



HOURLY RATE SCHEDULE

Compensation is typically based on our fee outlined in a particular project-specific proposal and in accordance to our fee schedule below. Compensation for On-Call Traffic Consulting and Design Services will be based on time and materials or based on fixed fee in accordance with the City of Palm Desert Public Works Fee Schedule.

Our billing rates for all personnel categories that may work under this agreement follow. These rates are in effect for one year.

Effective January 2024

<u>Classification</u>	<u>Rate</u>
Project Director	\$375 / hour
Senior Project Manager VIII	\$315 / hour
Senior Project Manager VII	\$250 / hour
Project Manager/Senior Engineer VI	\$220 / hour
Project Manager/Engineer V-3	\$200 / hour
Project Manager/Engineer V-2	\$180 / hour
Project Manager/Engineer V-1	\$160 / hour
Associate Engineer IV	\$145 / hour
Associate Engineer III	\$135 / hour
Assistant Engineer II	\$125 / hour
Assistant Engineer I	\$110 / hour
Administrative III	\$140 / hour
Administrative II	\$120 / hour
Administrative I	\$100 / hour

Direct Costs

Effective January 2024

Mileage	Current Rate per IRS
In House Plotting (Mylar)	\$20.00 per D-size sheet
In House Plotting (Bond)	\$10.00 per D-size sheet
Other Direct Costs	At Cost + 10% admin

HOURLY BILLING RATES EFFECTIVE MAY 2024

Job Classification						Hourly Rate Range ^{1,2}
Environmental Planning	Transportation	Air/Noise	Cultural/ Paleontological Resources	Biology	GIS	
Principal	Principal	Principal	Principal	Principal	Principal	\$190–\$400
Associate	Associate	Associate	Associate	Associate	Associate	\$150–\$250
Senior Planner	Senior Transportation Planner/Engineer	Senior Air Quality/Noise Specialist/Noise Engineer	Senior Archaeologist/Architectural Historian/Paleontologist	Senior Biologist/Botanist/Wildlife Biologist/Ecologist/Soil Scientist/Herpetologist/Arborist	Senior GIS Specialist	\$130–\$235
Planner	Transportation Planner/Engineer	Air Quality/Noise Specialist/Noise Engineer/Climate Change Specialist	Archaeologist/Architectural Historian/Paleontologist	Biologist/Botanist/Wildlife Biologist/Ecologist/Soil Scientist/Herpetologist/Arborist	GIS Specialist	\$100–\$165
Assistant Planner	Assistant Transportation Planner/Engineer	Air Quality/Noise Analyst	Field Archaeologist/Paleontologist	Assistant Biologist/Botanist/Wildlife Biologist/Ecologist/Soil Scientist/Herpetologist/Arborist	Assistant GIS Specialist	\$85–\$130
Office Services						
Marketing						\$110–\$185
Office Assistant						\$110–\$145
Project Accountant						\$110–\$135
Document Management/Technical Editing/Graphics						\$115–\$160

¹ The hourly rate for work involving actual expenses in court (e.g., giving depositions or similar expert testimony) will be billed at \$400 per hour regardless of job classifications.

² Hourly rates are subject to review at least annually and may be adjusted to reflect changing labor costs at LSA’s discretion.

LSA IN-HOUSE DIRECT COSTS EFFECTIVE MAY 2024¹

Description	Unit Cost	Description	Unit Cost
Reproduction (8.5 x 11) B/W	\$0.07 per page	Total Station Surveying Instrument	\$50.00 per day
Reproduction (8.5 x 11) Color	\$0.40 per page	Level (Laser or Optical)	\$25.00 per day
Reproduction (11 x 17) B/W	\$0.10 per page	Laser Rangefinder	\$25.00 per day
Reproduction (11 x 17) Color	\$0.75 per page	Sound Meter	\$75.00 per day
CD Production	\$5.00 per CD	Sound Meter with Velocity Transducer	\$85.00 per day
USB Flash Drive	\$5.00 per drive	Aerial Photo	Cost
Plotting	\$3.75 per sq ft	GPS Unit	\$75.00 per day
Aerial Drone	\$200.00 per day	Water Quality Meter	\$25.00 per day
Mileage On-Road	Current federal rate	Night Vision Goggles	\$50.00 per unit per night
Mileage Off-Road	Current federal rate	Wildlife Camera	\$25.00 per day

¹ Direct costs shall be reimbursed at cost plus 10 percent.

