CITY OF HIGH POINT AGENDA ITEM



| TITLE: City of High Point 2024 Pavement Condition Survey (PCS) | | | | |
|---|--------------------------------|--|--|--|
| | | | | |
| FROM: Robby Stone, Public Services Director | MEETING DATE: January 16, 2024 | | | |
| Derrick Boone, Asst. Public Service Director | | | | |
| | | | | |
| PUBLIC HEARING: N/A | ADVERTISED DATE/BY: N/A | | | |
| | | | | |
| | | | | |
| ATTACHMENTS: Attachment A – Sample Pavement Co | ndition Rating | | | |
| Attachment B – Agreement for Professional Services – Task Order No. 2 | | | | |
| Attachment C – Recommendation Form | | | | |
| | | | | |

PURPOSE: A major component of the City's program for maintaining asphalt across jurisdictional streets is the regular evaluation of surface conditions. The Pavement Condition Survey provides an efficient means of allocating funds for street repairs and repaving contracts.

BACKGROUND: Every three years, the Street Maintenance Division contracts with a private firm to provide an evaluation of the condition of High Point streets. The last survey was conducted in 2021. This includes riding each street segment to determine the severity and extent of distress categories used to determine the condition of the roadway network. The City owns and maintains approximately 451 centerline miles of roads to be included in the Pavement Condition Survey (PCS) project.

Withers Ravenel was selected as the on-call consultant firm for performing the PCS and submittal of reports due to previous experience and involvement with the past PCS.

BUDGET IMPACT: Funding is available in the FY 2023-2024 budget.

RECOMMENDATION/ACTION REQUESTED: The Public Services Department recommends approval of the contract and that the appropriate City official and/or employee be authorized to execute all necessary documents to award the contract to Withers Ravenel for \$104,000.00.

Sample Pavement Condition Rating

| STREET | ΤР | BEG_DESC | END_DESC | Length F | PLC | L WI | C CT | TR | FC | TC | BC | PP | SD | RR | RC | PCI |
|-----------|----|-----------------|------------------|---------------|-------|------|---------|-----|--------------|----------------|--------------|------------|----------------|------------|------|-----------|
| ABBEYWOOD | ΡL | VANHOE LN | WINDSTREAM WY | 460.726778 | P 2 A | 2 | 5 2 STC | N | High/5-10 | Medium/Medium | Medium/10-25 | High/10-25 | Medium/Extreme | Medium/Low | None | 62.088889 |
| ABBEYWOOD | PL | DEAD END | VANHOE LN | 288.429135 F | P 2 A | 2 | 5 2 STC | N | Medium/5-10 | Medium/Medium | Medium/10-25 | High/5-10 | Medium/Extreme | None | None | 65.861111 |
| ABBIE | AV | ROGAR ST | DEAD END | 562.876489 | P 2 A | 2 | 3 2 STC | N | Medium/10-25 | High/High | None | None | Medium/Extreme | None | None | 55.25 |
| ABBIE | AV | BAKER RD | ROGAR ST | 633.673836 I | P 2 A | 2 | 3 2 STC | N | High/5-10 | Medium/Extreme | Medium/0-5 | High/0-5 | Medium/Extreme | None | None | 63.211111 |
| ABERDARE | DR | CARDIFF LN | SKEET CLUB RD | 908.128167 | P 2 A | 2 | 2 0 N | Ν | Medium/0-5 | Low/High | None | None | Low/Extreme | None | None | 81.916667 |
| ABERDARE | DR | DEAD END | CARDIFF LN | 434.464573 | P 2 A | 2 | 2 0 N | Ν | None | Medium/Medium | None | None | Low/Extreme | None | None | 81.833333 |
| ABERDEEN | RD | HILLSIDE DR | DEAD END | 368.506827 | P 2 B | 2 | 3 2 STC | N | Medium/0-5 | None | None | None | Medium/Extreme | None | None | 68.75 |
| ABERDEEN | RD | IMPERIAL DR | LANGDALE DR | 886.806463 H | P 2 B | 2 | 0 N | Ν | None | None | None | None | Low/Extreme | None | None | 83 |
| ABERDEEN | RD | GREEN HILL DR | IMPERIAL DR | 668.426225 F | P 2 B | 2 | 0 N | Ν | None | None | None | None | Low/Extreme | None | None | 83 |
| ABERDEEN | RD | HILLSIDE DR | SHADYBROOK RD | 558.792268 F | P 2 B | 2 | 2 0 N | Ν | None | None | None | None | Low/Extreme | None | None | 83 |
| ABERDEEN | RD | BEVERLY HILLS D | HILLSIDE DR | 436.542111 F | Р 2В | 2 | 2 0 N | Ν | None | None | None | None | Low/Extreme | None | None | 83 |
| ABERDEEN | RD | BENTBROOK DR | BEVERLY HILLS DR | 391.553232 F | P 2 B | 2 | 2 0 N | Ν | None | Low/Low | None | None | Low/Extreme | None | None | 82.75 |
| ABERDEEN | RD | IVEY LN | BENTBROOK DR | 1582.671178 | P 2 B | 2 | 0 N | Ν | None | None | None | None | Low/Extreme | None | None | 83 |
| ABERDEEN | RD | JOHNSON ST | IVEY LN | 657.529405 F | P 2 B | 2 | 2 0 N | Ν | None | None | None | None | Low/Extreme | None | None | 83 |
| ACADEMY | ST | ELLIOTT PL | LINCOLN DR | 489.61037 I | P 2 A | 1 | 7 0 N | Ν | Medium/0-5 | Low/Low | None | Medium/0-5 | Low/Extreme | None | None | 82.458333 |
| ACADEMY | ST | POTTS AV | ELLIOTT PL | 381.11588 | P 2 A | 1 | 7 0 N | Ν | High/5-10 | Medium/High | None | High/0-5 | High/Extreme | None | None | 50.694444 |
| ADAMS | ST | KENNEDY AV | ALLRED PL | 1210.596283 | P 2 A | 2 | 2 2 VEF | R N | None | None | Medium/50-75 | High/0-5 | Medium/Extreme | None | None | 50.083333 |
| ADAMS | ST | BARKER AV | KENNEDY AV | 689.184363 F | P 2 A | 2 | 2 2 VEF | RN | High/0-5 | None | Medium/25-50 | High/5-10 | Medium/High | None | None | 62.861111 |
| ADMIRAL | DR | TINSLEY DR | SAMET DR | 1075.274327 | P 2 B | 3 | 5 2 STC | N | High/5-10 | Medium/High | None | High/0-5 | Low/Extreme | None | None | 71.444444 |
| AGNES | ST | DEAD END | JEANETTE AV | 686.088045 F | P 2 A | 2 | 3 2 STC | N | Medium/10-25 | Medium/Extreme | None | High/0-5 | High/Extreme | None | None | 49.833333 |
| AKELA | TR | DRAY CT | JAMESFORD DR | 415.264423 | P 2 A | 3 | 5 2 STC | N | Low/5-10 | Medium/Medium | Medium/25-50 | None | Low/Extreme | None | None | 63.638889 |
| AKELA | TR | CAMP RANGER L | DRAY CT | 635.02135 F | P 2 A | 2 | 3 2 STC | N | Medium/10-25 | Medium/Medium | Medium/25-50 | High/0-5 | Low/Extreme | None | None | 62.522222 |
| AKELA | TR | WESTON PL | CAMP RANGER LN | 1330.698221 | P 2 A | 2 | 0 N | Ν | Medium/5-10 | Low/Medium | Medium/0-5 | None | Low/Extreme | None | None | 81.75 |
| AKELA | TR | GUILFORD COLL | WESTON PL | 1194.493135 F | P 2 A | 2 | 0 N | Ν | Medium/5-10 | Low/Low | Medium/5-10 | None | Low/Extreme | None | None | 81.652778 |
| AKERS | СТ | DEAD END | FAIRFIELD RD | 1234.544546 F | P 2 A | 2 | 3 0 N | Ν | Low/0-5 | None | None | None | Low/Medium | None | None | 91.916667 |
| ALAMAR | DR | PHILLY LN | HARNESS LN | 335.831213 | P 2 A | 2 | 2 2 STC | N | Medium/10-25 | Medium/High | None | None | Low/Extreme | None | None | 71.305556 |
| ALAMAR | DR | BRIDLE CT | PHILLY LN | 789.583624 | P 2 A | 2 | 2 2 STC | N | Medium/25-50 | Low/High | None | None | Low/Extreme | None | None | 57.972222 |
| ALAMAR | DR | BAME RD | BRIDLE CT | 210.63791 | P 2 A | 2 | 2 2 STC | N | Medium/10-25 | Medium/Medium | None | None | Low/Extreme | None | None | 76.805556 |
| ALAMAR | СТ | DEAD END | ALAMAR DR | 250.236278 | P 2 A | 2 | 2 2 STC | N | Medium/5-10 | Medium/Medium | None | None | Low/Extreme | None | None | 81.277778 |
| ALAMOSA | DR | WELLFLEET DR | DANDELION DR | 529.020745 F | P 2 A | 2 | 2 2 STC | N | Low/0-5 | Low/Low | Medium/0-5 | None | Low/Extreme | None | None | 82.597222 |
| ALAMOSA | DR | DEEP RIVER RD | WELLFLEET DR | 221.195828 | P 2 A | 2 | 5 2 STC | N | Low/10-25 | Low/Low | None | None | Low/Extreme | None | None | 82 |
| ALBERT | AV | BRADSHAW ST | W ENGLISH RD | 364.76471 | P 2 A | 1 | 8 0 N | N | High/50-75 | None | None | None | High/Extreme | None | None | 19.166667 |
| ALBERT | AV | DEAD END | BRADSHAW ST | 109.166929 | P 2 A | 1 | 8 0 N | N | High/25-50 | High/High | None | None | Medium/Extreme | None | None | 37.861111 |
| ALBERT | AV | W ENGLISH RD | EDGEWORTH ST | 507.625819 | P 2 A | 2 | 0 N | Ν | None | Medium/Medium | None | None | Medium/Extreme | None | None | 67.833333 |



