

EXHIBIT A - CONSULTANT'S FEE SCHEDULE

FEE PROPOSAL

Proposer shall provide Labor and Expense Rates to be used to perform the as-needed Scope of Work items contained in Section V – Scope of Work for Fiscal Years 2024-2025, 2025-2026, 2026-2027, 2027-2028, and 2028-2029. Proposer may provide rates for each individual Fiscal Year if that is their preference, or may provide current rate schedule with annual escalation fee. Please note that only those costs directly incurred in the preparation and delivery of a work product will be reimbursable under any agreements with a Consultant.

- a. At a minimum the Time and Materials portion of the COST/FEE PROPOSAL **must** include:
 - i. Schedule of ALL hourly rates for ALL disciplines and employees that will be working on this Contract.
 - ii. Any and all anticipated direct charge rates such as: Mileage (at current IRS or governmental rate), Reproductions, Travel, etc. (Per County assignment);
 - iii. Listing of anticipated reimbursable expenses (if any);
 - iv. Specific costs for specific services (i.e., Program Manager Cost per hour);
 - v. Flat fees (if any);
 - vi. Mark-up percentage on any out-sourced, subcontracted, or other services (capped at 10%)
- b. Please note that only mileage that occurred while traveling within San Bernardino County limits will be reimbursed. Mileage will be reimbursed using the distance from the office (222 W. Hospitality Lane, 2nd Floor, San Bernardino, CA 92415) as the starting point, or the point where personnel cross the County line when traveling from the selected Proposer's closest office (whichever starting point is closer).
- c. Please note that the County/Districts will *not* reimburse the selected Proposer separately for indirect project costs. This includes overhead general and administrative costs (including, but not limited to, invoicing, contract/project review, task order preparation, etc.).
- d. Please note that the County/Districts will *not* reimburse the selected Proposer for use of "tools of the trade". "Tools of the trade" shall include computer equipment, vehicle usage (mileage is the only compensation allowed), camera, sample collection equipment, and other tools necessary for getting to a site and performing requisite activities.
- e. Instrumentation will be compensated on a rental cost only basis. County/Districts will *not* reimburse the selected Proposer for shipping or delivery costs related to rented equipment.

Mail or submit in person Attachment E, in a separate sealed envelope labeled "Cost/Fee Proposal Sheet(s)" with the RFP Number and Title and the name of the Proposer clearly marked on the outside, to the address stated in Section 1, Paragraph B.

Name (printed) of Authorized Representative:	Kevin Paul	
Signature & Title of Authorized Representative:	 Vice President	
Company / Firm:	Earth Systems Pacific	DIR No 1000003643
		Date 06/09/2025

This schedule presents rates for professional and technical services in the fields of geotechnical engineering, engineering geology, environmental consulting, construction observation and testing, and special inspection. Listed are charges for services most frequently performed by Earth Systems. Additional services not listed are available and can be discussed upon request; fixed-fee quotes for some services can also be provided upon request. To discuss a scope of work and fees for a specific project, please contact our office.

PERSONNEL	HOURLY RATE
Principal Professional.....	\$295.00
Associate Professional.....	\$260.00
Senior Professional.....	\$230.00
Project Professional	\$195.00
Staff Professional.....	\$160.00
Special Inspector, Prevailing Wage*	\$155.00
Technician, Prevailing Wage*	\$150.00
Field Services Supervisor	\$160.00
Special Inspector	\$130.00
Non-Destructive Testing (NDT) Inspector	\$170.00
Technical Assistant	\$110.00
Technician.....	\$115.00
Clerical/Administrative.....	\$98.00

*Technician/Inspector Classifications as defined by the State of California Department of Industrial Relations.

