

EXHIBIT A - CONSULTANT'S FEE SCHEDULE



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TRANSMITTAL

TO	Ms. Thalia Hernandez	DATE	June 9, 2025
COMPANY	San Bernardino County DPW – Special Districts	PHONE	909-386-8846
ADDRESS	222 W. Hospitality Lane, 2 nd Floor	FAX	
	San Bernardino, CA 92415-0450	JOB NO.	115507-P
SUBJECT	ON-CALL PROFESSIONAL GEOTECHNICAL AND GEOLOGICAL SERVICES		

THE FOLLOWING ITEMS ARE TRANSMITTED:

DATE	NO. PAGES	DESCRIPTION
6/9/25	1	Attachment E – Cost/Fee Proposal Sheet(s) - signed
6/9/25	2	Shannon & Wilson 2025 Fee Schedule – Los Angeles Office
6/9/25	6	Geo-Advantec Master Fee Schedule
6/9/25	2	GHD 2025 Rate Schedule
6/9/25	1	Thomas Harder & Co. Standard Billing Rates, 2025
6/9/25	2	CEC 2025-2026 Schedule of Fees
6/9/25	4	GeoVision – Fee Schedule, PW Fee Schedule, and Equipment Fee Schedule

- | | | | |
|--|--|---|---|
| <input checked="" type="checkbox"/> Per your request | <input type="checkbox"/> For your approval | <input type="checkbox"/> For your information | <input type="checkbox"/> For your files |
| <input type="checkbox"/> For your review | <input type="checkbox"/> For your action | <input type="checkbox"/> Return with comments | <input type="checkbox"/> Other |

This transmittal provides the requested “Cost/Fee Proposal Sheets” detailed in the RFP for the On-Call Professional Geotechnical and Geological Services,” RFP No. SDD-062 / SPD125-SPDAD-5859. Enclosed please find the signed Attachment E and rates schedules for the Shannon & Wilson team. As stated in Attachment E, we request an annual escalation fee of 4 percent based on the current rate schedules.

By: R. Travis Deane, PE, GE

c: _____

Title: Vice President

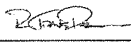
ATTACHMENT E – COST/FEE PROPOSAL SHEET(S)

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: R. Travis Deane, PE, GE

Signature & Title of Authorized Representative: 

Company / Firm: Shannon & Wilson

DIR No 1000018283

Date June 9, 2025

2025 FEE SCHEDULE – LOS ANGELES OFFICE

Fees for Professional Services

Classification Title	Regular Rate per hour	Overtime Rate per hour
Officers / Associates		
Senior Vice President	\$342.00	
Vice President	\$315.00	
Senior Associate	\$289.00	
Associate	\$263.00	
Engineering / Geology / Hydrology / Environmental		
Senior Professional III	\$237.00	
Senior Professional II	\$210.00	
Senior Professional I	\$189.00	
Professional IV	\$168.00	
Professional III	\$158.00	
Professional II	\$147.00	
Professional I	\$132.00	
Field and Lab Technician / Drafter / Technical Assistant		
DGI and Senior Technical Services	\$158.00	\$200.00
Technical Services (IV, III)	\$132.00	\$163.00
Technical Services (II, I)	\$105.00	\$132.00
Administrative		
Office Services (Senior, V, IV)	\$158.00	\$195.00
Office Services (III, II)	\$126.00	\$158.00
Office Services (I)	\$105.00	\$132.00
Special Services		
Senior Consultant	<i>as quoted</i>	
Consultant	<i>as quoted</i>	
Instrumentation Specialist	\$210.00	

Vehicles	Rate per hour	Rate per day
Trucks and Field Vehicles	\$25.00	up to \$200
Personal Vehicles	<i>per federal mileage rate</i>	

Expert Testimony

Hourly rates will be doubled for time spent actually providing expert testimony in court or depositions.

Field Equipment and Laboratory Testing

See separate schedule.

Prevailing Wage Surcharge

The hourly rates will be increased by \$45 per hour for prevailing wage work.

Subconsultants, Subcontractors, and Reimbursable Expenses

Expenses other than salary costs that are directly attributable to our professional services will be invoiced at our cost plus 10%. Examples include, but are not limited to, expenses for subconsultants and subcontractors, out-of-town travel and living, information processing equipment, instrumentation and field equipment rental, special fees and permits, premiums for additional or special insurance where required, telecommunication charges, local mileage and parking, use of rental vehicles, taxi, reproduction, local and out-of-town delivery service, express mail, photographs, laboratory equipment fees, shipping charges, and supplies.

These rates are for services provided for the current fiscal year (FY). At the end of each FY (December 31), rates will be adjusted for the next FY and invoiced accordingly.