November 21, 2023

Mr. Justin Gray Public Services Manager City of High Point 211 S. Hamilton Street, Suite 206 High Point, NC 27261

RE: Agreement for Professional Services – Task Order No. 2 High Point 2024 Pavement Condition Survey (PCS) High Point, North Carolina WR Project No. 23-0033-001

Dear Mr. Gray,

WithersRavenel is pleased to submit this Task Order No. 2 for executing a City-wide Pavement Condition Survey (PCS) for 2024. Pavement management is an important function of Public Works from an aesthetics aspect as well as maintaining the roadway network. In addition, being efficient in allocating funds for street repairs and repaving contracts is a necessity but is sometimes difficult due to the variables involved. Performing a PCS provides an opportunity for an unbiased perspective of the street system as a whole and allows that allocation of funding to be applied objectively.

We appreciate the opportunity to submit on this next step in your City-wide street system management plan and we look forward to hearing back from you and your staff on the future of this project. Please feel free to call me at 336.215.5521 or email at <u>slander@withersravenel.com</u> with any questions and/or to discuss any aspect of the attached agreement.

Sincerely, WithersRavenel

Steve Lander, P.E. Director of Pavement Management

Attachment:

Task Order No. 2 for Professional Services



High Point, North Carolina 2024 Pavement Condition Survey (PCS) Task Order No. 2 Agreement for Professional Services

A. Preliminary Matters

(This Task Order is hereby included as an addition to and incorporated as part of the On-Call Services Agreement for professional services, between the City of High Point (Client) and WithersRavenel, Inc. (Consultant) effective April 1, 2023.

B. Project Description

This fee agreement is intended to provide the scope of services and associated fees to provide consulting services per request of the City of High Point and formalize an agreement for the implementation and logistics for these services.

For Task 1, WithersRavenel will provide a Pavement Condition Survey (PCS) of the City of High Point's streets. The purpose of the survey is to assess the overall condition of City maintained roadway segments for the Project. This includes riding each street segment following a nationally recognized distress identification manual to determine the severity and extent of seven distresses used to determine the condition of each segment and the entire roadway network. The City owns and maintains approximately 451 centerline miles of roads to be included in the Pavement Condition Survey (PCS) project. A report will also be provided that describes methodologies, procedures, and recommendations that will be explained at an online deliverables meeting.

