

**Appendix A**

**Must be submitted separate from the proposal response.**

**Fee Proposal Form: New Westhill High School - concept study, final design & CD's new building, demolition of existing buildings, site logistics, and restoration of fields and site.**

Please complete your fee in yellow highlighted cells below.

Phase	Estimated Construction Cost	Fee (\$) Lump Sum amount	Notes
Construction Control Budget -Includes Items I, II, III below	\$257,696,057	NA	See Note 1
<b>I) Design and Construction of New School &amp; Logistics Plan(s)</b>			
Concept Design - Program Confirmation/Building Massing/Conceptual Site Design	NA	\$ 135,000.00	
Schematic Design (based on concept plan selected) -Includes Estimate Development, Estimate Reconciliation and VE/VM	NA	\$ 1,670,000.00	
Geotechnical Borings and Analysis	NA	\$ 65,000.00	See Note 5
Environmental Testing & Analysis	NA	\$ 50,000.00	See Note 7
Design Development -Includes Estimate Development, Estimate Reconciliation and VE/VM	NA	\$ 2,667,000.00	See Note 7
Construction Document/Bidding -Includes Estimate Development, Estimate Reconciliation and VE/VM	NA	\$ 3,358,000.00	See Note 7
Construction Administration	NA	\$ 2,900,000.00	See Note 7
FF&E (FF&E Budget of \$9,615,800.00)	NA	\$ 454,000.00	See Note 6
Added Fee for Early Bid Packages	NA	\$ 10,000.00	See Note 9
Added Fee for integrated Net Zero Design	NA	\$ 210,000.00	See Note 10
Reimbursable (not to exceed)	NA	\$ 90,000.00	
Physical Model of proposed building and grounds	NA	\$ 30,000.00	
Natorium - Break out Cost for Design/Construction	NA	\$ 650,000.00	See Note 8
<b>SUB-TOTAL</b>		<b>\$ 12,289,000.00</b>	Notes 2-5 Apply Throughout

<b>II) Survey, Testing, and Design of HAZMAT Abatement &amp; Demolition Plans for Existing Buildings</b>			
Survey, Precon Testing, and Construction Documents for demolition of existing school buildings	NA	\$ 260,000.00	See Note 7
Construction Administration (coordination with Owner's Monitor)	NA	\$ 53,000.00	See Note 7
Reimbursable (not to exceed)	NA	\$ 5,000.00	
<b>SUB-TOTAL</b>		<b>\$ 318,000.00</b>	Notes 2-5 Apply Throughout
<b>III) Construction Bid Documents for Fields and Site</b>			
Construction bid documents for fields and site work	NA	\$ 287,000.00	See Note 7
Construction Administration	NA	\$ 185,000.00	See Note 7
Reimbursable (not to exceed)	NA	\$ 5,000.00	
<b>SUB-TOTAL</b>		<b>\$ 477,000.00</b>	Notes 2-5 Apply Throughout
<b>TOTAL FEE</b>	** Sub-Total Allowances (refer to page 3 of revised proposal form):	\$ 429,000.00	<b>See Notes 1 to 10</b>
	REVISED TOTAL FEE:	\$ 13,513,000.00	

Provide Project Team Hourly Rates As A Separate Attachment

Provide Monthly Rate for Building Construction Administration Services (if Schedule Requires Extension)

\$ 8,000.00

Provide Monthly Rate for HAZMAT Construction Administration Services (if Schedule Requires Extension)

\$ 5,500.00

Provide Monthly Rate for Field and Site Construction Administration Services (if Schedule Requires Extension)

\$ 6,500.00

**Notes:**


- 1) Proposer's Total Fee shall be a lump sum fee tied to the scope of work herein, not construction cost.
- 2) Fees are inclusive of any and all meetings required to meet project deliverables and provide proper owner updates, including, but not limited to, school building committee meetings, City boards and commissions, internal project team meetings, end user working meetings, city leadership meetings, AHJ and OSCGR meetings, utility grant meetings, commissioning/OPR meetings, and informal discussions as required.
- 3) Consider LEED Silver Certification/CTHBC Required.
  - 3A) Site Survey provided by City
- 4) Consider ConnDOT Study. Proposer shall be responsible for full traffic design/studies/AHJ coordination as required.
- 5) Proposer shall provide a comprehensive soil testing program inclusive of all borings, test pits, and other criteria as required.
- 6) FFE services to be comprehensive, including design of new FFE, incorporation of existing FFE, bidding, procurement, installation coordination and field
- 7) Fee shall include developing a soil management plan, soils laboratory analysis, and remedial action plan for the movement and disposal of soil to and from the site by a licensed environmental planner in accordance with all CT regulations.