**ENGINEERING SERVICES****ENGINEERING AND PROFESSIONAL SERVICES**

Principal Geotechnical Engineer/Principal Engineering Geologist	\$ 240.00	Per Hour
Senior Hydrogeologist	\$ 240.00	Per Hour
Senior Geotechnical Engineer/ Senior Engineering Geologist/Senior Registered Engineer	\$ 185.00	Per Hour
Registered Civil Engineer	\$ 185.00	Per Hour
Project Manager	\$ 145.00	Per Hour
Senior Field Engineer	\$ 160.00	Per Hour
Staff Engineer/Staff Geologist/Field Engineer	\$ 145.00	Per Hour
Laboratory Manager	\$ 120.00	Per Hour
Administration	\$ 65.00	Per Hour
GIS Technician	\$ 135.00	Per Hour
Drafter/CAD Technician	\$ 80.00	Per Hour
Principal Geologist Forensic/Field and Office	\$ 320.00	Per Hour
Principal Geotechnical Engineer Forensic (Field and Office)	\$ 375.00	Per Hour
Senior Engineer Forensic (Field and Office)	\$ 270.00	Per Hour
Field Engineer Forensic	\$ 215.00	Per Hour
Principal Geotechnical Engineer and Geologist Expert Witness and Litigation Tasks	\$ 375.00	Per Hour
Senior Geotechnical Engineer/Senior Registered Engineer Expert Witness and Litigation Tasks	\$ 320.00	Per Hour

GEOTECHNICAL INVESTIGATIVE/PRE-CONSTRUCTION PHASE**FIELD DRILLING AND TESTING**

*Field Testing/Sampling Helper (Technician - Prevailing Wage)	\$ 130.00	Per Hour
*Surcharge of \$10 per/hr. for projects under PLA/CWA agreements		
Drilling – Hollow Stem Auger (6-8" diameter) (subject to adjustment)	\$ 6420.00	Per Day
Drilling – Mud Rotary Wash Drilling (subject to adjustment)	\$ 6955.00	Per Day
Drilling – Cone Penetration Test (subject to adjustment)	\$ 7490.00	Per Day
Coring- Pavement (Crew + Equipment, including rapid set concrete or cold AC patching)	\$ 270.00	Each Core
Saw-Cut – R-value Sampling (Crew + Equipment, including rapid set concrete or cold AC patching)	\$ 375.00	Each Location
Sample Pickup (truck + driver, within a 50-mile radius from GAI's office)	\$ 160.00	Per Round
GPR Survey	\$ 3745.00	Per Day
Percolation Test (Falling Head Method - Max. depth 15') (Min. 2 tests, \$9,630)	\$ 4815.00	Per Test

INSPECTION SERVICES**GEOTECHNICAL MONITORING****DURING CONSTRUCTION TESTING AND INSPECTION SERVICES**

*Soil Technician / Field Engineer (Prevailing Wage)	\$ 140.00	Per Hour
*Surcharge of \$10 per/hr. for projects under PLA/CWA agreements		
Soils/Materials Inspector (Regular Wage)	\$ 95.00	Per Hour
Technician / Field Engineer – Pile and Tieback Monitoring & Inspection	\$ 140.00	Per Hour
Deputy Grading Inspector (City of LA)	\$ 160.00	Per Hour
Nuclear Gauge Equipment	\$ 80.00	Per Day

MATERIALS SPECIAL INSPECTION

*Inspector/Concrete, Batch Plant Inspection	\$ 140.00	Per Hour
*Inspector/Masonry	\$ 140.00	Per Hour
*Inspector/Welding/Steel/Tagging & Sampling	\$ 140.00	Per Hour
*Inspector/Post-Tension	\$ 140.00	Per Hour
*Inspector/Fireproofing	\$ 140.00	Per Hour
*Inspector/UT	\$ 150.00	Per Hour
*Inspector/Pull Test	\$ 150.00	Per Hour
*Surcharge of \$10 per/hr. for projects under PLA/CWA agreements		
Per Diem Shop Inspection (if the shop is more than 50 miles from the project site)	\$ TBD	

**REPORTS**

Soils (Geotechnical/Geohazard Evaluation) Report	Varies - Lump Sum	
DSA-293 Report	\$ 805.00	Ea. Cert.
DSA-291 Report	\$ 805.00	Ea. Cert.
Final Grading / Compaction Report (Comprehensive-Minimum)	\$ 3210.00	Each
Pad Certificate Report/Letter	\$ 1605.00	Each
Utility Trench Compaction Report – (Length <4000 L.F.)	\$ 2675.00	Each
Wall Backfill Report	\$ 2675.00	Each
Monthly Interim In-Grading Report	\$ 1605.00	Each
Pile/Shoring Monitoring Report (Final)	\$ Quote	Each
Plan Review (Grading/ Foundation)	\$ 2675.00	Each
Materials Testing Final Verification Letter	\$ 1070.00	Each Project
Laboratory Report Review Letter (Stamped)	\$ 805.00	Each

