$ 130
Associate Planner	\$ 110 - \$ 175
Intern	\$ 55 - \$ 95
GIS Specialist	\$ 80 - \$ 165
Senior GIS Specialist	\$ 105 - \$ 200
Manager of Planning	\$ 190 - \$ 265
Principal	\$ 240 - \$ 475
Principal Planner	\$ 175 - \$ 245
Senior Planner	\$ 145 - \$ 210
Senior Urban Designer	\$ 155 - \$ 195
Urban Designer	\$ 105 - \$ 185

CORPORATE SERVICES	
Administrative Assistant	\$ 75 - \$ 95
Administrative Coordinator	\$ 100 - \$ 130
Assistant Office Manager	\$ 90 - \$ 135
Chief Executive Officer	\$ 300 - \$ 495
File Clerk/Administrative Support	\$ 50 - \$ 85
Marketing Assistant	\$ 50 - \$ 85
Marketing Coordinator	\$ 75 - \$ 115
Marketing Manager	\$ 130 - \$ 235
Marketing Specialist	\$ 95 - \$ 155
Office Coordinator	\$ 75 - \$ 130
Proposal Coordinator	\$ 90 - \$ 140
Receptionist	\$ 55 - \$ 80
Senior Marketing Specialist	\$ 135 - \$ 170