# REVISED ON AUGUST 30, 2023 TO REFLECT CONTRACT NEGOTIATIONS (Revisions on this page)

8) There is the potential that the Natatorium may be removed from the final design. Accordingly, provide a breakout price for the design/construction of this space across all phases.

9) The Owner anticipates at least one early bid package, defined as a separate construction package of select scopes/trades that would normally be bid as part of the main building construction package. The early package is separate from the other OSCGR bid packages (main construction, FFE, IT/AV, Demo/Hazmat) that will need to be developed by the architect.

10) If the Architect and first-tier MEP consultant do not have the capability/experience to produce a low Energy Use Intensity (EUI) design or potentially achieve net-zero, then please identify the breakout cost for a specialty sustainability consultant or similar (should the City wish to pursue these types of systems/design).

Signature: 

E-Mail Address: [kmorhardt@slamcoll.com](mailto:kmorhardt@slamcoll.com)

Company Name and Address: [The S/L/A/M Collaborative, Inc.](#) 80 Glastonbury Boulevard, Glastonbury, CT 06033

## RFP No. 2023.0030 Re-Issued ADDENDUM #4

\*\* Allowance agreed to between Owner and Architect during contract, scope and fee negotiations

Allowance for Excess Insurance policy (additional \$5M):	\$ 204,000.00***
Allowance for LEED Certification Registration and Submission fees:	\$ 45,000.00
Allowance for Estimating Services for Value Management Items:	\$ 40,000.00
Allowance for Geotechnical Construction Phase Services:	\$ 40,000.00
Allowance for Owner Directed Additional Services:	\$ 100,000.00
Sub-Total Allowances:	\$ 429,000.00

\*\*\* Based on a seven year premium duration at \$48,000 annually for the first three years and \$15,000 annually for year four and beyond. Budgeted for October 2023 through October 2030.



June 8, 2023

Mr. Erik Larson, Purchasing Agent  
Mr. Domenick Tramontozzi, Sr. Construction Manager  
City of Stamford  
888 Washington Boulevard  
Stamford, CT 06901

**RE: RFP #2023.0030 - City of Stamford - Architectural & Engineering Services for New Westhill High School, 125 Roxbury Road, Stamford, CT. State Project #135-0280 N – Fee Proposal**

Dear Mr. Larson and Mr. Tramontozzi:

The S/L/A/M Collaborative (SLAM) is pleased to submit the enclosed fee proposal for the New Westhill High School project. The scope of services included in the attached lump sum proposal are as requested in the RFP, as clarified in the four addenda, and what are typically necessary to provide design, bidding, and construction administration services for a comprehensive school project; subject to the following assumptions and clarifications.

1. We have the following understanding regarding Construction Cost, FF&E and Technology budgets:
  - a. New building size of approximately 459,893 gross square feet, with an approximate budget breakdown as follows in Q2 2025 dollars:
    - Project budget: \$ 301.0 million
    - Owner approximate soft cost budget: \$ 43.3 million
    - Site construction budget: \$ 26.4 million
    - Existing building demolition budget: \$ 12.7 million
    - Building construction budget: \$ 218.6 million
  - a. FF&E budget is understood to be approximately \$5.5 million.
  - b. Technology Equipment budget is understood to be approximately \$3.4-3.6 million.
  - c. FF&E and Technology Equipment budgets are understood to be within the Owner soft cost budget indicated above.
2. The scope of work included by our consultant team is detailed in Appendix 5 of our written submission.
3. Cost estimating services include three cost estimates: Schematic Design, Design Development, and Construction Documents. Cost estimating services include 1-2 reconciliation meetings to reconcile the Architect provided estimates with the Construction Manager's estimates at each phase end. Estimating of value management initiatives is the responsibility of the Construction Manager with support from the Architect's estimator.
4. Educational commissioning and staff professional development services as discussed in the Programming + Planning portion of our project approach, is available as an additional service.
5. The following services are excluded:
  - a. Design of off-site utility infrastructure, roads, sidewalks, traffic signal improvements, or other off-site improvements.
  - b. Major Traffic Generator Certification process with Office of State Traffic Authority (OSTA). An administrative decision approval process with OSTA is included within the values presented on the Fee Proposal Form.
  - c. Geotechnical construction phase services, since indeterminate at the time of proposal.
  - d. Special inspections administration services.