LABORATORY TESTING**SOIL AND AGGREGATE****CLASSIFICATION & PHYSICAL CHARACTERISTICS**

ID	ASTM	CTM			
T101	D2937	CT212	Unit Weight	\$ 32.50	Each
T102	D4829		Expansion Index	\$ 155.00	Each
T103	C117, D1140		Finer than #200 Wash	\$ 65.00	Each
T104	D422, C136	CT202	Sieve Analysis- Coarse & Fine Including wash	\$ 192.50	Each
T105	D422, C136	CT202	Sieve Analysis- Coarse Aggregate	\$ 147.50	Each
T106	D422, C136	CT202	Sieve Analysis- Fine Including Wash	\$ 165.00	Each
T107	D422	CT203	Particle-Size Distribution - Sieve Analysis + Hydrometer Combined	\$ 247.50	Each
T108	D422	CT203	Hydrometer Analysis only	\$ 165.00	Each
T109	D4318	CT204	Atterberg Limits LL, PL, & PI of Soils	\$ 155.00	Each
T110	D2435		Consolidation (without Time Rate)	\$ 237.50	Each
T111	D2419	CT217	Sand Equivalent Value of Soil and Fine Aggregate (Set of Three)	\$ 137.50	Each Set
T112	C127	CT206	Specific Gravity and Absorption (Coarse Aggregate)	\$ 110.00	Each
T113	C127	CT206	Absorption Only, Coarse Aggregate	\$ 82.50	Each
T114	C128	CT207	Specific Gravity and Absorption (Fine Aggregate)	\$ 197.50	Each
T115	C128	CT207	Absorption Only, Fine Aggregate	\$ 110.00	Each
T116	AASHTO T100	CT209	Specific Gravity (Soil) by Hydrometer (Water Pycnometer)	\$ 175.00	Each
T117	D2216	CT226	Water Moisture Content	\$ 32.50	Each
T118	D3080		Direct Shear (3 Points)	\$ 330.00	Each
T119	D3080		Direct Shear Remolded sample (3 points)	\$ 375.00	Each
T120	D1557-A, B		Maximum Density 4 in. Mold Passing No.4 or 3/8 in. Sieve	\$ 192.50	Each
T121	D1557-C		Maximum Density 6 in. Mold Passing 3/4 in. Sieve	\$ 202.50	Each
T122	D2166	CT221	Unconfined Compressive Strength of Cohesive Soil	\$ 175.00	Each
T123	D2844	CT301	R-Value, Untreated Material (3 Points)	\$ 357.50	Each
T124	D2844	CT301	R-Value, Treated Material	\$ 385.00	Each



SOIL AND AGGREGATE CLASSIFICATION & PHYSICAL CHARACTERISTICS					
ID	ASTM	CTM			
T125	D4791	CT235	Flat and Elongated Particles	\$ 275.00	Each
T126	D3744	CT229	Durability Index (fine and coarse) in Aggregate	\$ 275.00	Each
T127	D3744	CT229	Durability Index (fine or coarse) in Aggregate	\$ 175.00	Each
T128	C142		Clay Lumps and Friable Particles in Aggregate	\$ 165.00	Each
T129	C40	CT213	Organic Impurities in Fine Aggregates for Concrete	\$ 92.50	Each
T130	D5821	CT205	Percentage of Crushed Particles	\$ 197.50	Each
T131	C131	CT211	Los Angeles Rattler Test, (Abrasion up to 1-1/2")	\$ 330.00	Each
T132	C535	CT211	Los Angeles Rattler Test, (Abrasion Large-up to 2-1/2")	\$ 385.00	Each
T133	C88	CT214	Sodium/Magnesium Sulfate Soundness of Aggregate, 5-cycles	\$ 435.00	Each
T134		CT216	Relative Compaction of Soils & Aggregates using California Impact Apparatus	\$ 265.00	Each
T135		CT227	Cleanness Value of Coarse Aggregate	\$ 247.50	Each
T136	D558		Moisture-Density Relations of Soil-Cement Mixtures	\$ 192.50	Each
T137	D1633-A		Compressive Strength of Molded Soil-Cement Cylinders using 4 in. Mold	\$ 72.50	Each
T138	D4546		One-Dimensional Swell or Collapse of Soils	\$ 165.00	Each
T139			Shelby Tube Cutting, Remolding or Trimming Specimens for testing	\$ 32.50	Each
T140	D1883		California Bearing Ratio, Maximum Density test separate charge	\$ Quote	Each
T141	D2435		Consolidation (with time rate for 2 loads)	\$ 307.50	Each
T142	AASHTO	CT234	Fine Aggregate Angularity	\$ 242.50	Each
T143	D2850		Unconsolidated-Undrained Triaxial Compression	\$ 182.50	Each
CHEMICAL PROPERTIES OF SOILS					
ID		CTM			
T190		CT643	Resistivity	\$ 82.50	Each
T191		CT643	pH	\$ 72.50	Each
T192		EPA 300.0	Sulfate Content	\$ 100.00	Each
T193		EPA 300.0	Chloride Content	\$ 100.00	Each
T194		CT643 EPA 300.0 EPA 300.0	Corrosivity Series	\$ 305.00	Each
CONCRETE					
ID	ASTM	CTM			
T201	C39	CT521	Compression Tests, 6x12 and/or 4x8 Cylinders, including Holds	\$ 42.50	Each
T202	C495		Compression, Lightweight Insulating Concrete	\$ 132.50	Each
T203	C42, C39		Concrete Cores Compression Test (excludes sampling)	\$ 87.50	Each
T204	C42		Drilling Cores from Shotcrete Panel (Lab)	\$ 137.50	Each
T205	C109	C515	Compression, 2"x2"x2" Cube Specimen	\$ 60.00	Each
T206	C496		Splitting Tensile Strength 6"x12" Cylinder	\$ 165.00	Each