BASIS OF CHARGES, GENERAL

1. Field technician services for regular work days for non- Prevailing Wage projects are subject to a 2-hour minimum charge and billed in 2-hour increments portal to portal. Special inspection is billed in 4-hour increments. Over-time is billed in 1-hour increments.
2. Work performed on Saturdays, night work, and for premium hours (before 7 a.m., after 5 p.m. or more than 8 hours in one day) for personnel are at time and one-half; Sundays and holidays are at double time. Work performed on weekends, holidays, and when work starts outside of regular business hours is subject to a 4-hour minimum charge.
3. Charges are calculated in one-hour increments and accumulate on a portal-to portal basis.
4. A 2-hour cancellation charge applies if scheduled inspection or testing is canceled after 3 p.m. the day prior to the scheduled work.
5. Mileage is invoiced at a rate of \$0.95 mile (portal-to-portal).
6. Minimum plan review charge \$650.00 per 4 sheets.
7. Subcontracted materials, rental equipment, out of town travel, and expenses are charged at cost plus 20 percent.
8. Fixed per diem rates can be provided upon request. Subcontract personnel are charged at the respective hourly rates above.
9. Minimum report charge: \$200.00. Report copies: \$50.00 each (minimum). Posting of electronic documents to project websites will be charged at Staff Professional rates.
10. Trip charges available upon request.
11. Invoices are payable upon presentation. Invoices thirty days past due are subject to a service charge of one and one-half percent per month. Payments using a credit card will be assigned a 3% surcharge.
12. Rates are effective through December 31, 2025. An annual escalation rate of 3 percent will be applied to hourly rates for professional staff and non-prevailing wage services; rate increases for prevailing wage services will be based upon determinations by the State of California Department of Industrial Relations.

PREVAILING WAGE PROJECTS

1. Field technician services for regular work days for Prevailing Wage projects are subject to a 4-hour minimum charge, then billed in 2-hour increments portal to portal. Special inspection is billed in 4-hour increments. Over-time is billed in 1-hour increments.
2. The prevailing wage (PW) rates presented herein are based on current rates established by the Department of Industrial Relations (DIR). If, during the course of the project, prevailing wage rates are increased by DIR, rates are subject to adjustment. Also, please note requirements concerning overtime, shift work, travel time, holidays, and other factors can vary for different classifications of work under prevailing wage regulations.
3. State regulations requires electronic submittal of Certified Payroll to DIR. A fee of \$80.00/week will be assessed. Additional time required to address specific requests related to DIR/Labor Compliance will be charged at the clerical/administrative services rates.

BASIS OF CHARGES

Rates for field work such as materials sampling, construction inspection, and field evaluation will be in accordance with the Personnel Rates listed in the basic Fee Schedule. The below listed rates apply to standard ASTM test methods. An additional hourly charge (\$90.00/hr.) will be applied for cutting, capping, or other preparation of non-standard samples and, where noted, for steel samples.

SOILS

All prices are based on California and Modified California sample sizes (2" – 2.5" diameter) unless noted otherwise. Preparation of 3" diameter samples add \$21.00. Testing of contaminated soil will be per quote. Samples will be returned to sender for proper disposal.

Atterberg Limits: Liquid Limit or Plastic Limit	\$116.00
Atterberg Limits: Plasticity Index	\$247.00
California Bearing Ratio, 3 points; incl. ref maximum density.....	\$867.00
California Bearing Ratio, 9 points; incl. ref maximum density.....	\$1,208.00
Consolidation, one dimensional	\$258.00
Consolidation, timed, per point	\$74.00
Basic Corrosivity w/out Report (pH, Sulfate, Chl., Resistivity)	\$294.00
Direct Shear, 3 points	\$300.00
Expansion Index Test	\$195.00
Maximum Density and Optimum Moisture: 4" Mold	\$220.00
Maximum Density and Optimum Moisture: 6" Mold	\$240.00
Maximum Density and Optimum Moisture: California Impact	\$252.00
Moisture and Unit Weight Determination, from ring samples	\$29.00
Moisture Only	\$21.00
Permeability Tests, constant head or falling head	Per Quote
R-Value	\$350.00
R-Value, CA State Hwy/set of 3, Cement, Lime, Other additives	\$430.00
Hydro Collapse Potential.....	\$153.00
Hydrometer Analysis, assumed specific gravity, with 200 wash.....	\$247.00
Sieve/Hydrometer Analysis, assumed specific gravity, w/200 wash	\$247.00
Sieve Analysis, Aggregate Base/Subbase	\$200.00
Sieve Analysis 200 wash only	\$135.00
Sieve Analysis with wash.....	\$185.00
Sieve Analysis, Oversize Material	\$250.00
Specific Gravity.....	\$195.00
Swell Test, undisturbed	\$195.00
Swell Test, remolded	\$247.00
Unconfined Compressive Strength, untreated	\$174.00
Unconfined Compressive Strength, lime or cement treated material.....	\$604.00

