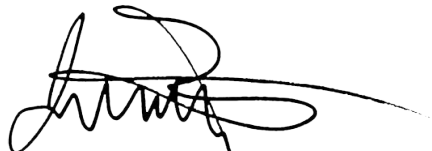


**ATTACHMENT E – FEE PROPOSAL SHEET(S)**Project No. RLD, RLF, & RLG (D20010, F01343, N10010 et al)**On-Call Services for Regulatory Assistance and Related Services to the San Bernardino County NPDES Stormwater Program**

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. 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 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 District's office (825 E. Third Street, 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 District 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 District 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. District will *not* reimburse the selected Proposer for shipping or delivery costs related to rented equipment.

**Submit Attachment E, labeled "Fee Proposal Sheet" as a separate pdf file through ePro or in a separate sealed envelope in person 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.**





# Labor and Expense Rates

<b><u>Engineer/Scientist</u></b>	<b><u>FY 2024/25</u></b> <b><u>Rate/Hour</u></b>	<b><u>FY 2025/26</u></b> <b><u>Rate/Hour</u></b>	<b><u>FY 2026/27</u></b> <b><u>Rate/Hour</u></b>	<b><u>FY 2027/28</u></b> <b><u>Rate/Hour</u></b>	<b><u>FY 2028/29</u></b> <b><u>Rate/Hour</u></b>
Principal	\$317	\$331	\$345	\$358	\$369
Senior Project Manager	\$304	\$318	\$330	\$344	\$354
Project Manager	\$275	\$287	\$299	\$311	\$320
Technical Manager	\$242	\$253	\$263	\$274	\$282
Task Leader	\$230	\$240	\$250	\$260	\$268
Principal Engineer	\$207	\$216	\$225	\$234	\$241
Senior Engineer	\$189	\$198	\$205	\$214	\$220
Project Engineer	\$181	\$189	\$197	\$205	\$211
Staff Engineer	\$144	\$150	\$156	\$163	\$168
Assistant Engineer	\$118	\$123	\$128	\$133	\$137
Senior Environmental Scientist	\$188	\$196	\$204	\$212	\$219
Environmental Scientist	\$163	\$170	\$177	\$184	\$190
Environmental Analyst	\$135	\$141	\$147	\$153	\$157
<b><u>Construction Services</u></b>					
Construction Manager	\$231	\$241	\$251	\$261	\$269
Senior Construction Inspector	\$170	\$178	\$185	\$192	\$198
Construction Inspector	\$160	\$167	\$174	\$181	\$186
<b><u>Field Survey</u></b>					
Licensed Surveyor	\$220	\$230	\$239	\$249	\$256
3-Person Survey Crew	\$412	\$431	\$448	\$466	\$480
2-Person Survey Crew	\$337	\$352	\$366	\$381	\$392
<b><u>Support Services</u></b>					
GIS Specialist	\$144	\$150	\$156	\$163	\$168
Senior Engineering Technician	\$116	\$121	\$126	\$131	\$135
Engineering Technician	\$95	\$99	\$103	\$107	\$111
CADD Designer	\$101	\$106	\$110	\$114	\$118
Project Coordinator	\$134	\$140	\$146	\$151	\$156
Graphic Designer	\$125	\$131	\$136	\$141	\$146
Administrative Assistant	\$116	\$121	\$126	\$131	\$135
<b><u>General</u></b>					
Direct Expenses	Cost + 10%	Cost + 10%	Cost + 10%	Cost + 10%	Cost + 10%
Subcontract Services	Cost + 10%	Cost + 10%	Cost + 10%	Cost + 10%	Cost + 10%
Specialized Computer Applications (per hour)	\$15	\$15	\$15	\$15	\$15
Mileage	Current IRS Rate	Current IRS Rate	Current IRS Rate	Current IRS Rate	Current IRS Rate
Field Vehicle – Hourly	\$12/hour	\$12/hour	\$12/hour	\$12/hour	\$12/hour
Field Vehicle – Daily	\$80/day	\$80/day	\$80/day	\$80/day	\$80/day
Field Vehicle – Monthly	\$1,500/month	\$1,500/month	\$1,500/month	\$1,500/month	\$1,500/month
B&W Photocopies (per page)	\$0.10	\$0.10	\$0.10	\$0.10	\$0.10
Color Photocopies (per page)	\$0.50	\$0.50	\$0.50	\$0.50	\$0.50

Rates for field equipment, health and safety equipment, and graphical supplies presented upon request.