CONCRETE					
ID	ASTM	CTM			
T207	C78	CT523	Flexural Strength Test (6"x6"x21" Beam)	\$ 166.00	Each
T208	C157		Drying Shrinkage (Set of 3 bars, 4 readings, up to 90-days)	\$ 527.50	Each set
T209	C39		Unit Weight of Concrete Cylinders	\$ 55.00	Each
T210			Review Existing Mix Design	\$ 110.00	Each
T211			Drilling Cores from Shotcrete Panel (Field)	\$ 220.00	Each
MATERIALS TESTING					
ID	ASTM	CTM	UBC		
T301	D2216		7-6	Fireproofing Density Test	\$ 85.00 Each
T302				Mechanically Spliced Reinforcing Tensile Test up to size No.11	\$ 360.00 Each
T303	A416			Pre-Stress Still Strand (7 wire)	\$ 385.00 Each
T304	A615, A706			Reinforcing Tensile or Bend Up to No.8	\$ 75.00 Each
T305	A615, A706			Reinforcing Tensile or Bend No.9 to 11	\$ 100.00 Each
T306	A615, A706			Reinforcing Tensile or Bend No.11 to 14	\$ 200.00 Each
T307	N/A			Welding Procedure Review	\$ 110.00 Each
T308	F606			Anchor Bolts, Studs, or Threaded Rods Tensile Test under 100,000 lbf	\$ 265.00 Each
T309	F606, F3125			Bolt A325 or A490 Wedge Tensile and Hardness up to 3/4"	\$ 165.00 Each
T310	F606, F3125			Bolt A325 or A490 Wedge Tensile up to 1-1/8" in diameter, and Hardness	\$ 250.00 Each
T311	F606, F3125			Bolt A325 or A490 Wedge Tensile up to 1-1/4" in diameter, and Hardness	\$ 250.00 Each
T312	F606, F3125			Bolt A325 or A490 Wedge Tensile up to 1-3/8" in diameter, and Hardness	\$ 255.00 Each
T313	F606, F3125			Bolt A325 or A490 Wedge Tensile up to 1-1/2" in diameter, and Hardness	\$ 285.00 Each
T314	F606, A194			Nut - Hardness and Proof Load under 100,000 lbf	\$ 70.00 Each
T315	F606, A194			Nut- Hardness and Proof Load Test 100,000-120,000 lbf	\$ 85.00 Each
T316	F436			Washer- Hardness	\$ 55.00 Each
HOT MIX ASPHALT TESTING					
ID	ASTM	CTM			
T401	D1561	CT304		Laboratory Test Maximum Density (LTMD), Hveem	\$ 310.00 Each
T402	D1560	CT304, CT366		Stabilometer Value	\$ 360.00 Each
T403		CT305		Stability - Swell	\$ Quote Each
T404		CT308		Specific Gravity & Density of Core	\$ 110.00 Each
T405	D2041	CT309		Theoretical Maximum Specific Gravity & Density (Rice)	\$ 260.00 Each
T406		CT370		Moisture Content by Microwave Oven	\$ 80.00 Each
T407	D5444	CT202		Sieve Analysis of Extracted Aggregate Sample	\$ 190.00 Each
T408	C136	CT202		Sieve Analysis of Bin Aggregate Sample, each	\$ 80.00 Each
T409	C136	CT202		Sieve Analysis of Combined Aggregate Sample	\$ 250.00 Each
T410	D6307	CT382		Asphalt Content by Ignition Oven (Bitumen Content)	\$ 260.00 Each
T411	D6307	CT382		Asphalt Content by Ignition Oven (Correction Factor)	\$ 390.00 Each
T412	D1188	CT308		Unit Weight – Coated, Molded Specimen or Cores	\$ 110.00 Each