This scope of services will include subtasks as shown in the Scope of Services below.

For the purposes of this proposal and any subsequent agreements the following references shall apply: City of High Point shall be known as the "City" or "Client"; WithersRavenel shall be known as the "Consultant" or "WR"; the property and overall project shall be known as the "Project"; the executed version of this proposal shall be known as the "Agreement".

C. Timeline for Services

Consultant will begin work upon receipt of executed Agreement and written Notice to Proceed (NTP) from the Client. Estimated timeframe for the basis of the services described in the Scope of Services will be four (4) months from the date of the pre-survey meeting that kicks off the project.

- 1. The estimated timeframe may be impacted by, among other things:
 - a. Unexpected field conditions;
 - b. Timeliness and additional permit and/or plan reviews of review agencies;
 - c. Timeliness and accuracy of information provided by the Client and Client consultants;
 - d. Developments beyond Consultant's control (including weather delays).
- 2. If available, opportunities to adjust this estimated timeframe can be discussed. Implementation of agreed-upon adjustments may result in adjustments to Consultant fees.



D. Scope of Services

Consultant shall provide the services identified under each task below as its "Basic Services" under the Agreement.

Task 1 - Pavement Condition Survey & Report

1.1. Pre-Survey/Needs Analysis Meeting

Upon issuance of a NTP to WR, WR will host an online Pre-Survey (kick-off) meeting with the City Staff to ascertain the extent of the roadway segments to be completed (up to 451 miles) and additional parameters/considerations that should be made by WR during the PCS. At the pre-survey meeting, procedural guidelines and specific project requirements will be discussed with the City. The City will provide a list of streets, the latest City Powell Bill map, and the latest GIS files to be analyzed prior to this meeting. The GIS files should contain basic street inventory data which includes direction, street name, street type, begin and end descriptions, segment length, width, number of lanes, and pavement type. It is assumed that the list of streets and GIS files will match the City Powell Bill map and street listing of City maintained streets.

1.2. Project Administration

The GIS data provided by the City will be imported into the data collection software. Prior to going out into the field, WR will spot check the GIS data against the City Powell Bill map to assess whether ownership information is correct for checked road segments and whether it is believed that all City streets are included.

Ownership issues uncovered by WR will be addressed with the Client prior to data collection. Along with project coordination, this task will also include office administration time to set-up and prepare maps and formats to be utilized on this project.

1.3. Street Segment Area Adjustments (Cul-De-Sacs & Turn Lanes)

At a network level, WithersRavenel will adjust the areas for the street segments with cul-de-sacs and turn lanes. During the PCS data collection, WithersRavenel will indicate the presence of cul-desacs and the number of turn lanes. For cul-de-sacs, the segment area will be adjusted by a typical cul-de-sac area. The turn lane areas will be measured from aerial photograph or Google EarthTM. In both cases the area determined from length times width will be adjusted by the typical area and the measured area, respectively. Please note that these areas are being determined at a network level and will get the City closer to actual areas and do not replace the project level areas to be determined by measurements in the field.

1.4. Data Collection

WithersRavenel will perform a visual PCS or windshield survey which is linked to the City's GIS centerline database of identified asphalt pavement street segments within the City and owned/maintained by the City (up to 451 centerline miles). This will involve riding each segment and observing and quantifying three levels of severity (Low, Medium, and High) and various levels of extent for each pavement distress. WR will follow the Long-Term Pavement Performance (LTPP) distress definitions for the City's PCS. The 7 distresses that will be collected include:

- Fatigue Cracking (FC structural cracking)
- Transverse Cracking (TC)



- Block Cracking (BC)
- Patching and Potholes (PC)
- Surface Defects (Raveling) (SD)
- Rutting and Roughness (RR)
- Reflective Cracking (RC)

Since obtaining accurate PCS data is a crucial first step in managing an effective pavement management program, WR is painstaking in providing the highest quality data. WR's PCS services will provide the following:

- An experienced two-person rating crew and company vehicle.
- Rater Communication Protocol For each street segment, both raters weigh in as to the observed severity and extent for all distresses. If they are not in total agreement, they turn around and ride the segment until they reach an agreement. At the end of each segment, the rater operating the computer reads back the distresses to the rater driving. Both must agree with the input before hitting enter and recording the data.
- An ArcGIS Field Application with GPS The ArcGIS field application ensures accurate data entry with prepopulated pulldowns while the GPS unit ensures recording the correct data on the correct street segment.
- On-the-Fly Field Application PCI Calculation The ArcGIS field application used for the PCS calculates the Pavement Condition Index (PCI) as distresses are being recorded. By knowing the PCI on-the-fly, WR raters can gauge whether the PCI matches the true condition of the street segment. For instance, if a street has very few low severity distresses and is rated with a PCI score of 60, then it is apparent that something has been recorded incorrectly and should be corrected. Also, if there is PCI data from the last PCS, raters can compare the new PCI with the old as a benchmark. Knowing this information minimizes data entry mistakes which ensures the highest quality of data.

After post processing the PCS data from the field, a weighted average PCI by lane miles will be produced for the entire roadway network as a general health indicator for inclusion in the report.

1.5. Report

For the Pavement Condition Survey Report services, WR will provide the following digital deliverables:

- A Pavement Condition Survey Report containing the survey findings. This report will provide summary tables containing recommended maintenance activities and opinions of probable construction costs by activity based on unit maintenance costs to be supplied by the Client;
- Recommendations for broadening the maintenance toolbox;
- An alphabetical and PCI street listing;
- A PowerPoint slideshow of the PCS findings;
- A City street map with PCI condition ranges in PDF format;
- A final GIS geodatabase in ESRI compatible format containing pavement condition inventory data, PCI data, recommended maintenance activities and cost information for the City's records.

WR will present the findings of the PCS Report in a Deliverables Meeting online. At this meeting, WR will review the findings and discuss the next steps in the pavement management program.



E. Designated Representatives

The designated representatives of the Owner and WithersRavenel for this Task Order shall be as follows:

For the Owner:

| Primary Contact Person: | Justin Gray |
|----------------------------|-----------------------------|
| Title: | Public Services Manager |
| Telephone Number - Office: | (336) 883-3455 |
| E-mail Address | justin.gray@highpointnc.gov |

The City's primary contact person shall have complete authority to transmit instructions, receive information, interpret, and define the City's policies and decisions with respect to materials, equipment, elements, and systems pertinent to the pavement management program.

