EXHIBIT B

CAROLLO ENGINEERS DESIGN SERVICES

COMPENSATION SCHEDULE & REIMBURSABLE EXPENSES

FISCAL YEAR 2025-26

	Hourly Rate
Engineers/Scientists	
Staff Professional I	$230.00
Staff Professional II	240.00
Professional I	250.00
Professional II	260.00
Project Professional I	280.00
Project Professional II	300.00
Lead Project Professional I	320.00
Lead Project Professional II	340.00
Senior Professional I	350.00
Senior Professional II	360.00
Principal Professional	375.00
Technicians	
CAD Drafter I	160.00
CAD Drafter II	180.00
Senior CAD Drafter	200.00
BIM Designer I	220.00
BIM Designer II	240.00
Senior BIM Designer	265.00
Support Staff	
Administrative Assistant	145.00
Document Processor I	160.00
Document Processor II	175.00
Lead Document Processor	190.00
Project Equipment Communication Expense (PECE) Per DL Hour	16.00

EXHIBIT B

HDR, INC DESIGN SERVICES

COMPENSATION SCHEDULE & REIMBURSABLE EXPENSES

City of San Leandro
On-Call Design Engineering Services

Architect	$250 to $300
CAD/BIM Technician 2	$220 to $275
CAD/BIM Technician 1	$150 to $220
Cost Estimator 2	$250 to $375
Cost Estimator 1	$150 to $250
Engineer 4	$350 to $400
Engineer 3	$275 to $350
Engineer 2	$200 to $275
Engineer 1	$150 to $200
Technical Specialist 2	$430 to $575
Technical Specialist 1	$300 to $430
Project Controller	$115 to $200
Project Coordinator	$135 to $160

Hourly billing rates are for Year 2026 and are effective from January 1, 2026, through December 31, 2026. Rates are subject to change after December 31, 2026. HDR Engineering, Inc., (HDR) will invoice by HDR employee billing rate for services provided. The billing rates cover payroll cost, employee benefits, and HDR overhead and profit.

Task orders are typically on a time and materials basis, but can be available via lump sum basis. For time and materials contracts, invoices are sent monthly to the client based on work completed by team members and expenses incurred during the invoice period. If a lump sum contract is used, then HDR bills based on percent completion on a per task basis.

EXPENSES

In-House Expenses

Vehicle Mileage (per mile)	Current Federal Travel Regulation (FTR)
Ground Transportation (includes Rental Car, Uber, and Train)	at cost
Postage/Overnight Mail	at cost
Copies (black and white / color)	at cost
Bond Plotting - Black & White or Color (per square foot)	at cost

Please Note:Expenses and subconsultants are charged with a five percent markup.

EXHIBIT B

WATERWORKS ENGINEERS DESIGN SERVICES

COMPENSATION SCHEDULE & REIMBURSABLE EXPENSES

Classification	Title	Hourly Rate
AA1	Administrative	$88.00
AA2	Senior Administrative	$124.00
E0	Jr Engineer / Jr Field Engineer	$124.00
E1	Staff Engineer	$156.00
E1A	Staff Engineer II	$175.00
E2	Associate Engineer	$191.00
E2A	Associate Engineer II	$203.00
E3	Project Engineer	$215.00
E3A	Project Engineer II	$230.00
E4	Senior Project Engineer	$249.00
E4A	Senior Project Engineer II	$268.00
E5	Principal Engineer	$289.00
E5A	Principal Engineer II	$311.00
I1	Field Inspector	$143.00
I1A	Field Inspector II	$167.00
I2	Senior Inspector	$177.00
I2A	Senior Inspector II	$188.00
I3	Supervising Inspector	$209.00
I3A	Supervising Inspector II	$215.00
T1	CADD Tech 1 (Drafter/Jr. Technician)	$95.00
T1A	CADD Tech 1A (Drafter/Jr. Technician II)	$106.00
T2	CADD Tech 2 (Designer/Sr. Technician)	$142.00
T2A	CADD Tech 2A (Designer/Sr. Technician II)	$154.00
T3	CADD Tech 3 (Senior Designer)	$173.00
T3A	CADD Tech 3A (Supervising Designer)	$186.00

Notes:

1. A markup of 10% will be applied to all project related Direct Costs and Expenses.
2. An additional premium of 25% will be added to the above rates for Expert Witness and Testimony Services.
3. Rate effective through December 31, 2026. A 3% increase will be added for any services performed in each year thereafter.