6. The following services are understood to be contracted directly by the city of Stamford:
  - a. Commissioning agent (required for CT HPBS requirements C.G.S. 16a-38k),
  - b. Redi-Check, or other third-party document coordination consultant, if desired.
  - c. Third Party Code Review consultant for the purposes of assisting the local officials with permit review (if required),
  - d. Materials testing laboratory and inspection services during construction.

We appreciate your consideration of our team's unique credentials & expertise presented in our written proposal and the thoughtful and responsible preparation of professional fees presented herein. We welcome the opportunity to work with the Westhill High School Building Committee, the city of Stamford and Stamford Public Schools on this exciting project and our team is available for an immediate start.

Please contact me at [kmorhardt@slamcoll.com](mailto:kmorhardt@slamcoll.com) , or 860-368-4221 (office) and 860-712-9233 (cell) with any questions.

Respectfully submitted,

The S/L/A/M Collaborative, Inc.



Kemp A. Morhardt, AIA, NCARB  
Principal and Officer

CT Registered Architect: 14580

- Enclosures:
1. Appendix A - Fee Proposal Form – New Westhill High School (3 pages)
  2. Prime and Consultant Hourly Rate Schedules (15 pages) – uploaded as a separate file



The S/L/A/M Collaborative, Inc.:

Architecture

Principal	\$ 295.00
Proj. Manager / Sr. Proj. Manager	\$ 155.00 / \$ 195.00
Cost Estimator / Sr. Cost Estimator	\$ 140.00 / \$ 195.00
Project Architect / Sr. Project Architect	\$ 140.00 / \$ 175.00
Design Architect / Sr. Design Architect	\$ 150.00 / \$ 190.00
Planner / Sr. Planner	\$ 160.00 / \$ 190.00
Staff Architect / Sr. Staff Architect	\$ 95.00 / \$ 130.00
Specifications Writer	\$ 160.00
Construction Representatives	\$ 160.00
BIM/IT Support	\$ 140.00
Support Staff	\$ 95.00

Interior Design

Principal	\$ 295.00
Sr. Interior Designer	\$ 140.00
Interior Designer	\$ 100.00

Structural Engineering

Principal	\$ 295.00
Civil Engineer	\$ 200.00
Structural Engineer	\$ 170.00
Staff Engineer	\$ 105.00

Landscape Architecture

Principal	\$ 295.00
Landscape Architect	\$ 140.00
Landscape Design Staff	\$ 90.00

The above hourly rates are subject to change on April 30, 2024.

HARTFORD

BOSTON

NEW YORK

AMENTA | EMMA

ARCHITECTS

Design. Precisely.

**2023 HOURLY RATES**

**Amenta Emma Architects**

Principal	\$270
Associate Principal	\$225
Project Manager	\$195
Project Architect	\$175
Senior Project Designer	\$195
Project Designer	\$150
Senior Interior Designer	\$170
Interior Designer III	\$150
Interior Designer II	\$125
Interior Designer I	\$115
Job Captain/Architect	\$150
Technical Staff Level IV	\$130
Technical Staff Level III	\$120
Technical Staff Level II	\$115
Technical Staff Level I	\$95
Graphic Designer	\$150
Clerical	\$75

## Standard Schedule of Charges

For all consulting assignments, invoiced costs for services are based on professional staff time spent and out-of-pocket expenses incurred during the course of the project. Professional staff time is charged on an hourly basis in accordance with the following rates. These rates include all indirect labor and other firm overhead costs:

Senior Principal Consultant	\$300 – \$350 per hour
Principal Consultant	\$200 – \$300 per hour
Associate Principal Consultant	\$180 – \$230 per hour
Senior Consultant	\$150 – \$200 per hour
Staff Consultant	\$120 – \$150 per hour
Technical Assistant/CAD Designer	\$80 – \$130 per hour

Professional staff time for travel to and from field conferences, project site measurements, and inspection visits are billed on a portal-to-portal basis from our offices in Sudbury, Massachusetts.