For the Consultant Engineer:

| Primary Contact Person | Steve Lander, P.E. |
|-------------------------|---------------------------------|
| Title: | Director of Pavement Management |
| Telephone Number – Cell | (336) 215-5521 |
| E-mail Address | slander@withersravenel.com |

F. Exclusions / Additional Services

Services that are not included in the Scope of Services or are specifically excluded from this Agreement (see below) shall be considered Additional Services if those services can be performed by Consultant and its agents, and if requested in writing by the Client and accepted by Consultant. Additional services shall be paid by the Client in accordance with the Fee & Expense Schedule at the time of additional services contracting. The exclusions are described below but are not limited to the following:

Project Management

- Additional Meetings/Site Visits;
- Adjacent property owner discussions;
- Neighborhood meetings;
- Attendance at formal regulatory meetings unless noted above;

Services by Others

- Geotechnical services;
- Structural Services;
- Pavement Testing Services

Geomatics Services (including survey)

Environmental Services

Design Services

Documents/Drawings

- Conceptual Drawings;
- Construction Drawings;
- Technical specifications;



Contract documents;

Permitting Services

Services During Construction

General

- Survey/Data Collection and Reports associated with any additional streets/roadway segments that were not included in the listing by the City and agreed by WR during the pre-survey meeting with City staff at the start of the Project;
- Modifying GIS street segmentation or manually joining data from other sources.
- NCDOT or Private Roadways are not included in this scope of Services;
- Providing additional reporting other than the Alphabetical and Numerical PCI and colorcoded map of the results;
- Destructive or non-destructive material testing procedures;
- Any work previously provided in other proposals;
- Unless otherwise included in the Consulting services, evaluation of current practices, policies, procedures, or personnel for the purposes of performance or other improvements;
- Predictive modeling software;
- Any other services not specifically listed within Section C.

The above list is not all inclusive and the Scope of Services defines the services to be provided by WithersRavenel for this project.

Both parties agree that certain tasks, e.g., reviews and approvals, are performed by governmental agencies and that all parties have limited influence on these agencies to meet the prescribed deadlines and that neither party is responsible for delays caused by governmental agencies.

G. Client Responsibilities

The following items will be provided by the Client and WithersRavenel will rely upon the accuracy and completeness of this information:

Pavement Condition Survey

- Prior to WR beginning work provide full information as to its requirements and scope for the Project;
- Prior to WR beginning work assist WR by placing at its disposal all available information pertinent to the Project, including previous Powell Bill maps, Powell Bill Street list, old drawings, maintenance records and any other data relative to the scope of the Project;
- Prior to WR beginning work provide unit costs from previous maintenance contracts. In the case where the City does not have historical data or costs for maintenance activities used in the past, WR will make assumptions. Unit costs developed by WR from local prevailing rates are approximate only. Opinions of costs are approximate only and can fluctuate due to many factors such as size of project, time of year, cost of raw materials, and number of bidders to name a few.
- Prior to WR beginning work the GIS files should be provided and contain basic street inventory data which includes direction, street name, street type, begin and end descriptions, segment length, width, number of lanes, and pavement type.
 - The GIS files shall be import-ready, containing the proper street segmentation, and associated data to be imported. Information that is provided in spreadsheet format,



in addition to the GIS data, shall have a common unique identifier to both the spreadsheet and GIS files for joining purposes. If street segmentation modifications or manual joins are necessary for the GIS or spreadsheet data, an additional fee will be required.

- Give prompt written notice to WR whenever the City observes or otherwise becomes aware of any defect in the Project, request additional scope or timing of WithersRavenel's services;
- Provide access to all the streets requested to be surveyed including ensuring street segments are open to vehicular travel at the timing of the condition field survey. Street segments may be excluded if access is not available to WR for the survey at the time of the field visit.

H. Expenses

WithersRavenel does not expect any expenses related to this project. Should expenses arise, they will be verified with the City for approval on an as needed basis.

I. Compensation for Services

WR proposes to provide the services outlined in Section C on a lump sum basis with fees as shown below. Additional services required outside the Scope of Services in Section C and reimbursable expenses will be billed on a Time and Material basis in accordance with Exhibit I.

| Task Number | Task Name | Fee |
|-------------|--|-----------|
| Task 1 | Pavement Condition Survey (PCS) & Report | \$104,400 |
| | Total | \$104,400 |

- 1. Invoices will be based on the percentage of completion for each lump sum task, and the hourly rate for WithersRavenel personnel in accordance with Exhibit I for hourly tasks, as accomplished during the billing period. Payment is due upon receipt of invoice. Interest shall be charged at the rate of one and one-half (1.5) percent per month on all balances due over 30 days from date of invoice.
- 2. The above fees are based on the estimated timelines noted in the proposal. Any adjustments to those timelines may result in additional fees.
- 3. This proposal is valid 60 days from issuance date which is the date of correspondence to the Client through email, cover letter, or other form of transmittal.
- 4. Also, note that the attached Exhibit I, Fee & Expense Schedule, is based on WR's current rates and may be subject to change for hourly tasks and any additional services that occur after any adjustments go into effect.

Payment

The Client will pay Consultant for services and expenses in accordance with periodic invoices to Client and a final invoice upon completion of the services. Each invoice is due and payable in full upon presentation to Client. Invoices are past due after 30 days. If the Project is reliant on State and/or Federal Funds, then the Client will pay Consultant for all invoices within three (3) banking days of receipt of those State or Federal Funds. The Client is ultimately responsible for payment of all invoices with or without receipt of State or Federal Funds.