AZTEC Engineering Group, Inc.
Hourly Rate Sheet

City of Palm Desert
On-Call Traffic Consulting and Design Services RFP
August 29, 2024

AZTEC Engineering Group, Inc.	Hourly Rates 2024/2025
Job Title	\$
Principal (Engineer/Geologist/Environmental Scientist)	360
Senior Project Manager	280
Project Manager III	255
Project Manager II	230
Project Manager I	215
Senior Project Engineer	210
Project Engineer	200
Senior Engineer/Geologist/Environmental Scientist	190
Engineer/Geologist/Environmental Scientist IV	180
Engineer/Geologist/Environmental Scientist III	170
Project Designer III	190
Project Designer II	180
Project Designer I	155
Certified Irrigation Designer	170
Senior Technician	185
Technician	170
Assistant Technician	150
GIS Analyst	140
Lead Drafter	130
Senior Project Assistant	155
Project Assistant	135
Administrative/Clerk/Technical Assistant	115

Notes:

1. Hourly rates shown are effective through December 31, 2025.
2. Hourly rates will be escalated 3.5% annually beginning on January 1, 2026.
3. Reimbursables items such as copies, deliveries, postage, etc. will be billed at direct cost.
4. Mileage will be at the current federal rate (\$0.67/mile for 2024).

FIRM BACKGROUND

Founded in December 2007 by former local television news director Erin LaCombe, CV Strategies helps clients blend media, messaging and audiences to connect with communities and drive support on the issues that matter.

Based out of our Palm Desert office, CV Strategies' staff of 22 is made up of former journalists, news executives, marketing experts, designers, developers, project managers, and event coordinators who use their storytelling skills to provide value to clients.

Our firm is currently involved in active, ongoing communications initiatives with more than 150 public agencies, schools and nonprofits across the Southwest. Our strategists provide support on issues as diverse as brand creation initiatives, website design, strategic planning, crisis communications, public education campaign architecture, and tactical outreach implementation. Our extensive experience makes us adept at crafting effective messaging for organizations with varying stories to tell.

CONTRACT TERMS & CONDITIONS

Our team is prepared to begin work on this project immediately. The contract cost is not to exceed \$220,000. Either party may end this agreement by providing written notice to the other party. In the event of termination, CV Strategies shall be paid for all hours and expenses accrued up to the date of termination. CV Strategies will notify the City as we approach the estimated cost above. Our firm owns and maintains all of its own equipment, and supplies are included in the cost, so there would be no additional charge to the client.

Optional services or any variability in services rendered by CV Strategies will be billed to the client based on the hourly rate for communications services and will be agreed to by providing a signed written notice. Hard costs incurred by CV Strategies will be billed to the client with a nominal service charge of 10% (not to exceed \$250 per item). This includes all anticipated hard costs such as printing, mailing, photography, video, advertising, etc. All services and hard costs will be billed monthly. Invoices should be paid in full upon receipt.

- » President – \$275/hour
- » Executives – \$250/hour
- » Directors – \$200/hour
- » Specialist/Design/Video/Photography – \$175/hour
- » Translator – \$125/hour » Support Staff – \$100/hour

DUDEK Standard 3 Year Schedule of Charges

Engineering Services

Project Director.....	\$345.00/hr
Principal Engineer III.....	\$320.00/hr
Principal Engineer II.....	\$300.00/hr
Principal Engineer I.....	\$290.00/hr
Program Manager.....	\$280.00/hr
Senior Project Manager.....	\$275.00/hr
Project Manager.....	\$265.00/hr
Senior Engineer III.....	\$260.00/hr
Senior Engineer II.....	\$250.00/hr
Senior Engineer I.....	\$240.00/hr
Project Engineer IV/Technician IV.....	\$235.00/hr
Project Engineer III/Technician III.....	\$220.00/hr
Project Engineer II/Technician II.....	\$210.00/hr
Project Engineer I/Technician I.....	\$190.00/hr
Senior Designer II.....	\$210.00/hr
Senior Designer I.....	\$205.00/hr
Designer.....	\$200.00/hr
Assistant Designer.....	\$195.00/hr
CADD Operator III.....	\$190.00/hr
CADD Operator II.....	\$180.00/hr
CADD Operator I.....	\$165.00/hr
CADD Drafter.....	\$150.00/hr
CADD Technician.....	\$135.00/hr
Project Coordinator.....	\$165.00/hr
Engineering Assistant.....	\$135.00/hr