HOT MIX ASPHALT TESTING					
ID	ASTM	CTM			
T413	D2726, D6926		Compacted Maximum Density – MARSHALL	\$ 260.00	Each
T414	D2172		Extraction, % Asphalt (Reflux) including wash and solvent charge	\$ 430.00	Each
T415	D2216	CT226	Emulsion Moisture Content by Oven	\$ 70.00	Each
T416	AASHTO T59	CT331	Residue by Evaporation	\$ 220.00	Each
T417	D3910		Wet Track Abrasion Test (WTAT)	\$ Quote	Each
MASONRY TESTING					
ID	ASTM	UBC			
T501	C140		Compression Test of CMU Block (gross)	\$ 105.00	Each
T502	C140		Absorption & Moisture Content	\$ 90.00	Each
T503	C426		Linear Shrinkage	\$ 270.00	Each
T504	C140		Unit Weight	\$ 90.00	Each
T505	C140		Dimensional Measurements	\$ 60.00	Each
T506	C140		Compression Test of Masonry Core	\$ 105.00	Each
T507	C39, C780	21-16	Compression Test of 2" x 4" Mortar Cylinder	\$ 60.00	Each
T508	C1314	21-17	Compression Test of Composite Prism	\$ 270.00	Each
T509	C1019	21-18	Compression Test of 3" x 3" x 6" Grout	\$ 105.00	Each
T510	CBC 2105A.4		Shear on Masonry Cores, 2 Faces, 4" or 6" Cores	\$ 195.00	Each
T511			Saw Cutting Coupons, or trimming from Masonry Unit	\$ 45.00	Each
T512			GPR Scanning for Reinforcement	\$ Quote	Each
T513			Masonry Wall Coring	\$ 330.00	Each
T514			Masonry Wall Coring above 5 feet from floor	\$ Quote	Each
T515	C482		Veneer Bond Strength Shear Test-Onsite	\$ Quote	Each

MINIMUM CHARGES FOR CONSTRUCTION PHASE INSPECTIONS

- All technicians and inspectors are based on a minimum of four (4) hours. Over four hours shall be a minimum of eight (8) hours for inspectors or technicians. If an inspector or technician is scheduled to perform a service, shows up at the project site, and no work is performed, a four-hour (4) charge will apply and be referred to as a show-up charge.

TRAVEL & MILEAGE

- No travel time and mileage costs for engineering staff and materials/special inspection personnel. Per the regulations of Department of Industrial Relations (DIR-Public Works Manual 2016), for soils technicians performing construction inspection and testing carrying a nuclear gauge device travel time will be charged at contractual rate, from GAI's closest office and for round trip drive time (Portal to Portal).
- For regular/non-prevailing jobs, a round-trip mileage cost equal to \$0.75 per mile, calculated from GAI's office to the project site, will be charged.
- The travel time and mileage fee may be subject to change per the negotiation with the client and written approval.

SCHEDULING & CANCELLATIONS

- A 24-hour notice is required when scheduling an inspection or technician. For same day scheduling and for after 3:00 pm the preceding day, the inspector/technician will be deployed to the site if a technician is available.

PREVAILING WAGE

- Our rates will increase proportionally every July 1 in accordance with the wage listed by the Department of Industrial Relations which is tied to Operating Engineers Local 12 documented annual increases plus



corresponding changes in our general administration and overhead expenses. These adjustments shall become agreed upon basis for charges by GAI to Client.

LABORATORY TESTING

- Material samples will be discarded after testing, unless notification by Client has been made to GAI's laboratory prior to testing. If Client requires samples be retrieved after testing or stored at GAI's laboratory for an extended duration of time, arrangements can be made at no additional cost to the client.

TERMS OF PAYMENT

- Invoices shall be deemed delinquent if not paid within thirty (30) days from date of invoice and will be subject to an additional charge of 1.5% of the unpaid balance for each month of delay. GAI reserves the right to terminate its services to Client without notice if all invoices are not paid currently. In case of service termination, the entire amount accrued for all services performed shall immediately become due and payable. Client waives any, and all claims against GAI, its subsidiaries, affiliates, servants, and agents, for termination of work pursuant to this paragraph.