J. Acceptance

Receipt of an executed copy of this agreement will serve as the written Agreement between WithersRavenel and City of High Point. All Exhibits identified after the signature blocks below, including the Fee & Expense Schedule (Exhibit I), are incorporated herein and are integral parts of the Agreement.

| OFFERED BY: | | ACCEPTED BY: | |
|--|-----------------|--------------------|------|
| WithersRavenel | | CITY OF HIGH POINT | |
| Signature | Date | Signature | Date |
| Steve Lander, P.E. | | | |
| Name | | Name | |
| Director of Pavement Mana Funding and Asset Manager | gement, nent | | |
| Title | | Title | |

PREAUDIT STATEMENT: This instrument has been preaudited in the manner required by the Local Government Budget and Fiscal Control Act (NC G.S. 159-28(a)).

| Printed Name: | Signature of Finance Officer: | |
|---------------|-------------------------------|--|
| Title: | Printed Name: | |
| | Title: | |

Attachment:

Date:

Exhibit I- Fee & Expense Schedule



EXHIBIT I

Fee & Expense Schedule

| Engineering & PlanningConstruction Project Professional\$ 160Construction Manager I\$ 165Construction Manager II\$ 180Senior Construction Manager\$ 200CAD Technician I\$ 1130Senior CAD Technician\$ 155Designer I\$ 145Designer I\$ 145Designer II\$ 165Landscape Architect II\$ 165Landscape Architect III\$ 190Landscape Architect III\$ 125Planning Technician\$ 125Planner I\$ 135Planner I\$ 135Planner II\$ 135Planner II\$ 180Project Engineer I\$ 120Project Engineer II\$ 130Senior Planner\$ 205Senior Project Manager\$ 225Rasistant Project Representative I\$ 115Resident Project Representative I\$ 115Senior Project Representative I\$ 145Senior Staff Professional\$ 105Staff Professional II\$ 145Senior Staff Professional II\$ 125Staff Professional II\$ 125Staff Professional II\$ 125Senior Staff Professional II\$ 125Senior Staff Professional II\$ 125Senior Staff Professional II\$ 125< | Description | Rate | | | | | | |
|--|--|------|-----|--|--|--|--|--|
| Construction Project Professional\$ 160Construction Manager I\$ 165Construction Manager II\$ 180Senior Construction Manager\$ 200CAD Technician I\$ 1120CAD Technician II\$ 130Senior CAD Technician\$ 155Designer I\$ 145Designer II\$ 165Senior Designer\$ 185Landscape Architect II\$ 165Landscape Architect III\$ 190Landscape Architect III\$ 145Landscape Architect III\$ 145Landscape Architect III\$ 145Landscape Architect III\$ 145Landscape Designer I\$ 145Landscape Designer II\$ 145Planner I\$ 125Planner II\$ 155Planner II\$ 180Senior Planner\$ 190Project Engineer I\$ 180Senior Project Engineer I\$ 190Project Engineer II\$ 190Project Engineer II\$ 190Project Manager\$ 225Resident Project Representative I\$ 115Resident Project Representative II\$ 130Resident Project Representative II\$ 130Resident Project Representative II\$ 145Senior Project Representative II\$ 145Senior Project Representative II\$ 145Senior Project Representative II\$ 125Staff Professional II\$ 125Staff Professional II\$ 125Staff Professional II\$ 125Staff Professional III\$ 125 </th <th colspan="8">Engineering & Planning</th> | Engineering & Planning | | | | | | | |
| Construction Manager I\$ 165Construction Manager II\$ 180Senior Construction Manager\$ 200CAD Technician I\$ 120CAD Technician II\$ 133Senior CAD Technician\$ 155Designer I\$ 145Designer I\$ 145Landscape Architect I\$ 165Landscape Architect II\$ 165Landscape Architect III\$ 205Senior Landscape Architect\$ 225Landscape Architect III\$ 145Landscape Architect III\$ 145Landscape Designer I\$ 145Landscape Designer II\$ 145Landscape Designer II\$ 145Planning Technician\$ 125Planner I\$ 135Planner II\$ 180Senior Planner\$ 190Project Engineer II\$ 180Senior Planner\$ 190Project Engineer II\$ 180Senior Project Manager\$ 205Senior Project Representative I\$ 115Resident Project Representative II\$ 130Resident Project Representative II\$ 130Resident Project Representative II\$ 145Staff Professional III\$ 165Staff Professional III\$ 125Staff Professional III\$ 125Denior Representative II\$ 125Denior Representative II\$ 125Staff Professional III\$ 125Staff Professional III\$ 125Staff Professional III\$ 125Director\$ 245Zoning Specialist <td>Construction Project Professional</td> <td>\$</td> <td>160</td> | Construction Project Professional | \$ | 160 | | | | | |
| Construction Manager II\$ 180Senior Construction Manager\$ 200CAD Technician I\$ 120CAD Technician II\$ 130Senior CAD Technician\$ 155Designer I\$ 145Designer I\$ 165Senior Designer\$ 185Landscape Architect I\$ 170Landscape Architect III\$ 170Landscape Architect III\$ 175Dening Technician\$ 125Landscape Architect III\$ 170Landscape Architect III\$ 170Landscape Architect III\$ 175Planning Technician\$ 125Planner I\$ 135Planner II\$ 135Planner II\$ 180Senior Planner\$ 190Project Engineer I\$ 180Project Engineer II\$ 190Project Engineer II\$ 190Project Engineer II\$ 190Project Engineer II\$ 190Project Engineer II\$ 130Resident Project Manager\$ 225Senior Project Manager\$ 225Senior Project Representative I\$ 115Staff Professional III\$ 165Staff Professional III\$ 165Staff Professional III\$ 165Staff Professional III\$ 125Project Coordinator I\$ 120Senior Staff Professional III\$ 125Staff Professional III\$ 125Staff Professional III\$ 125Staff Professional III\$ 125Senior Staff Professional III\$ 125Dire | Construction Manager I | \$ | 165 | | | | | |