THERMAL RESISTIVITY TESTS

Concrete, 1 point w/moisture content (requiring special collection procedure)	\$250.00
Field Testing using Thermal Resistivity Meter.....	\$350.00
Soil, per moisture point, per sample.....	\$290.00
Soil, 3 moisture points with dry-out curve, per sample	\$890.00

CONCRETE AGGREGATE

Abrasion, L.A. Rattler, 100 and 500 revolutions	\$280.00
Absorption, Coarse Aggregate	\$100.00
Absorption, Fine Aggregate	\$147.00
Clay Lumps and Friable Particles in Aggregate	\$170.00
Cleanness Value of Coarse Aggregate	\$200.00
Crushed Particles, each size	\$130.00
Durability Index, Coarse or Fine Aggregate.....	\$200.00
Flat and Elongated Particles in Aggregate.....	\$200.00
Organic Impurities in Fine Aggregate.....	\$100.00
Potential Reactivity of Aggregated by Chemical Method, each size	Per Quote
Sand Equivalent.....	\$155.00
Sieve Analysis, washed.....	\$185.00
Soundness, Sodium Sulfate, 5 cycles	\$500.00
Specific Gravity, Coarse Aggregate.....	\$147.00
Specific Gravity, Fine Aggregate	\$147.00
Uncompacted Void Content of Fine Aggregate Angularity, w/fine Aggregate SG	\$252.00
Unit Weight of Aggregate.....	\$147.00

CONCRETE CYLINDERS, BEAMS AND CORES

Compression Test of Cast Cylinders.	\$39.00
Compression Test of Cored Samples, cored at laboratory	\$145.00
Compression Test of cores delivered by others	\$90.00
Compression Test of Lightweight Concrete	\$45.00
Density of Concrete Cylinders.....	\$79.00
Density of Hardened Concrete.....	\$111.00
Flexural Strength, Simple Beam with Third Point Loading.....	\$190.00
Grading of Shotcrete Cores	\$168.00
Sample Storage, monthly per sample	\$32.00
Shrinkage, set of 3	\$480.00
Unit Weight of Lightweight Concrete.....	\$120.00
Enviro. Recycling Fee, per cylinder, core or beam	\$2.50
Enviro Recycling Fee, per flex beam.....	\$6.00
Enviro Recycle Fee/Form Stripping, per shotcrete panel/beam.....	\$55.00

MASONRY

Absorption of Block, set of 3	\$180.00
Compression Test, 2" x 4" Mortar Cylinders	\$45.00
Compression Test, 3" x 3" x 6" Grout Samples	\$45.00
Compression Test on Block, set of 3	\$195.00
Compression Test on Grouted Prisms, includes cutting.....	\$300.00
Compression Test on Masonry Cores.....	\$84.00
Coring of Grouted Masonry by Subcontractor.....	cost + 20%
Masonry Shrinkage, set of 3	\$350.00
Moisture Content of Block as received, set of 3	\$145.00
Laboratory Shear Test on Masonry Cores, 2 faces.....	\$175.00

Specific Gravity and Unit Weight of Block, set of 3.....	\$184.00
Enviro Recycling Fee, per prism	\$10.00
Enviro Recycling Fee, per mortar or grout sample.....	\$2.50

FIREPROOFING

Fireproof Bond Test.....	\$95.00
Fireproofing Density Test	\$150.00

ASPHALT CONCRETE

Bulk Specific Gravity of Compacted Specimens and Core Samples.....	\$60.00
Compaction of Lab Samples, CA Kneading Compactor, set of 3	\$465.00
Compaction of Lab Samples, CA Kneading Compactor, set of 5	\$709.00
Compaction of Lab Samples, Marshall Method set of 3 –(50 blows/side)	\$390.00
Compaction of Lab Samples, Marshall Method set of 3 –(75 blows/side)	\$490.00
Extraction of Oil from A.C. Mixtures	\$300.00
Extraction of Oil from Rubberized Mixtures	\$394.00
Hazardous Waste Handling Charge for Extracted Oil.....	\$98.00
Ignition Oven Binder Content, after initial correction value is determined	\$205.00
Ignition Oven Binder Gradation Correction Value /mix design, average of 3.....	\$1,400.00
Moisture Content	\$58.00
Sieve Analysis of Extracted Aggregate	\$250.00
Sieve Analysis of Ignition Oven Residue.....	\$250.00
Specific Gravity, Theoretical Maximum, Rice Method	\$163.00
Stability and Flow, Marshall Apparatus, set of 3.....	\$265.00
Stabilometer, Hveem S-Value, set of 3.....	\$265.00
Enviro Recycling Fee, per sample.....	\$4.00
Enviro Recycling Fee for Extracted Oils	\$40.00