Environmental Services

Senior Project Director.....	\$350.00/hr
Project Director.....	\$300.00/hr
Senior Specialist V.....	\$275.00/hr
Senior Specialist IV.....	\$265.00/hr
Senior Specialist III.....	\$250.00/hr
Senior Specialist II.....	\$235.00/hr
Senior Specialist I.....	\$220.00/hr
Specialist V.....	\$210.00/hr
Specialist IV.....	\$195.00/hr
Specialist III.....	\$185.00/hr
Specialist II.....	\$175.00/hr
Specialist I.....	\$165.00/hr
Analyst V.....	\$150.00/hr
Analyst IV.....	\$140.00/hr
Analyst III.....	\$130.00/hr
Analyst II.....	\$120.00/hr
Analyst I.....	\$110.00/hr
Technician III.....	\$95.00/hr
Technician II.....	\$85.00/hr
Technician I.....	\$75.00/hr

Mapping and Surveying Services

Application Developer II.....	\$245.00/hr
Application Developer I.....	\$190.00/hr
GIS Analyst V.....	\$225.00/hr
GIS Analyst IV.....	\$200.00/hr
GIS Analyst III.....	\$165.00/hr
GIS Analyst II.....	\$145.00/hr
GIS Analyst I.....	\$130.00/hr
UAS Pilot.....	\$150.00/hr
Survey Lead.....	\$245.00/hr
Survey Manager.....	\$220.00/hr
Survey Crew Chief.....	\$175.00/hr
Survey Rod Person.....	\$125.00/hr
Survey Mapping Technician.....	\$105.00/hr

Construction Management Services

Principal/Manager.....	\$205.00/hr
Senior Construction Manager.....	\$200.00/hr
Senior Project Manager.....	\$185.00/hr
Construction Manager.....	\$185.00/hr
Project Manager.....	\$180.00/hr
Resident Engineer.....	\$180.00/hr
Construction Engineer.....	\$175.00/hr
On-site Owner's Representative.....	\$165.00/hr
Prevailing Wage Inspector.....	\$155.00/hr
Construction Inspector.....	\$155.00/hr
Administrator/Labor Compliance.....	\$120.00/hr

Hydrogeology/HazWaste Services

Project Director.....	\$345.00/hr
Principal Hydrogeologist/Engineer III.....	\$320.00/hr
Principal Hydrogeologist/Engineer II.....	\$310.00/hr
Principal Hydrogeologist/Engineer I.....	\$300.00/hr
Senior Hydrogeologist V/Engineer V.....	\$275.00/hr
Senior Hydrogeologist IV/Engineer IV.....	\$265.00/hr
Senior Hydrogeologist III/Engineer III.....	\$255.00/hr
Senior Hydrogeologist II/Engineer II.....	\$245.00/hr
Senior Hydrogeologist I/Engineer I.....	\$235.00/hr
Project Hydrogeologist V/Engineer V.....	\$225.00/hr
Project Hydrogeologist IV/Engineer IV.....	\$215.00/hr
Project Hydrogeologist III/Engineer III.....	\$205.00/hr
Project Hydrogeologist II/Engineer II.....	\$195.00/hr
Project Hydrogeologist I/Engineer I.....	\$185.00/hr
Hydrogeologist/Engineering Assistant.....	\$150.00/hr
HazMat Field Technician.....	\$135.00/hr

District Management & Operations

District General Manager.....	\$235.00/hr
District Engineer.....	\$215.00/hr
Operations Manager.....	\$165.00/hr
District Secretary/Accountant.....	\$150.00/hr
Collections System Manager.....	\$150.00/hr
Grade V Operator.....	\$140.00/hr
Grade IV Operator.....	\$125.00/hr
Grade III Operator.....	\$115.00/hr
Grade II Operator.....	\$95.00/hr
Grade I Operator.....	\$90.00/hr
Operator in Training.....	\$75.00/hr
Collection Maintenance Worker.....	\$85.00/hr

Creative Services

Creative Services IV.....	\$185.00/hr
Creative Services III.....	\$165.00/hr
Creative Services II.....	\$150.00/hr
Creative Services I.....	\$135.00/hr

Publications Services

Technical Editor IV.....	\$185.00/hr
Technical Editor III.....	\$165.00/hr
Technical Editor II.....	\$150.00/hr
Technical Editor I.....	\$135.00/hr
Publications Specialist IV.....	\$140.00/hr
Publications Specialist III.....	\$130.00/hr
Publications Specialist II.....	\$120.00/hr
Publications Specialist I.....	\$110.00/hr
Clerical Administration.....	\$110.00/hr

Expert Witness – Court appearances, depositions, and interrogatories as expert witness will be billed at 2.00 times normal rates.