| Senior Construction Manager \$ 200 CAD Technician I \$ 120 CAD Technician II \$ 130 Senior CAD Technician \$ 145 Designer I \$ 145 Designer II \$ 165 Senior Designer \$ 185 Landscape Architect II \$ 165 Senior Landscape Architect III \$ 120 Landscape Architect III \$ 125 Senior Landscape Architect \$ 225 Landscape Designer I \$ 145 Landscape Designer I \$ 135 Planner I \$ 135 Planner II \$ 155 Planner III \$ 180 Project Engineer I \$ 180 Project Engineer II \$ 190 Project Engineer II \$ 190 Project Engineer II \$ 130 Resident Project Manager \$ 225 Senior Project Manager \$ 225 Senior Project Representative I \$ 115 Resident Project Representative II \$ 130 <td>Construction Manager II</td> <td>\$</td> <td>180</td> | Construction Manager II | \$ | 180 | | | | | |
| CAD Technician I\$ 120CAD Technician II\$ 133Senior CAD Technician\$ 155Designer I\$ 145Designer II\$ 145Senior Designer\$ 185Landscape Architect II\$ 165Landscape Architect III\$ 190Landscape Architect III\$ 190Landscape Architect III\$ 125Senior Landscape Architect\$ 225Senior Landscape Architect\$ 125Planner Designer I\$ 145Landscape Designer II\$ 135Planner I\$ 135Planner I\$ 135Planner II\$ 180Senior Planner\$ 190Project Engineer I\$ 180Project Engineer II\$ 190Project Engineer II\$ 125Senior Project Manager\$ 225Resident Project Representative I\$ 115Resident Project Representative I\$ 115Senior Resident Project Representative I\$ 155Staff Professional II\$ 125Staff Professional III\$ 125Staff Professional III\$ 125Director\$ 245Zoning Specialist\$ 325Project Coordinator I\$ 110Project Coordinator I\$ 110Project Coordinator I\$ 110Project Coordinator II\$ 125Project Coordinator II\$ 125Denior Pro | Senior Construction Manager | \$ | 200 | | | | | |
| CAD Technician II\$ 130Senior CAD Technician\$ 155Designer I\$ 145Designer II\$ 165Landscape Architect I\$ 165Landscape Architect III\$ 190Landscape Architect III\$ 205Senior Landscape Architect III\$ 205Senior Landscape Architect III\$ 125Landscape Designer I\$ 145Landscape Designer II\$ 135Planner I\$ 135Planner II\$ 135Planner II\$ 135Planner III\$ 180Senior Planner\$ 190Project Engineer I\$ 180Project Engineer II\$ 190Project Engineer II\$ 190Project Engineer III\$ 205Senior Project Manager\$ 205Senior Project Engineer\$ 225Assistant Project Representative I\$ 115Resident Project Representative I\$ 115Resident Project Representative II\$ 130Resident Project Representative II\$ 130Staff Professional II\$ 155Staff Professional III\$ 165Staff Professional III\$ 120Client Experience Manager\$ 240Project Coordinator I\$ 110Project Coordinator I\$ 125Project Coordinato | CAD Technician I | \$ | 120 | | | | | |
| Senior CAD Technician \$ 155 Designer I \$ 145 Designer II \$ 165 Senior Designer \$ 185 Landscape Architect I \$ 165 Landscape Architect II \$ 190 Landscape Architect III \$ 190 Landscape Architect III \$ 125 Landscape Architect III \$ 125 Landscape Designer I \$ 145 Landscape Designer II \$ 145 Planning Technician \$ 125 Planner I \$ 135 Planner II \$ 180 Senior Planner \$ 190 Project Engineer I \$ 180 Senior Planner \$ 190 Project Engineer II \$ 190 Project Engineer II \$ 190 Project Engineer II \$ 190 Project Manager \$ 205 Senior Project Manager \$ 205 Senior Project Representative I \$ 115 Resident Project Representative II \$ 130 Resident Project Representative II \$ 105 Staff Professional | CAD Technician II | \$ | 130 | | | | | |
| Designer I\$ 145Designer II\$ 165Senior Designer\$ 185Landscape Architect I\$ 165Landscape Architect III\$ 190Landscape Architect III\$ 125Senior Landscape Architect\$ 225Landscape Designer I\$ 145Landscape Designer II\$ 145Landscape Designer II\$ 155Planner Designer II\$ 135Planner II\$ 135Planner II\$ 180Senior Planner\$ 190Project Engineer I\$ 180Project Engineer III\$ 190Project Engineer III\$ 205Senior Project Engineer III\$ 205Senior Project Engineer III\$ 205Senior Project Engineer\$ 225Assistant Project Manager\$ 120Project Engineer III\$ 115Resident Project Representative I\$ 115Senior Project Representative III\$ 130Resident Project Representative III\$ 130Staff Professional\$ 105Staff Professional III\$ 165Staff Professional III\$ 165Staff Professional III\$ 200Senior Staff Professional III\$ 120Director\$ 245Senior Technical Consultant\$ 260Principal\$ 245Senior Technical Consultant\$ 260Principal\$ 245Senior Technical Consultant\$ 265Zoning Specialist\$ 325Coordinator II\$ 110Project Coordinator II\$ 110< | Senior CAD Technician | \$ | 155 | | | | | |
| Designer II \$ 165 Senior Designer \$ 185 Landscape Architect I \$ 165 Landscape Architect II \$ 190 Landscape Architect III \$ 205 Senior Landscape Architect \$ 225 Landscape Designer I \$ 145 Landscape Designer I \$ 145 Landscape Designer I \$ 145 Landscape Designer I \$ 135 Planner Designer I \$ 135 Planner I \$ 135 Planner II \$ 180 Senior Planner \$ 190 Project Engineer I \$ 180 Project Engineer II \$ 180 Project Engineer II \$ 190 Project Engineer III \$ 205 Senior Project Manager \$ 225 Resident Project Manager \$ 225 Resident Project Representative I \$ 115 Resident Project Representative I \$ 130 Resident Project Representative III \$ 105 Staff Professional II \$ 105 Staff Professional III \$ 165 Staff Professional IV \$ 200 Senior Staff Profession | Designer I | \$ | 145 | | | | | |
| Senior Designer \$ 185 Landscape Architect II \$ 165 Landscape Architect III \$ 205 Senior Landscape Architect \$ 225 Landscape Designer I \$ 145 Landscape Designer I \$ 145 Landscape Designer I \$ 145 Landscape Designer I \$ 135 Planner Designer I \$ 135 Planner I \$ 135 Planner II \$ 135 Planner III \$ 180 Project Engineer I \$ 180 Project Engineer II \$ 190 Project Engineer II \$ 190 Project Engineer II \$ 125 Assistant Project Manager \$ 205 Senior Project Manager \$ 205 Senior Project Representative I \$ 115 Resident Project Representative I \$ 115 Resident Project Representative I \$ 130 Resident Project Representative I \$ 145 Staff Professional \$ 105 Staff Professional II \$ 145 Staff Professional IV \$ 200 Senior Staff Professional IV \$ 200 Senio | Designer II | \$ | 165 | | | | | |
