

EXHIBIT B

COMPENSATION SCHEDULE & REIMBURSABLE EXPENSES

4LEAF Fee Schedule to Provide On-Call Construction Management Services for the City of San Leandro

Construction Management and Inspection Services

Staff Designation	Calendar Year		
	2026	2027	2028
Principal-in-Charge*	\$257.50	\$265.23	\$273.19
Construction Manager*	\$247.20	\$254.62	\$262.26
Public Works Inspector (Regular Time)**	\$180.25	\$185.66	\$191.23
Public Works Inspector (Night Time)**	\$202.78	\$208.86	\$215.13
Public Works Inspector (Overtime 1)**	\$243.34	\$250.64	\$258.16
Public Works Inspector (Overtime 2)**	\$333.46	\$343.47	\$353.77
Public Works Inspector (Overtime 3)**	\$423.59	\$436.30	\$449.39
Project Administrative Assistant*	\$97.85	\$100.77	\$103.79
Public Works Inspector Apprentice**	\$100.94 - \$154.50	\$103.96 - \$159.14	\$107.88 - \$163.91

***All Fees shown include Annual Escalation of 3% starting on Jan. 1, 2026, Jan. 1, 2027, and Jan. 1, 2028.**

****Staff category subject to California Prevailing Wage Rate Requirements.**

BASIS OF CHARGES

- A. Rates shown assume projects under this on-call contract will require compliance with California Prevailing Wage rate requirements and assumes the Client will be filing a PWC-100 Form to the California Department of Industrial Relations (DIR) for the project.
- B. Rates for prevailing wage categories are subject to annual escalations in accordance with the bi-annual wage determinations from the California DIR. Rates based on California DIR’s wage determinations dated August 2025.
- C. Per the new requirements being enforced under SB 854 and because it is assumed that a PWC-100 Form will be filed by the Client to the CA DIR for each project, 4LEAF is required to notify an authorized Apprenticeship Committee through submittal of a DAS-140 form. We are then required to make an official request to an authorized Apprenticeship Committee for an apprentice by submitting a DAS-142 form. We are not assured the apprenticeship committee will be able to provide a suitable/qualified apprentice for the project. Per the apprenticeship requirements, the hours worked by the apprentice must be in a ratio of 1:5 for apprentice to journeyman hours. 4LEAF will not know the labor classification of the Public Works Apprentice until an Apprentice is dispatched to the site; therefore, the rates for the five Periods listed under the California DIR’s Wage determination for Building Construction Inspector issued February 2025 were used to determine the range of Calendar Year 2025 hourly rates for Public Works Inspector Apprentice.
- D. All invoicing will be submitted monthly.
- E. Overtime and Premium time will be charged as follows:
 - Night Time (work begun after 4PM or before 5AM) 1.125 x hourly rate
 - Overtime 1 (over 8 hours M-F or Saturdays) 1.35 x hourly rate
 - Overtime 2 (over 8 hours Sat or 1st 8 hour Sun) 1.85 x hourly rate
 - Overtime 3 (over 8 hours Sun or Holidays) 2.35 x hourly rate
- F. All work with less than 8 hours rest between shifts will be charged the appropriate overtime rate.
- G. Subconsultant invoices will be assessed a 10% Administrative Processing Fee.
- H. Project-related mileage for inspections will be billed at the allowable IRS Rate.
- I. Payment due on receipt. All payments over 30 days will be assessed as a 1.5% interest charge.
- J. Client shall pay attorneys’ fees or other costs incurred in collecting delinquent amounts.
- K. Client agrees that 4LEAF’s liability will be limited to the value of services provided.
- L. In accordance with California’s Meal Break and Rest Break Law requirements, Client will be billed one (1) additional hour per day at the regular rate for each missed meal or rest break due to Client-directed tasks or requirements. Client should allow 4LEAF’s non-exempt, hourly employees the opportunity to take their entitled rest and meal breaks during each work shift.
- M. If 4LEAF is requested or otherwise required to conform to Client’s alternative workweek schedule (“AWW”), Client hereby agrees to compensate or reimburse 4LEAF for all overtime paid to its employees who work an AWW. If 4LEAF’s affected employment group approves an AWW election and the same is registered, overtime compensation/reimbursement shall not be required.