Based on CWE maintaining General Liability Insurance for bodily injury and property damage with an aggregate limit of \$2,000,000 per occurrence. In the event the client desires additional coverage, CWE will, upon the client's written request, obtain additional insurance and adjust the above billing rates accordingly.



2024-2027  
Schedule of Services and Fees  
Environmental Services - Southern California

Title	2024 Rates	2025 Rates	2026 Rates	2027 Rates	2028 Rates	2029 Rates	
<b>1. PERSONNEL</b>							
Senior Principal	\$ 275.00	\$ 283.25	\$ 291.75	\$ 300.50	\$ 309.51	\$ 318.80	/hour
Principal	\$ 250.00	\$ 257.50	\$ 265.23	\$ 273.18	\$ 281.38	\$ 289.82	/hour
Senior Engineer	\$ 250.00	\$ 257.50	\$ 265.23	\$ 273.18	\$ 281.38	\$ 289.82	/hour
Senior Planner	\$ 250.00	\$ 257.50	\$ 265.23	\$ 273.18	\$ 281.38	\$ 289.82	/hour
Senior Scientist	\$ 245.00	\$ 252.35	\$ 259.92	\$ 267.72	\$ 275.75	\$ 284.02	/hour
Senior Geologist	\$ 220.00	\$ 226.60	\$ 233.40	\$ 240.40	\$ 247.61	\$ 255.04	/hour
Senior Project Manager	\$ 200.00	\$ 206.00	\$ 212.18	\$ 218.55	\$ 225.10	\$ 231.85	/hour
Senior Project Manager I	\$ 215.00	\$ 221.45	\$ 228.09	\$ 234.94	\$ 241.98	\$ 249.24	/hour
Senior Project Manager II	\$ 240.00	\$ 247.20	\$ 254.62	\$ 262.25	\$ 270.12	\$ 278.23	/hour
Project Manager	\$ 165.00	\$ 169.95	\$ 175.05	\$ 180.30	\$ 185.71	\$ 191.28	/hour
Project Planner	\$ 180.00	\$ 185.40	\$ 190.96	\$ 196.69	\$ 202.59	\$ 208.67	/hour
Project Engineer	\$ 180.00	\$ 185.40	\$ 190.96	\$ 196.69	\$ 202.59	\$ 208.67	/hour
Project Geologist	\$ 180.00	\$ 185.40	\$ 190.96	\$ 196.69	\$ 202.59	\$ 208.67	/hour
Project Scientist	\$ 180.00	\$ 185.40	\$ 190.96	\$ 196.69	\$ 202.59	\$ 208.67	/hour
Senior Staff Engineer	\$ 155.00	\$ 162.75	\$ 170.89	\$ 179.43	\$ 188.40	\$ 197.82	/hour
Staff Engineer	\$ 155.00	\$ 159.65	\$ 164.44	\$ 169.37	\$ 174.45	\$ 179.69	/hour
Staff Geologist	\$ 155.00	\$ 159.65	\$ 164.44	\$ 169.37	\$ 174.45	\$ 179.69	/hour
Staff Scientist	\$ 155.00	\$ 162.75	\$ 170.89	\$ 179.43	\$ 188.40	\$ 197.82	/hour
Field Engineer	\$ 125.00	\$ 128.75	\$ 132.61	\$ 136.59	\$ 140.69	\$ 144.91	/hour
Field Geologist	\$ 125.00	\$ 131.25	\$ 137.81	\$ 144.70	\$ 151.94	\$ 159.54	/hour
Field Scientist	\$ 125.00	\$ 128.75	\$ 132.61	\$ 136.59	\$ 140.69	\$ 144.91	/hour
GIS / CAD Operator	\$ 110.00	\$ 113.30	\$ 116.70	\$ 120.20	\$ 123.81	\$ 127.52	/hour
Clerical/Administrative Staff/Senior Administrative Staff	\$ 100.00	\$ 103.00	\$ 106.09	\$ 109.27	\$ 112.55	\$ 115.93	/hour
*An overtime premium of 1.5 times the hourly rate will apply for services provided Monday through Friday that are in excess of 8 hours per day and for services provided before 7:00 AM and after 6:00 PM, as well as for services provided on Saturday, Sunday and Terracon recognized Holidays.							