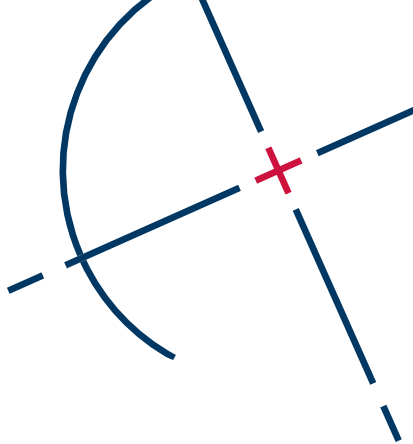
Direct project expenses are billed at cost and include all costs incurred for measurement instrumentation, computer modeling software use, and other significant charges directly associated with the consulting assignment. Expenses are billed at direct cost with no markup.

Invoices for services are billed on a monthly basis and are due net 30.

Effective 01 January 2023



# Hourly Rates



Position	Hourly Rates for Services Rendered
Principal in Charge	\$265/hr
Associate/Team Leader	\$240/hr
Project Manager	\$220/hr
Senior Engineer	\$195/hr
Engineer	\$175/hr
Commissioning Agent	\$155/hr
Commissioning Technician	\$135/hr
Draftsperson	\$120/hr
Clerical/Secretarial	\$90/hr

# Councilman Hunsaker Hourly Rates

IX. ADDITIONAL SERVICES: All additional services must be authorized in writing. The Consultant shall be paid for additional services according to the following fee schedule (if not listed as a lump sum):

Principal	\$285.00/hour
Director	\$250.00/hour
Project Manager	\$220.00/hour
Project Engineer/Architect	\$185.00/hour
Design Associate	\$155.00/hour
Administrative	\$90.00/hour
Site Visit	\$1,800.00 /day *
* Excluding travel expenses	



PROFESSIONAL FEE SCHEDULE

Principal.....	\$210.00
Full Time Project Manager.....	\$195.00
Technical Support Staff.....	\$165.00

Years of Service:

John Sousa, Principal

- 29 years in the Foodservice consulting Industry
- 22 Years with the current firm

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**2023 STANDARD BILL RATES**

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TITLE	BILL RATE RANGE
Vice President	\$265/hr
Sr Project Manager / Sr Technical Advisor	\$215-\$265
Project Manager	\$185-\$220
Life Safety Consultant/Technician	\$170-\$190
2 <sup>nd</sup> Year Intern	\$145
1 <sup>st</sup> Year Intern	\$140

*\*Rates subject to an annual escalation, effective January 1, 2024*





January 2023

RE: Technology, Security & Audio Visual Design/Consulting Hourly Rates

To whom it may concern:

Please be advised that our hourly rate for technology, security & audio-visual engineering services are as follows:

Principal	\$250 / man hour
Sr Designer:	\$225 / man hour
Project Manager:	\$200 / man hour
Technical writer	\$150 / man hour
Draftsman:	\$120 / man hour
Clerical:	\$90 / man hour

Please contact me if you should have any questions.

Regards,



Marc J. D'Agostino  
Founder & CEO

## ADDITIONAL SERVICES

The Services being provided within the attached Fee Proposal are only those which are expressly set forth in this proposal.

In the event any service outside the scope of work is required these services will be considered "Additional Services" and will be billed per the below stated rates. No Additional Services will be performed without prior authorization from the client.

### Personnel Category

Principal .....	\$ 175.00/hr
Licensed Environmental Professional.....	\$ 150.00/hr
Senior Project Manager.....	\$ 125.00/hr
Project Manager .....	\$ 115.00/hr
Senior Consultant.....	\$ 95.00/hr
Licensed Asbestos Inspector.....	\$ 80.00/hr
Licensed Asbestos Project Monitor .....	\$ 80.00/hr
Licensed Asbestos Management Planner.....	\$ 125.00/hr
Licensed Lead Inspector .....	\$ 80.00/hr
Licensed Project Asbestos/Lead Designer.....	\$ 125.00/hr
Clerical.....	\$ 60.00/hr
AutoCAD .....	\$ 80.00/hr

### Analytical

Bulk Sampling Analysis by PLM	
24 hr turn around .....	\$ 20.00/ea
3 day turn around.....	\$ 18.00/ea
5 day turn around.....	\$ 15.00/ea

Bulk Sampling Analysis by PLM/Point Count	
24 hr turn around .....	\$ 45.00/ea
48 hr turn around .....	\$ 40.00/ea
5 day turn around.....	\$ 35.00/ea

Bulk Sampling Analysis by TEM	
24 hr turn around .....	\$ 65.00/ea
3 day turn around.....	\$ 60.00/ea