| Landscape Architect I \$ 165 Landscape Architect III \$ 190 Landscape Architect III \$ 205 Senior Landscape Architect \$ 225 Senior Landscape Prohitect \$ 145 Landscape Designer I \$ 145 Landscape Designer II \$ 1155 Planner Designer II \$ 135 Planner I \$ 135 Planner II \$ 135 Senior Planner \$ 180 Project Engineer I \$ 180 Project Engineer II \$ 190 Project Manager \$ 225 Senior Project Manager \$ 205 Senior Project Representative I \$ 115 Resident Project Representative I \$ 115 Resident Project Representative II \$ 130 Resident Project Representative II \$ 145 Staff Professional II \$ 155 Staff Professional II \$ 165 Staff Professional IV \$ 200 Senior Staff Profesional IV \$ 200 | Senior Designer | \$ | 185 | | | | | |
| Landscape Architect II \$ 190 Landscape Architect III \$ 205 Senior Landscape Architect \$ 225 Landscape Designer I \$ 145 Landscape Designer II \$ 145 Landscape Designer II \$ 145 Planning Technician \$ 125 Planner I \$ 135 Planner II \$ 180 Senior Planner \$ 180 Project Engineer I \$ 180 Project Engineer I \$ 180 Project Engineer II \$ 190 Project Engineer II \$ 190 Project Engineer II \$ 205 Senior Project Manager \$ 225 Resident Project Manager \$ 225 Resident Project Representative I \$ 115 Resident Project Representative I \$ 115 Senior Resident Project Representative II \$ 105 Staff Professional \$ 105 Staff Professional II \$ 145 Staff Professional II \$ 145 Senior Technical Consultant \$ 240 Director \$ 245 Senior Technical Consultant \$ 260 Projec | Landscape Architect I | \$ | 165 | | | | | |
| Landscape Architect III \$ 205 Senior Landscape Architect \$ 225 Landscape Designer I \$ 145 Landscape Designer II \$ 145 Landscape Designer II \$ 155 Planning Technician \$ 125 Planner I \$ 135 Planner II \$ 180 Senior Planner \$ 190 Project Engineer I \$ 180 Project Engineer II \$ 190 Project Engineer II \$ 190 Project Engineer II \$ 190 Project Engineer II \$ 205 Senior Project Manager \$ 205 Senior Project Manager \$ 205 Senior Project Representative I \$ 115 Resident Project Representative I \$ 115 Resident Project Representative II \$ 130 Resident Project Representative II \$ 145 Staff Professional \$ 105 Staff Professional II \$ 155 Staff Professional III \$ 165 Staff Professional II \$ 240 Director \$ 245 Zoning Specialist \$ 325 Project Coordinator | Landscape Architect II | \$ | 190 | | | | | |
| Senior Landscape Architect \$ 225 Landscape Designer I \$ 145 Landscape Designer II \$ 145 Plancing Technician \$ 125 Planner I \$ 135 Planner II \$ 135 Planner II \$ 180 Senior Planner \$ 190 Project Engineer I \$ 180 Project Engineer III \$ 190 Project Engineer III \$ 205 Senior Project Manager \$ 225 Assistant Project Manager \$ 225 Senior Project Manager \$ 225 Senior Project Representative I \$ 115 Resident Project Representative II \$ 115 Senior Project Representative III \$ 145 Senior Project Representative III \$ 105 Staff Professional II \$ 105 Staff Professional III \$ 165 Staff Professional III \$ 240 Director \$ 245 Senior Technical Consultant \$ 260 Principal \$ 225 Senior Technical Consultant \$ 260 Principal \$ 225 Senior Technical Consultant | Landscape Architect III | \$ | 205 | | | | | |
| Landscape Designer I \$ 145 Landscape Designer II \$ 155 Planning Technician \$ 125 Planner I \$ 135 Planner II \$ 135 Planner III \$ 135 Planner III \$ 135 Project Engineer I \$ 180 Project Engineer II \$ 190 Project Engineer II \$ 205 Senior Project Engineer \$ 225 Senior Project Manager \$ 205 Senior Project Manager \$ 205 Senior Project Manager \$ 225 Resident Project Representative I \$ 115 Resident Project Representative II \$ 100 Staff Professional \$ 105 Staff Professional II \$ 155 Staff Professional III \$ 165 Staff Professional IV \$ 200 Senior Staff Professional IV \$ 200 Senior Staff Professional II \$ 115 Staff Professional IV \$ 200 Senior Staff Professional IV \$ 200 Senior Technical Consultant \$ 265 Zoning Specialist \$ 325 Project Coordin | Senior Landscape Architect | \$ | 225 | | | | | |
| Landscape Designer II \$ 155 Planning Technician \$ 125 Planner I \$ 135 Planner II \$ 155 Planner III \$ 155 Planner III \$ 155 Planner III \$ 180 Project Engineer I \$ 180 Project Engineer II \$ 190 Project Engineer II \$ 205 Senior Project Engineer \$ 225 Assistant Project Manager \$ 205 Senior Project Manager \$ 205 Senior Project Manager \$ 225 Resident Project Representative I \$ 115 Resident Project Representative II \$ 130 Resident Project Representative III \$ 145 Senior Resident Project Representative III \$ 145 Staff Professional II \$ 155 Staff Professional III \$ 165 Staff Professional IV \$ 200 Senior Staff Professional IV \$ 200 Senior Staff Professional IV \$ 200 Senior Technical Consultant \$ 265 Zoning Specialist \$ 325 Project Coordinator I \$ 110 | Landscape Designer I | \$ | 145 | | | | | |