Note: Deposition or court testimony at a minimum of 1.75 times regular rate-minimum or \$250.00/hour.							
<b>2. EXPENSES AND SUPPLIES</b>							
Subcontractor/Subconsultants	Cost Plus 15%						
Vehicle Charge (local area, within 25 miles of office)	\$ 152.00	\$ 156.56	\$ 161.26	\$ 166.09	\$ 171.08	\$ 176.21	/day
Vehicle Charge (local area, within 25 miles of office, less than 4 hours)	\$ 100.00	\$ 103.00	\$ 106.09	\$ 109.27	\$ 112.55	\$ 115.93	/half day
Vehicle Charge (outside local area)	\$ 1.19	\$ 1.23	\$ 1.26	\$ 1.30	\$ 1.34	\$ 1.38	/mile*
Per Diem, Lodging and Food	\$ 295.00	\$ 303.85	\$ 312.97	\$ 322.35	\$ 332.03	\$ 341.99	/day **minimum
Mobilization	\$ 150.00	\$ 154.50	\$ 159.14	\$ 163.91	\$ 168.83	\$ 173.89	/day
Tolls	\$ 12.00	\$ 12.36	\$ 12.73	\$ 13.11	\$ 13.51	\$ 13.91	/day
Insurance	\$ 50.00	\$ 51.50	\$ 53.05	\$ 54.64	\$ 56.28	\$ 57.96	/day
Parking	\$ 30.00	\$ 30.90	\$ 31.83	\$ 32.78	\$ 33.77	\$ 34.78	/day
Miscellaneous charges, including analytical laboratory tests, shipping charges, rental equipment, outside labor, public transportation, materials permit fees or other contracted services							
*A 10% fuel surcharge will be added for every dollar per gallon above \$5.00/gallon during the duration of the project.							
<b>3. ENVIRONMENTAL EQUIPMENT RENTAL (Personnel Time Not Included)</b>							
<b>Development, Sampling and Test Equipment</b>							
Bailer (SS)	\$ 50.00	\$ 51.50	\$ 53.05	\$ 54.64	\$ 56.28	\$ 57.96	/day
Groundwater sampling kit - bailer, nitriles, and rope	\$ 75.00	\$ 77.25	\$ 79.57	\$ 81.95	\$ 84.41	\$ 86.95	/each
Soil Sampling Kit - nitriles and jar	\$ 50.00	\$ 51.50	\$ 53.05	\$ 54.64	\$ 56.28	\$ 57.96	/each
Soil Vapor Implant/Sub-slab Vapor Point	\$ 175.00	\$ 180.25	\$ 185.66	\$ 191.23	\$ 196.96	\$ 202.87	/each
2" Electric Pump \$65.00/day	\$ 65.00	\$ 66.95	\$ 68.96	\$ 71.03	\$ 73.16	\$ 75.35	/day
4" Electric Pump	\$ 110.00	\$ 113.30	\$ 116.70	\$ 120.20	\$ 123.81	\$ 127.52	/day
Temperature, pH, conductivity meters	\$ 200.00	\$ 206.00	\$ 212.18	\$ 218.55	\$ 225.10	\$ 231.85	/day
Bladder Pump 1.8" OD SS (with controller & compressor)	\$ 200.00	\$ 206.00	\$ 212.18	\$ 218.55	\$ 225.10	\$ 231.85	/day
Sediment Sampler	\$ 250.00	\$ 257.50	\$ 265.23	\$ 273.18	\$ 281.38	\$ 289.82	/day
Electric Water Level Indicator	\$ 60.00	\$ 61.80	\$ 63.65	\$ 65.56	\$ 67.53	\$ 69.56	/day
Data Acquisition Station w/ Transducer	\$ 250.00	\$ 257.50	\$ 265.23	\$ 273.18	\$ 281.38	\$ 289.82	/day
Additional Transducers	\$ 50.00	\$ 51.50	\$ 53.05	\$ 54.64	\$ 56.28	\$ 57.96	/day
Flow-cell with Multi-parameter water quality meter	\$ 200.00	\$ 206.00	\$ 212.18	\$ 218.55	\$ 225.10	\$ 231.85	/day
Truck (Terracon-owned)	\$ 90.00	\$ 92.70	\$ 95.48	\$ 98.35	\$ 101.30	\$ 104.33	/day