GHD Class	GHD Description	2025 CDN/US Rate
PROFESSIONAL		
A001	Senior Technical Director 1	\$ 440.00
A002	Senior Technical Director 2	\$ 410.00
A003	Senior Technical Director 3	\$ 380.00
A004	Technical Director 1	\$ 365.00
A005	Technical Director 2	\$ 345.00
A006	Senior Professional 1	\$ 320.00
A007	Senior Professional 2	\$ 295.00
A008	Professional 1	\$ 285.00
A009	Professional 2	\$ 245.00
A010	Professional 3	\$ 225.00
A011	Vacationer / Intern	\$ 210.00
CONSULTANT		
V001	Executive Consultant 1	\$ 565.00
V002	Executive Consultant 2	\$ 520.00
V003	Senior Consultant 1	\$ 435.00
V004	Senior Consultant 2	\$ 390.00
V005	Consultant 1	\$ 325.00
V006	Consultant 2	\$ 265.00
V007	Consultant 3	\$ 225.00
TECHNICAL		
B001	Lead Design Technician 1	\$ 400.00
B002	Lead Design Technician 2	\$ 370.00
B003	Lead Design Technician 3	\$ 335.00
B004	Senior Design Technician 1	\$ 330.00
B005	Senior Design Technician 2	\$ 310.00
B006	Design Technician 1	\$ 285.00
B007	Design Technician 2	\$ 265.00
B008	Drafting/Design 1	\$ 255.00
B009	Drafting/Design 2	\$ 220.00
B010	Drafting/Design 3	\$ 205.00
B011	Drafting/Design 4	\$ 200.00
B012	Intern Drafting/Design	\$ 180.00

GHD Class	GHD Description	2025 CDN/US Rate
ADMINISTRATION		
C001	Business Services Manager 1	\$ 355.00
C002	Business Services Manager 2	\$ 315.00
C003	Senior Business Services 1	\$ 245.00
C004	Senior Business Services 2	\$ 230.00
C005	Business Services 1	\$ 205.00
C006	Business Services 2	\$ 195.00
C007	Business Services 3	\$ 150.00
SITE BASED		
S001	Senior Construction Manager	\$ 390.00
S002	Construction Manager	\$ 340.00
S003	Lead Site Engineer/Supervisor	\$ 300.00
S004	Senior Site Engineer	\$ 270.00
S005	Site Engineer	\$ 255.00
S006	Lead Inspector	\$ 260.00
S007	Senior Inspector	\$ 210.00
S008	Inspector / Specialist 1	\$ 185.00
S009	Inspector / Specialist 2	\$ 170.00
S010	Clerk / Specialist 3	\$ 160.00
S011	Senior Site Manager 1	\$ 165.00
S012	Senior Site Manager 2	\$ 155.00
S013	Senior Site Manager 3	\$ 145.00
S014	Senior Site Manager 4	\$ 140.00
S015	Operator/Labourer 1	\$ 140.00
S016	Operator/Labourer 2	\$ 130.00
S017	Operator/Labourer 3	\$ 110.00
PROJECT SUPPORT		
D001	Project Support Manager 1	\$ 420.00
D002	Project Support Manager 2	\$ 400.00
D003	Senior Project Support 1	\$ 355.00
D004	Senior Project Support 2	\$ 305.00
D005	Project Support 1	\$ 290.00
D006	Project Support 2	\$ 270.00
D007	Project Support 3	\$ 250.00
D008	Project Support 4	\$ 225.00
D009	Project Support 5	\$ 195.00
D010	Project Support 6	\$ 145.00



2025 Rate Schedule Notes

- 1) Rates are for employees of GHD companies.
- 2) 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 either:
 - 6% of total professional fees
 - Hourly rate of CAD \$10.00 or USD \$8.00
- 3) All travel will be invoiced at economy class rates. Lodging and meal expenses will be at cost plus agreed markup unless a per diem rate is negotiated.
- 4) All other project related disbursements, expenses and subcontractor costs will be invoiced with a markup of 15%.
- 5) Fee schedule is subject to change annually.
- 6) Leased and personnel vehicles, field equipment and disposable field supplies will be invoiced at established rates. Personal vehicle mileage rates will be charged in accordance with government regulated standard rates.

<u>Staff</u>	<u>Hourly Rate</u>
Principal Hydrogeologist	\$240
Associate Hydrogeologist	\$210
Senior Hydrogeologist/Geologist/Geoscientist	\$180
Project Geoscientist	\$155
Staff Geoscientist	\$135
Field Technician	\$100
Graphics	\$110
Clerical	\$90

For public hearings, depositions and court appearances requiring qualifications and services as expert witness, the Principal Hydrogeologist will be billed at the hourly rate of \$480/hr, plus travel expenses and subsistence as described below. Billing for depositions, court appearances, and administrative hearings will include an 8-hr minimum.

Travel mileage for personal vehicles will be charged at the rate allowed by current IRS guidelines. Current guideline is 70 cents/mile.

Subsistence expenses, including food and lodging, will be reimbursed at the actual cost.





Civil & Environmental Consultants, Inc.