EXHIBIT B

ALPHA CM CONSTRUCTION MANAGEMENT

COMPENSATION SCHEDULE & REIMBURSABLE EXPENSES

CONSTRUCTION MANAGEMENT	HOURLY RATE
Principal-in-charge	$215 - 245
Project Manager	205 - 225
Construction Manager	185 - 218
Resident Engineer	185 - 230
Scheduling Engineers	145 - 160
Construction Inspector	165 - 204
Scheduler / Estimator	196 - 212
Office Engineer	136 - 158
Administration	100 - 115

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EXHIBIT B

HDR, INC. CONSTRUCTION MANAGEMENT

COMPENSATION SCHEDULE & REIMBURSABLE EXPENSES

January 2026 to December 2026

Role	Billing Rates
Administration/Document Control Specialist/Clerical	$111 to $165
Inspector	$200 to $285
Contract Manager/Project & Construction Manager II	$342 to $405
Project Controller	$120 to $175
Project/Construction Manager I	$274 to $342
Quality Assurance Manager	$344 to $405
Resident Engineer/Office Engineer	$180 to $342
Operations/Commissioning Specialist	$200 to $285
Scheduler	$300 to $375

Billing rates are effective January 1, 2026, through December 31, 2026. Hourly rates will be increased by an average of 5% per year on January 1st. Subconsultant services shall be billed with a 5 percent markup.

EXHIBIT B

TERRAPHASE ENGINEERING CONSTRUCTION MANAGEMENT

COMPENSATION SCHEDULE & REIMBURSABLE EXPENSES

2025 Standard Schedule of Charges with10% Discount/10% ODC

Labor Classification	Standard Hourly Rate	Hourly Rate with 10% Discount
Senior Principal	$320	$288.00
Principal Engineer/Scientist	$301	$270.90
Senior Associate Engineer/Scientist	$282	$253.80
Associate Engineer/Scientist	$264	$237.60
Senior Project Engineer/Scientist	$247	$222.30
Project Engineer/Scientist	$230	$207.00
Senior Staff 2 Engineer/Scientist	$213	$191.70
Senior Staff 1 Engineer/Scientist	$193	$173.70
Staff 2 Engineer/Scientist	$171	$153.90
Staff 1 Engineer/Scientist	$149	$134.10
Senior Technician	$156	$140.40
Technician 3	$136	$122.40
Technician 2	$114	$102.60
Technician 1	$96	$86.40
Senior Editor/Senior Project Coordinator	$166	$149.40
Editor 2/Project Coordinator 2/Accountant 2	$147	$132.30
Editor 1/Project Coordinator 1/Accountant 1	$122	$109.80
Administrator/Project Assistant/Billing Specialist	$103	$92.70

Labor Charges

Client acknowledges that labor is provided for design professional services only. All time will be recorded and charged to nearest 0.1 hour. Expert testimony at trials, hearings and depositions will be billed at 150% of the standard hourly rate. For each day when testimony is provided, a minimum of 8 hours will be billed. Preparatory time will be billed at standard rates.

EXHIBIT B

PACIFIC WASTEWATER OPTIMIZATION CAPITAL PROGRAM MANAGEMENT

COMPENSATION SCHEDULE & REIMBURSABLE EXPENSES

Role	Hourly Rate
Principal	$200
Small Project Inspection/Field Support	$160

Subconsultants billed at cost + 15%

Optional Item	
Matterhorn Digital Twin of key process areas	$6,000 lump sum