Air Sample Analysis by PCM	
Same day turn around.....	\$10.00/ea

Clearance Air Sample Analysis by TEM	
3 hr turn around .....	\$ 375.00/ea
6 hr turn around .....	\$ 125.00/ea
24 hr turn around .....	\$ 100.00/ea
48 hr turn around .....	\$ 85.00/ea

Lead Paint Samples (TCLP analysis)	
48 hr turn around.....	\$ 95.00/ea
5 day turn around .....	\$ 80.00/ea

Lead Paint Samples (Wipe, Chip)	
24 hr turn around.....	\$ 15.00/ea
48 hr turn around.....	\$ 13.00/ea
5 day turn around .....	\$ 12.00/ea

Microbial Air Sample Analysis (M001)	
24 hr turn around.....	\$ 70.00/ea
5 day turn around .....	\$ 60.00/ea

Microbial Bulk Sample Analysis (M041)	
24 hr turn around.....	\$ 70.00/ea
5 day turn around .....	\$ 60.00/ea

PCB in Caulk (EPA SW 846 8082)	
24 hr turn around.....	\$ 135.00/ea
48 hr turn around.....	\$ 115.00/ea
5 day turn around .....	\$ 90.00/ea

Radon Analysis	
5 day turn around .....	\$ 35.00/ea

**SCHEDULE OF FEES**  
**New Westhill High School**  
**Stamford, Connecticut**  
Effective 1 January 2022

**BILLING CATEGORY**

**HOURLY BILLING RATE**

<b>Principal/Associate</b>	295
<b>Senior Project Manager</b>	280
<b>Project Manager</b>	265
<b>Project Engineer</b>	230
<b>Senior Staff Engineer</b>	205
<b>Staff Engineer</b>	165
<b>Engineering Technician / Cad Operator</b>	89

**SUBCONTRACTED CHARGES**

All subcontracted work will be billed at cost plus 15%.

**REIMBURSABLE EXPENSES**

Reimbursable Expenses will be billed at cost plus 10%.



**Christine Hopkins LEED AP  
Mathieu Hopkins Interior Design LLC  
Principal-in-Charge - Senior Interior Designer**

**Time Commitment: 100%**

**Hourly Rate: \$80.00 Installation Management Only**

**Professional Description:**

- Interior designer with experience in commercial and educational environments. Collaborate with architects, developers, and clients to fit out new spaces and renovate existing buildings. Business Owned since 1985
- FF&E Consultant
- Licensed Interior Designer State of CT ~ LEED Accredited Professional ~ Small/Minority Owned Enterprise CT and RI
- Responsibilities include Project management planning, space analysis, schematic designs, floor plans, budget creation, standardization programs, furniture specifications, material and finish selections, procurement, and installation coordination.

11:02:24 PM

## State of Connecticut

Department of Administrative Services Supplier Diversity Program

*This Certifies:* **Mathieu Hopkins Interior Design LLC**

2121 Durham Road Madison CT 06443-  
**Woman Owned**  
**Small/Minority Business Enterprise**  
January 06, 2022 through January 06, 2024

*As a*

Owner(s): Christine Hopkins

Contact: Christine Hopkins Telephone: (203) 405-6940 Ext: FAX:  
E-Mail: [CHopkins@mathieuhopkins.com](mailto:CHopkins@mathieuhopkins.com) Web Address:

Affiliate Companies:  
*My Job Safety* *Joe Gabe*  
Supplier Diversity Director Supplier Diversity Specialist

\*\* A customer reached a contractor or a portion of a contractor under the on-site program shall not substitute with any person(s) with whom the contractor is affiliated. <https://portal.ct.gov/CSO/ConsumerProtection/contracts/contracts.htm>

STATE OF RHODE ISLAND

Department of Administration  
OFFICE OF DIVERSITY, EQUITY AND OPPORTUNITY  
Minority Business Enterprise Compliance Office  
One Capitol Hill  
Providence, RI 02908-1840  
Office: (401) 574-8670  
RI Relay: 711  
[www.odoo.ri.gov](http://www.odoo.ri.gov)

September 25, 2020

Ms. Christine Hopkins  
Mathieu Hopkins Interior Design, LLC  
2121 Durham Road  
Madison, CT 06443

Dear Ms. Hopkins:

Based on the annual review package provided to you, a determination has been made that your firm remains eligible for certification as a WBE for the State of Rhode Island Minority Business Enterprise Program. Your "Minority Business Certification Number" which you can refer to as proof of your status is MBS-C-1874. Your company has been approved as a WBE in the following sector: "interior design services" (see under priority NAICS Code 541818).