Emergency and Holidays – Minimum charge of two hours will be billed at 1.75 times the normal rate.

Material and Outside Services – Subcontractors, rental of special equipment, special reproductions and blueprinting, outside data processing and computer services, etc., are charged at 1.15 times the direct cost.

Travel Expenses – Mileage at current IRS allowable rates. Per diem where overnight stay is involved is charged at cost.

Invoices, Late Charges – All fees will be billed to Client monthly and shall be due and payable upon receipt. Invoices are delinquent if not paid within 30 days from the date of the invoice. Client agrees to pay interest at a 10% annual rate for amounts unpaid greater than 30 days after the date of the invoice.

Prevailing Wage – The rates listed above assume prevailing wage rates do not apply. If this assumption is incorrect Dudek reserves the right to adjust its rates accordingly.



COUNTS UNLIMITED, INC. – CVAG ON-CALL HOURLY BILLING RATES

Effective 2024 through 2028

Hourly Billing Rates

<u>Counts Unlimited, Inc.</u>	
<u>Classification</u>	<u>Hourly Rate</u>
Project Manager	\$125.00
Assistant Project Manager	\$80.00
Field Technician	\$60.00
Various Traffic Count Staff	\$45.00

Counts Unlimited, Inc. – Direct Cost Rates

Intersection Vehicle Turning Movement Counts

Standard Turning Movement Count	\$40 per hour
Classified Turning Movement Count	\$45 per hour

24 Hour Machine Traffic Volume Counts

Entering Volume	\$55 per approach
Directional Volume	\$90 per site
Classification / Speed	\$200 per site

Pedestrian / Bicycle Counts (No vehicles included) \$25 per hour

Speed Radar Surveys

1 Hour or 100 cars; whichever comes first \$75 each

Parking Surveys

Occupancy	\$50 per hour
Duration / Turnover	\$75 per hour

License Plate Surveys \$100 per hour

Field Survey of Existing Conditions \$50 per hour

Hourly Range Schedule
Classification Labor Rates 2024

Sub-Consultant Name: CL Surveying and Mapping, Inc.

Classification	Office/ Field	Unburdened Rate	Fully Burdened Hourly Billing Rate For 2023-2024	Fully Burdened Hourly Billing Rate For 2024-2025	Fully Burdened Hourly Billing Rate For 2025-2026
Project Manager	O	\$ 75.00	\$ 228.57	\$ 235.42	\$ 242.49
Survey Tech	O	\$ 60.00	\$ 182.85	\$ 188.34	\$ 193.99
Office CAD Drafter	O	\$ 40.00	\$ 121.90	\$ 125.56	\$ 129.33
Certified Party Chief	F	\$ 63.56	\$ 193.70	\$ 199.51	\$ 205.50
Party Chief	F	\$ 61.51	\$ 187.45	\$ 193.08	\$ 198.87
Chainman	F	\$ 55.28	\$ 168.47	\$ 173.52	\$ 178.73
Chainman Apprentice A (Step 1)	F	\$ 24.88	\$ 75.82	\$ 78.10	\$ 80.44
Chainman Apprentice B (Step 2)	F	\$ 27.64	\$ 84.23	\$ 86.76	\$ 89.36
Chainman Apprentice C (Step 3)	F	\$ 33.17	\$ 101.09	\$ 104.12	\$ 107.24
Chainman Apprentice D (Step 4)	F	\$ 35.93	\$ 109.50	\$ 112.78	\$ 116.17
Chainman Apprentice E (Step 5)	F	\$ 38.70	\$ 117.94	\$ 121.48	\$ 125.12
Chainman Apprentice F (Step 6)	F	\$ 41.46	\$ 126.35	\$ 130.14	\$ 134.05
Chainman Apprentice G (Step 7)	F	\$ 44.22	\$ 134.76	\$ 138.81	\$ 142.97

Notes:

1. The fully burdened classification ranges were developed using the following:

Office Overhead Rate: 177.05%

Field Overhead Rate: 177.05%

Profit: 10.00%

2. Year 1 Escalation: 0.00%

years 2-3 Escalation: 3.00%