

**CONSTRUCTION MANAGEMENT AND CONSTRUCTION QUALITY
ASSURANCE SERVICES FOR VARIOUS LANDFILL
CONSTRUCTION PROJECTS FOR THE SAN BERNARDINO
COUNTY SOLID WASTE MANAGEMENT DIVISION**

EXHIBIT 2-COST PROPOSAL



Exhibit 2 - Cost Proposal

Fee Schedule (October 27th, 2025 - October 26th, 2030)

GHD Description	2025 US Rate
PROFESSIONAL	
Senior Technical Director 1	\$ 330.00
Senior Technical Director 2	\$ 325.00
Senior Technical Director 3	\$ 320.00
Technical Director 1	\$ 318.00
Technical Director 2	\$ 285.00
Senior Professional 1	\$ 240.00
Senior Professional 2	\$ 222.00
Professional 1	\$ 214.00
Professional 2	\$ 184.00
Professional 3	\$ 169.00
Vacationer / Intern	\$ 158.00
CONSULTANT	
Executive Consultant 1	\$ 424.00
Executive Consultant 2	\$ 390.00
Senior Consultant 1	\$ 327.00
Senior Consultant 2	\$ 293.00
Consultant 1	\$ 244.00
Consultant 2	\$ 199.00
Consultant 3	\$ 169.00
TECHNICAL	
Lead Design Technician 1	\$ 300.00
Lead Design Technician 2	\$ 276.00
Lead Design Technician 3	\$ 252.00
Senior Design Technician 1	\$ 248.00
Senior Design Technician 2	\$ 233.00
Design Technician 1	\$ 214.00
Design Technician 2	\$ 199.00
Drafting/Design 1	\$ 192.00
Drafting/Design 2	\$ 165.00
Drafting/Design 3	\$ 154.00
Drafting/Design 4	\$ 150.00
Intern Drafting/Design	\$ 135.00

GHD Description	2025 US Rate
ADMINISTRATION	
Business Services Manager 1	\$ 267.00
Business Services Manager 2	\$ 237.00
Senior Business Services 1	\$ 184.00
Senior Business Services 2	\$ 173.00
Business Services 1	\$ 154.00
Business Services 2	\$ 147.00
Business Services 3	\$ 113.00
SITE BASED	
Senior Construction Manager	\$ 293.00
Construction Manager	\$ 255.00
Lead Site Engineer/Supervisor	\$ 225.00
Senior Site Engineer	\$ 209.00
Site Engineer	\$ 192.00
Lead Inspector	\$ 195.00
Senior Inspector	\$ 158.00
Inspector / Specialist 1	\$ 139.00
Inspector / Specialist 2	\$ 128.00
Clerk / Specialist 3	\$ 120.00
Senior Site Manager 1	\$ 124.00
Senior Site Manager 2	\$ 117.00
Senior Site Manager 3	\$ 109.00
Senior Site Manager 4	\$ 105.00
Operator/Labourer 1	\$ 105.00
Operator/Labourer 2	\$ 98.00
Operator/Labourer 3	\$ 83.00
PROJECT SUPPORT	
Project Support Manager 1	\$ 315.00
Project Support Manager 2	\$ 300.00
Senior Project Support 1	\$ 267.00
Senior Project Support 2	\$ 229.00
Project Support 1	\$ 218.00
Project Support 2	\$ 203.00
Project Support 3	\$ 188.00
Project Support 4	\$ 169.00
Project Support 5	\$ 147.00
Project Support 6	\$ 109.00



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2025 Rate Schedule Notes

1. Basis of Charges

- Rates are for employees of GHD companies and subject to project and task specific proposals, agreements, and contracts.
- Field services are billed based on time required for staff to reach the project site from the San Bernardino County Public Works Department office.

2. Direct Costs and Reimbursables

- The current year IRS mileage reimbursement rate will be applicable. The 2025 mileage reimbursement rate for US employees is \$0.70 per mile based on the IRS published rate.

3. Administrative Project Costs

- An administration fee will apply to all invoices to cover in-house disbursements (Associated Project Costs) on a project. This will be charged at a rate of: Hourly rate of USD \$6.50

4. Specialty Software

- Specialty Construction Management software will be charged at cost.

5. Markups

- All other project related disbursements, expenses and subcontractor costs will be invoiced with a markup of 10%.

6. Annual Increase

- Fee schedule is subject to 4% increase annually through contract term, October 27th, 2025 – October 26th 2030.

7. Prevailing Wage Rates

- The rates presented in this Fee Schedule are applicable for projects where there has been a General Prevailing Wage Determination made by the Director of Industrial Relations pursuant to California Labor Code Part 7, Chapter 1, Article 2, Sections 1770, 1773, and 1773.1 for commercial building, highway, heavy construction and dredging projects.