REINFORCING AND STRUCTURAL STEEL

Bend Test of Welded Specimen, sample preparation not included.....	\$190.00
Pipe Flattening Test, sample preparation not included	\$190.00
Reinforcing Steel Coupler Tensile and Slip Tests	\$375.00
Structural Steel Bend Test, sample preparation not included	\$195.00
Structural Steel Machining/Sample Preparation	cost + 20%
Structural Steel Tensile Test, sample prep not included.....	\$195.00
Tensile and Bend Tests of Reinforcing Bar, #2 through #9	\$180.00
Tensile and Bend Tests of Reinforcing Bar, #10 through #18.....	Per Quote
Enviro Recycling Fee, per sample.....	\$3.00

BOLT TESTS

Bolt Tests, chemical or mechanical.....	\$132.00
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WELDER QUALIFICATION

AWS D1.1: 3/8" Plate, per position	Per Quote
AWS D1.1: 1" Plate, per position	Per Quote
AWS D1.3: Sheet Steel	Per Quote
AWS D1.4: Reinforcing Bar	Per Quote
ASME/API Pipe Sections	Per Quote

EQUIPMENT/CHARGES (DOES NOT INCLUDE PERSONNEL)

110-volt Portable Electric Generator	\$120.00/day
Anchor Pull Test Equipment.....	\$84.00/hr.
Bailer (disposable) w/dedicated rope.....	\$32.00/ea.

Concrete and Asphalt Concrete Coring Equipment	\$120.00/day
Concrete Slab Moisture Transmission Kit	\$60.00/ea.
Conductivity Meter	\$90.00/day
Cut-Off Saw	\$90.00/day
Double Ring Infiltrometer (per set).....	\$185.00/day
Drum Dolly	\$27.00/day
Drums	\$100.00/ea.
Dynamometer, In-line Scale	\$58.00/day
Hammer Drill.....	\$58.00/day
Hand Auger/Sampler Equipment.....	\$65.00/day
Lock n, Load VOC Sample Pres. Sys.	\$27.00/ea.
Magnetic Particle Equipment.....	Per Quote
Manometer	\$111.00/day
Mini-Troll Groundwater Level Transducer	Per Quote
Nuclear Density Equipment	\$15.00/hr
Paint Thickness or Ultrasonic Thickness Meter	\$150.00/day
Percolation Tank System and Trailer	\$325.00/day
Personal Protective Equipment Level C	Per Quote
Pile Driving Equipment (for pile load testing).....	\$999.00/day
Pile Load Testing Equipment	\$850.00/day
Pulse Velocity Meter	\$130.00/day
Rebound Hammer (Schmidt Hammer)	\$75.00/day
Reinforcing Steel Locating Equipment (DR-Meter)	\$120.00/day
Relative Humidity Meter	\$58.00/day
Safety and Specialty Equipment.....	Per Quote
Sampling Consumables	Per Quote
Skidmore Bolting Calibration Equipment.....	\$250.00/day
Slope Inclinator Equipment, per hole	Per Quote
Soil Sampling Containers (metal)	\$21.00/ea.
Soil Sampling Containers (glass)	\$6.00/ea.
Tape Extensometer	Per Quote
Tension Equipment.....	\$58.00/day
Torque/Tension Equipment.....	\$80.00/day
Water Level Indicator	\$53.00/day
Per Diem.....	\$215.00/day
DIR Compliance/eCPR, per week	\$80.00
DSA Box Posting, ea.....	Hourly at Staff Professional Rates
DSA Lab Compliance, per week	\$58.00
Equipment Charge.....	Per Estimate
Curing Containers.....	\$50.00/day
Dynamic Cone Penetrometer.....	\$150.00/day
Turbidity Meter	\$100.00/day