In order to maintain your certification during the certification period, you must submit your annual review package every 30 days prior to your annual review date which is 9/30/2021. Your annual review package must include: a) a completed Change Affidavit (CI) current corporate federal tax returns, including all federal schedules and attachments, for the applicable firm and an affidavit from an applicable 50% or more owner certifying that there have been no new state (CT or RI) firms in which you have an interest, and (b) copy of pertinent Rhode Island licenses if business is operating in a licensed industry. Failure to submit your annual review package will result in an administrative removal of your certification. Further, please be advised that it is your responsibility to notify the Minority Business Enterprise Compliance Office of any changes to the ownership or control of your business within thirty (30) days of such changes.

In addition, please be advised that all certified firms undergo a more substantive review, including a new site visit, as well as a review of personal financial information and economic disadvantage status, every five (5) years. Our records indicate that your firm is due for such a review on or about 9/30/2022.

We wish you success in the State of Rhode Island's Minority Business Enterprise Program, and if we are in need of further assistance by you, please contact this office.

Sincerely,  
*Shirley L. Keene*  
Shirley L. Keene  
Assistant Administrator - MBE Compliance

An Equal Opportunity/Affirmative Action Employer

**Women Owned Small/Minority Business Enterprise Connecticut and Rhode Island 2023**

**GREEN BUILDING CERTIFICATION INSTITUTE**  
GBCI

HONORARY CERTIFICATE THAT

**Christine Hopkins**

HAS ACHIEVED THE DESIGNATION OF

**LEED® ACCREDITED PROFESSIONAL**

BY DEMONSTRATING THE KNOWLEDGE OF GREEN BUILDING PRACTICES  
REQUIRED FOR SUCCESSFUL IMPLEMENTATION OF THE LEADERSHIP IN ENERGY  
AND ENVIRONMENTAL DESIGN (LEED) GREEN BUILDING RATING SYSTEM®

*Shy R. Lee* June 29, 2009 *Paula S. Smith*

STATE OF CONNECTICUT • DEPARTMENT OF CONSUMER PROTECTION

Be it known that

**CHRISTINE M HOPKINS**

has been certified by the Department of Consumer Protection as a registered

**INTERIOR DESIGNER**

Registration #: IDE.0000535  
Effective Date: 01/01/2023  
Expiration Date: 12/31/2023

*Michelle Lopez*

LEED Accredited Professional

CT Registration Interior Designer







**HOURLY FEE SCHEDULE 2023**

**CONSULTING, DESIGN, TECHNICAL and FIELD SERVICES**

<b>Senior Engineer</b>	<b>\$266.00/hr.</b>
<b>Consultant III</b>	<b>\$210.00/hr.</b>
<b>Consultant II</b>	<b>\$185.00/hr.</b>
<b>Consultant I</b>	<b>\$150.00/hr.</b>
<b>Engineering I</b>	<b>\$139.00/hr.</b>
<b>Sr. Field Inspector</b>	<b>\$185.00/hr.</b>
<b>Field Inspector II</b>	<b>\$135.00/hr.</b>
<b>Field Inspector I</b>	<b>\$125.00/hr.</b>
<b>Drafting</b>	<b>\$118.00/hr.</b>
<b>Engineering Assistant</b>	<b>\$ 85.00/hr.</b>
<b>Clerical</b>	<b>\$ 69.00/hr.</b>