**2025-2026 SCHEDULE OF FEES - PROFESSIONAL SERVICES
SAN BERNARDINO COUNTY ON-CALL GEOTECHNICAL SERVICES**

Professional Staff:	Rate
Staff Consultant / Scientist	\$147.00
Project Consultant / Scientist	\$158.00
Assistant Project Manager	\$181.00
Project Manager I	\$188.00
Project Manager II	\$200.00
Project Manager III	\$213.00
Senior Project Manager	\$244.00
Principal	\$290.00
Senior Consultant	\$272.00
Senior Principal	\$313.00
Vice President	\$357.00
Support Services:	
Field Technician	\$104.00
Senior Technician	\$125.00
Survey Technician I	\$104.00
Survey Technician II	\$122.00
Administrative / Secretary	\$92.00
Office Manager	\$94.00
CAD Operator	\$114.00
Intern	\$92.00
Designer	\$130.00
Reimbursables and Other Direct Costs:	
Daily Rate CEC Vehicle	\$115
Monthly Rate CEC Vehicle	2275
Personal Vehicle Mileage 2	IRS Federal Rate
Subcontractors and Subconsultants	Cost plus 10%
Rental Equipment	Cost plus 10%
Travel Expenses	Cost plus 10%

The rates presented on this rate table are valid only through December 31, 2026.



ITEM DESCRIPTION	FEES
Other In-House Equipment Rates:	
Field Kit	\$55.00/day
Trimble GPS	\$80.00/day
Field Laptop	\$45.00/day
Survey Equipment	\$80.00/day
Nuclear Density Gauge	\$90.00/day
Environmental, Health & Safety Equipment:	
Combustible Gas Meter	\$75.00/day
Photoionization Detector	\$130.00/day
Environmental health & safety supplies	Quoted per project
Aquifer Testing and Groundwater Sampling:	
Water level indicator	\$45.00/day
Water Quality Meter	\$55.00/day
Peristaltic Pump	\$70.00/day
Slug Testing Equipment	\$130.00/day
Bailers, bailer cord, pump hose, and other disposables	Quoted per project

The rates presented on this rate table are valid only through December 31, 2026.



Fee Schedule
Time and Materials/Fixed Price Contract

Labor

<u>Category</u>	<u>Hourly Rate</u>
Principal or Sr. Engineer/Geophysicist Expert Witness	\$ 340
Principal	280
Senior Geophysicist	205
Project Manager	160
CADD / Mapping specialist	160
Senior Project Geophysicist	140
Project Geophysicist	130
Senior Staff Geophysicist	120
Staff Geophysicist	105
Senior Geophysical Technician	120
Geophysical Technician II	105
Geophysical Technician I	95
Clerical	80

Expenses

<u>Category</u>	<u>Fee</u>
Materials	Cost
Travel Expenses	Cost
billed per California State Regulations	
Internal Computer Resources	Included in labor rates

Subcontracts

Cost Overhead on Subcontracts	Cost
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Valid through December 2025



**Prevailing Wage Fee Schedule
Time and Materials/Fixed Price Contract**

Labor

<u>Category</u>	<u>Hourly Rate</u>
Field Geophysicist	228.71
Based on SC-023-63-2-2023 2D Group 3, https://www.dir.ca.gov/oprl/2024-1/PWD/Increases/Southern/SC-023-63-2-Pre.pdf	
Field Technician	228.71
https://www.dir.ca.gov/oprl/2024-1/PWD/Increases/Southern/SC-023-63-2-Pre.pdf	

**** IMPORTANT – These rates may change according to DIR****

Expenses

<u>Category</u>	<u>Fee</u>
Materials	Cost
Travel Expenses	Cost
billed per California State Regulations	
Internal Computer Resources	Included in labor rates

Subcontracts

Cost Overhead on Subcontracts	Cost
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Effective July 1, 2025, and Valid through June 2026