2024-2027  
Schedule of Services and Fees  
Environmental Services - Southern California

Title	2024 Rates	2025 Rates	2026 Rates	2027 Rates	2028 Rates	2029 Rates	
GPS Unit (sub-meter)	\$ 150.00	\$ 154.50	\$ 159.14	\$ 163.91	\$ 168.83	\$ 173.89	/day
Micropurge Controller	\$ 115.00	\$ 118.45	\$ 122.00	\$ 125.66	\$ 129.43	\$ 133.32	/day
Multi-Gas Detector	\$ 175.00	\$ 180.25	\$ 185.66	\$ 191.23	\$ 196.96	\$ 202.87	/day
Hydrocarbon/Water Interface Probe	\$ 85.00	\$ 87.55	\$ 90.18	\$ 92.88	\$ 95.67	\$ 98.54	/day
Photoionization Detector	\$ 175.00	\$ 180.25	\$ 185.66	\$ 191.23	\$ 196.96	\$ 202.87	/each
<b>Monitoring Equipment</b>							
Metal Detector	\$ 50.00	\$ 51.50	\$ 53.05	\$ 54.64	\$ 56.28	\$ 57.96	/each
Air Velocity Indicator (Anemometer)	\$ 150.00	\$ 154.50	\$ 159.14	\$ 163.91	\$ 168.83	\$ 173.89	/day
Air Sampling Pump, Personal	\$ 75.00	\$ 77.25	\$ 79.57	\$ 81.95	\$ 84.41	\$ 86.95	/day
Air Sample Pump, Detector Tube	\$ 65.00	\$ 66.95	\$ 68.96	\$ 71.03	\$ 73.16	\$ 75.35	/day
Sound Level Meter	\$ 75.00	\$ 77.25	\$ 79.57	\$ 81.95	\$ 84.41	\$ 86.95	/day
Noise Dosimeter	\$ 100.00	\$ 103.00	\$ 106.09	\$ 109.27	\$ 112.55	\$ 115.93	/day
Viable Microorganism Sampler/Pump	\$ 90.00	\$ 92.70	\$ 95.48	\$ 98.35	\$ 101.30	\$ 104.33	/day
Carbon Monoxide Monitor (Single Gas)	\$ 135.00	\$ 139.05	\$ 143.22	\$ 147.52	\$ 151.94	\$ 156.50	/day
Indoor Air Quality Monitor (TSI)	\$ 75.00	\$ 77.25	\$ 79.57	\$ 81.95	\$ 84.41	\$ 86.95	/day
Oxygen/Combustible Gas/H2S Monitor	\$ 150.00	\$ 154.50	\$ 159.14	\$ 163.91	\$ 168.83	\$ 173.89	/day
Carbon Dioxide Monitor (Single Gas)	\$ 100.00	\$ 103.00	\$ 106.09	\$ 109.27	\$ 112.55	\$ 115.93	/day
Dissolved Oxygen Meter	\$ 65.00	\$ 66.95	\$ 68.96	\$ 71.03	\$ 73.16	\$ 75.35	/day
Turbidity Meter	\$ 85.00	\$ 87.55	\$ 90.18	\$ 92.88	\$ 95.67	\$ 98.54	/day
Landfill Gas Monitor (CH4/CO2/O2, Infrared)	\$ 100.00	\$ 103.00	\$ 106.09	\$ 109.27	\$ 112.55	\$ 115.93	/day
Mercury Vapor Analyzer	\$ 200.00	\$ 206.00	\$ 212.18	\$ 218.55	\$ 225.10	\$ 231.85	/day

## S. Groner Associates

### FULLY BURDENED HOURLY RATES

JOB FUNCTION	2024	2025	2026	2027	2028	2029
Project Director	\$223	\$234	\$246	\$258	\$271	\$285
Creative Director	\$202	\$212	\$223	\$234	\$246	\$258
Sr. Project Manager	\$202	\$212	\$223	\$234	\$246	\$258
Project Manager	\$194	\$204	\$214	\$225	\$236	\$248
Assistant Project Manager	\$176	\$185	\$194	\$204	\$214	\$225
Sr. Graphic Designer	\$176	\$185	\$194	\$204	\$214	\$225
Public Affairs/Media Relations Manager	\$194	\$204	\$214	\$225	\$236	\$248
Graphic Designer	\$154	\$162	\$170	\$178	\$187	\$197
Project Coordinator	\$152	\$160	\$168	\$176	\$185	\$194
Research/Survey Manager	\$194	\$204	\$214	\$225	\$236	\$248
Research/Survey Coordinator	\$152	\$160	\$168	\$176	\$185	\$194
Multimedia Services	\$176	\$185	\$194	\$204	\$214	\$225
Sr. Project Associate	\$139	\$146	\$153	\$161	\$169	\$177
Project Associate	\$131	\$138	\$144	\$152	\$159	\$167
Copywriter	\$131	\$138	\$144	\$152	\$159	\$167
Outreach Specialist	\$122	\$128	\$135	\$141	\$148	\$156
Social Media Coordinator	\$122	\$128	\$135	\$141	\$148	\$156
Project Administrator	\$144	\$151	\$159	\$167	\$175	\$184