F:\RJK\Account\Hourly Rates 2023

## 2023 FIXED HOURLY RATE SCHEDULE

### TECHNICAL PROFESSIONALS

Senior Vice President	\$300.00
Vice President	\$265.00
Safety & Health Director	\$230.00
Senior Consultant	\$240.00
Principal Landscape Architect	\$205.00
Principal Engineer	\$230.00
Senior Project Manager	\$230.00
Project Manager 2	\$200.00
Project Manager 1	\$165.00
Senior Landscape Architect 2	\$170.00
Senior Landscape Architect 1	\$160.00
Senior Engineer 2	\$195.00
Senior Engineer 1	\$175.00
Senior MEP Professional 2	\$195.00
Senior MEP Professional 1	\$175.00
Project Engineer 2	\$155.00
Project Engineer 1	\$140.00
Project MEP Professional 2	\$155.00
Project MEP Professional 1	\$140.00
Project Landscape Architect 2	\$155.00
Project Landscape Architect 1	\$145.00
Staff Engineer 3	\$135.00
Staff Engineer 2	\$125.00
Staff Engineer 1	\$115.00
Landscape Designer 2	\$135.00
Landscape Designer 1	\$120.00
Senior Architect	\$185.00
Principal Planner	\$175.00
Project Planner	\$135.00
Planner 2	\$125.00
Planner 1	\$110.00
Resident Engineer	\$175.00
Construction Observer 3	\$150.00
Construction Observer 2	\$135.00
Construction Observer 1	\$110.00
Principal Compliance Specialist	\$210.00
Senior Compliance Specialist 2	\$165.00
Senior Compliance Specialist 1	\$150.00
Project Compliance Specialist 2	\$135.00
Project Compliance Specialist 1	\$125.00
Compliance Specialist 2	\$110.00
Compliance Specialist 1	\$95.00

### TECHNICAL PROFESSIONALS

Senior Environmental Professional	\$260.00
Principal Environmental Scientist	\$200.00
Senior Environmental Scientist 2	\$175.00
Senior Environmental Scientist 1	\$155.00
Senior Data Management Specialist 1	\$155.00
Project Environmental Scientist 2	\$135.00
Project Environmental Scientist 1	\$125.00
Environmental Scientist 2	\$110.00
Environmental Scientist 1	\$100.00

### GIS PROFESSIONALS

GIS Technical Director	\$230.00
GIS Project Manager 2	\$185.00
GIS Project Manager 1	\$145.00
Senior Development Engineer	\$195.00
Senior GIS Analyst 2	\$170.00
Senior GIS Analyst 1	\$145.00
GIS Analyst 2	\$135.00
GIS Analyst 1	\$115.00
GIS Technician 2	\$95.00
GIS Technician 1	\$85.00

### SUPPORT

Remediation Technician 2*	\$105.00
Remediation Technician 1*	\$95.00
BIM Manager	\$170.00
CAD Manager	\$170.00
Senior Designer	\$155.00
Senior Drafter/Designer*	\$135.00
Drafter/Designer *	\$120.00
Graphics Support Specialist	\$110.00
Intern*	\$75.00
Administrative Support*	\$90.00

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### EXPENSES

1. Automobile transportation expense for employee travel directly related to the project shall be invoiced at the prevailing Federal rate per vehicle mile.
2. Outside reimbursable expenses and services, which are rendered to Tighe & Bond by other than direct employees, and any permitting fees paid by Tighe & Bond on behalf of the Client, shall be invoiced at Tighe & Bond's direct cost plus 10% administrative fee.
3. Reimbursable expenses such as in-house field supplies and equipment rental, tolls and parking, overnight mailings and bulk notification mailings, and in-house printing shall be invoiced at cost or unit costs as applicable.
4. Costs for items such as regular mailings of project documents, telephone or fax communications, computer usage charges, and miscellaneous in-house printing are included in the hourly rates shown above.

### PROVISIONS

1. Rates are effective until December 31, 2023, at which time rates will be increased based on annual salary review.
- \* For non-salaried personnel (noted above by an "\*"), time worked in excess of eight hours in any day or forty hours per calendar week shall be invoiced at 150 percent of the above rate.

**PORTLAND BILLING RATES**

<b>TITLE</b>	<b>HOURLY BILLING RATE</b>
ADMINISTRATIVE SUPPORT STAFF.....	\$125.00
BUILDING INFORMATION MODELER.....	\$190.00
ENGINEER/DESIGNER.....	\$200.00
SENIOR ENGINEER/DESIGNER.....	\$220.00
PROJECT ARCHITECT/ENGINEER /DIRECTOR.....	\$250.00
SENIOR PROJECT ARCHITECT/ENGINEER /DIRECTOR.....	\$260.00
ASSOCIATE.....	\$270.00
SENIOR ASSOCIATE.....	\$285.00
VICE PRESIDENT/ ASSOCIATE PRINCIPAL.....	\$350.00
SENIOR VICE PRESIDENT/PRINCIPAL.....	\$375.00
SENIOR PRINCIPAL.....	\$420.00

Notes: (1) Out-of-pocket expenses including, but not limited to, travel, project-specific IT or telecommunications requirements, third-party printing services, courier service, express mailings, and special consultants, will be billed at our cost

(2) Rates are effective through December 31, 2023.