Equipment Fee Schedule (US\$)
Time and Materials/Fixed Fee Contract

Equipment Item (qty if more than 1)	Day	Week	Month
Geonics EM-31DL Terrain Conductivity Meter w/data logger (2)	100	500	1,500
Geonics EM-61 High Sensitivity Digital Metal Detector w/data logger (2)	100	500	1,500
Geonics EM-61MK2A High Sensitivity Digital Metal Detector w/data logger	130	650	1,950
Geometrics G-858 Cesium Magnetometer	160	800	2,400
Gem GSM-19 Walking Magnetometer	60	300	900
GSSI SIR10, 20, 3000, 4000 Ground Penetrating Radar Unit (4)	135	675	2,025
GSSI GPR Antenna (2.6, 1.5 GHz, 900, 400, 350, 275, 200 MHz – ground coupled)	80	400	1,200
Geometrics Geode 24-channel Seismograph (4)	130	650	1,950
Twenty-five 8 to 40 Hz Geophones with Muller or Kooter takeouts (350)	60	300	900
Twenty-Five 4.5 Hz Geophones (80)	120	600	1,800
Instantel Micromate seismograph for vibration monitoring – add \$50 “Cal Fee” first use	65	325	975
Instantel MicroMate seismograph – with stainless steel enclosure, battery and charger	110	550	1,650
IVI T15000 MiniVib Seismic Reflection System including MiniVib	1,680	8,400	25,200
Horizontally Polarized Shear-Wave Vibrator seismic Source (MicroVib)	1,000	5,000	15,000
Seismic Refraction/Reflection Cable, including adapters (25)	30	150	450
Input/Output RLS240M Roll Box with cable adapters	30	150	450
Betsy Downhole Percussion Firing Rod without shells	20	100	300
Accelerated Weight Drop (AWD) PEG40Kg (3) and Geometrics AWD 80Kg (1)	140	700	2,100
Kinometrics Ranger or Oyo Geospace 1Hz Seismometer (8)	20	100	300
Kinometrics Episensor Accelerometer (2)	20	100	300
Geostuff Triax BHG-3 Borehole Geophone	75	375	1,125
Metrotech/RadioDetection/Dynatel/Ditchwitch Utility Locator (8)	40	200	600
Fisher TW-6 Metal Detector (6)	20	100	300
Schonstedt GA72Cd Magnetic Locator (5)	10	50	150
Tempos or Decagon Thermal Properties Analyzer	40	200	600
IEI Impulse Echo System	220	1,100	3,300
HP Spectrum Analyzer	170	850	2,550
GeoVISION Nano NTSC borehole camera	500	2,500	7,500
Sokkia Axis3 or Trimble Pro XR GPS Unit (2)	90	450	1,350
Nikon AP-7 or Sokkia C300 Automatic Level (2)	10	50	150
Nikon NPL-362 Total Station	80	400	1,200
General 210 Motorized Auger	10	50	150
Honda EX650 or EU2000i generator (3)	10	50	150
Polaris Ranger/Quad with Trailer, or Truck/Van (10)	140	420	1,260

Complete Systems	Day	Week	Month
Full Utility Search Vehicle with GPR, Fisher, 2 EM utility locators, field supplies (5)	550	2,750	8,250
Full UST and Utility Search Vehicle with EM, Magnetic, GPR, Fisher, Metrotech, and RD400 equipment	720	3,600	10,800
SUE (Subsurface Utility Engineering) Equipment to augment Utility Search, including Compressor, Air powered spade and other digging tools, Vacuum Extraction System, and Nikon NPL-362 Total Station	1,100	5,500	16,500
Oyo P-S Wave Suspension Logging System with Logging Truck (w/o truck -\$100) (4)	1,100	5,500	16,500
Robertson Borehole Televiewer (both HRAT and OPTV) including winch, Micrologger II, SmartWinch, and Logging Truck (w/o truck subtract \$100) (2)	610	3,050	9,150
Robertson E-Logging system including winch, Micrologger II, SmartWinch, E-log probe (16"/64" Normal Resistivity / Natural Gamma / SPR / SP), and Caliper probe, and Logging Truck (w/o truck subtract \$100) (2)	330	1,650	4,950
Robertson Caliper/Nat'l Gamma, or Fluid Temp/Conductivity/N Gamma, add-on to E-Log	170	850	2,550
Geostuff Downhole Seismic Probe incl. cables, Geode, shear wave plank and vehicle	440	2,200	6,600
GEOVision "Triple Whammy" high energy P- and S-wave surface source for downhole seismic, includes 3 PEG 40KG accelerated weight drop generators	550	2,750	8,250
SASW System (HP Analyzer, 1 Hz seismometers, AWD or shaker source)	390	1,950	5,850
Full Surface-Wave System, including MASW, SASW, ReMi (includes SASW system plus refraction system with Geodes)	720	3,600	10,800
Seismic Refraction System (24 channel, cables, geophones, sledge hammer, AWD or Betsy firing rod, level, GPS system) (2)	550	2,750	8,250
Seismic Refraction System (48 channel, cables, geophones, sledge hammer, AWD or Betsy firing rod, level, GPS system, high voltage blaster, radio trigger)	830	4,150	12,450
MRI vibration survey system (HP Analyzer, PCB non-ferrous sensors, signal conditioner)	330	1,650	4,950
AGI SuperSting R8 IP earth resistivity system with R8/112 Switch Box and 56 electrodes	410	2,050	6,150
AGI SuperSting R8 IP earth resistivity system with R8/112 Switch Box and 112 electrodes	720	3,600	10,800
Trimble R8 RTK GPS System (Rover, Base, Radio, Data Collector, etc.)	330	1,650	4,950
MicroVib Seismic Reflection System including MicroVib, Doghouse with 144Ch Geometrics Geode Acquisition system, Input/Output Roll Box, 5KVA generator, 240 channels 40Hz S-wave geophones, and cables	1,980	9,900	29,700
IVI T15000 MiniVib Seismic Reflection System including MiniVib, Doghouse with 144Ch Geode Acquisition system, Input/Output Roll Box, 5KVA generator, 240 channels 28Hz P-wave OR 40-Hz S-wave geophones, and cables	2,420	12,100	36,300

Valid through December 2025