| Planning Technician \$ 125 Planner II \$ 135 Planner III \$ 155 Planner III \$ 180 Senior Planner \$ 190 Project Engineer I \$ 180 Project Engineer II \$ 190 Project Engineer II \$ 190 Project Engineer III \$ 205 Senior Project Engineer \$ 225 Assistant Project Manager \$ 205 Senior Project Manager \$ 225 Resident Project Representative I \$ 115 Resident Project Representative II \$ 130 Resident Project Representative III \$ 145 Senior Resident Project Representative III \$ 145 Staff Professional \$ 105 Staff Professional II \$ 165 Staff Professional II \$ 165 Staff Professional IV \$ 200 Senior Staff Professional \$ 210 Client Experience Manager \$ 245 Director \$ 245 Senior Technical Consultant \$ 260 Project Coordinator I \$ 110 Project Coordinator I \$ 110 | Landscape Designer II | \$ | 155 | | | | | |
| Planner I \$ 135 Planner II \$ 155 Planner II \$ 155 Project Engineer I \$ 180 Project Engineer I \$ 180 Project Engineer II \$ 190 Project Engineer II \$ 205 Senior Project Engineer \$ 225 Assistant Project Manager \$ 190 Project Manager \$ 225 Resident Project Manager \$ 225 Resident Project Representative I \$ 115 Resident Project Representative II \$ 130 Resident Project Representative III \$ 145 Senior Resident Project Representative III \$ 145 Senior Resident Project Representative III \$ 145 Staff Professional \$ 105 Staff Professional II \$ 165 Staff Professional III \$ 165 Staff Professional IV \$ 200 Senior Staff Professional \$ 210 Client Experinece Manager \$ 240 Director \$ 245 Zoning Specialist \$ 325 Project Coordinator I \$ 110 Project Coordinator I \$ 110 | Planning Technician | \$ | 125 | | | | | |
| Planner II \$ 155 Planner III \$ 180 Senior Planner \$ 190 Project Engineer I \$ 180 Project Engineer II \$ 190 Project Engineer II \$ 205 Senior Project Engineer \$ 225 Assistant Project Manager \$ 205 Senior Project Manager \$ 225 Resident Project Representative I \$ 115 Resident Project Representative III \$ 130 Senior Resident Project Representative III \$ 145 Senior Resident Project Representative III \$ 145 Senior Resident Project Representative III \$ 145 Staff Professional \$ 105 Staff Professional II \$ 165 Staff Professional II \$ 165 Staff Professional IV \$ 200 Senior Staff Professional \$ 210 Client Experience Manager \$ 240 Director \$ 245 Senior Technical Consultant \$ 260 Principal \$ 225 Project Coordinator I \$ 110 Project Coordinator I \$ 110 Project Coordinator II \$ 125 | Planner I | \$ | 135 | | | | | |
| Planner III \$ 180 Senior Planner \$ 190 Project Engineer I \$ 190 Project Engineer III \$ 205 Senior Project Engineer \$ 225 Assistant Project Manager \$ 205 Senior Project Manager \$ 205 Senior Project Manager \$ 225 Resident Project Representative I \$ 115 Resident Project Representative III \$ 130 Resident Project Representative III \$ 135 Staff Professional \$ 105 Staff Professional II \$ 155 Staff Professional III \$ 165 Staff Professional III \$ 165 Staff Professional IV \$ 200 Senior Staff Professional IV \$ 200 Senior Technical Consultant \$ 260 Principal \$ 245 Zoning Specialist \$ 325 Project Coordinator I \$ 110 Project Coordinator II \$ 110 Project Coordinator II \$ 125 Project Coordinator II \$ 125 Senior Project Coordinator \$ 125 Project Coordinator \$ 125 | Planner II | \$ | 155 | | | | | |
| Senior Planner \$ 190 Project Engineer II \$ 180 Project Engineer III \$ 205 Senior Project Engineer \$ 225 Senior Project Engineer \$ 225 Assistant Project Manager \$ 205 Senior Project Manager \$ 225 Resident Project Manager \$ 225 Resident Project Representative I \$ 115 Resident Project Representative III \$ 130 Resident Project Representative III \$ 105 Staff Professional \$ 105 Staff Professional II \$ 155 Staff Professional III \$ 165 Staff Professional IV \$ 200 Senior Staff Professional IV \$ 200 Senior Staff Professional IV \$ 200 Senior Technical Consultant \$ 260 Principal \$ 245 Senior Technical Consultant \$ 265 Zoning Specialist \$ 325 Project Coordinator I \$ 110 Project Coordinator I \$ 112 Project Coordinator II \$ 135 Senior Project Coordinator </td <td>Planner III</td> <td>\$</td> <td>180</td> | Planner III | \$ | 180 | | | | | |
| Project Engineer I \$ 180 Project Engineer II \$ 190 Project Engineer III \$ 205 Senior Project Engineer \$ 225 Assistant Project Manager \$ 190 Project Manager \$ 205 Senior Project Manager \$ 225 Resident Project Manager \$ 225 Resident Project Representative I \$ 115 Resident Project Representative II \$ 130 Resident Project Representative III \$ 145 Senior Resident Project Representative III \$ 145 Staff Professional \$ 105 Staff Professional II \$ 155 Staff Professional II \$ 165 Staff Professional IV \$ 200 Senior Staff Professional IV \$ 200 Senior Staff Professional \$ 210 Director \$ 245 Senior Technical Consultant \$ 260 Project Coordinator I \$ 110 Project Coordinator I \$ 110 Project Coordinator I \$ 110 Project Coordinator II \$ 125 Senior Project Coor | Senior Planner | \$ | 190 | | | | | |
| Project Engineer II \$ 190 Project Engineer II \$ 205 Senior Project Engineer \$ 225 Assistant Project Manager \$ 205 Senior Project Manager \$ 205 Senior Project Manager \$ 205 Senior Project Manager \$ 205 Resident Project Representative I \$ 115 Resident Project Representative II \$ 130 Resident Project Representative II \$ 130 Resident Project Representative II \$ 130 Resident Project Representative II \$ 145 Senior Resident Project Representative II \$ 145 Senior Resident Project Representative \$ 155 Staff Professional II \$ 165 Staff Professional II \$ 165 Staff Professional II \$ 165 Staff Professional II \$ 165 Staff Professional II \$ 200 Senior Staff Professional \$ 210 Client Experience Manager \$ 240 Director \$ 245 Senior Technical Consultant \$ 260 Principal \$ 265 Zoning Specialist \$ 325 Project Coordinator I \$ 110 Project Coordinator I \$ 125 Project Coordinator I \$ 125 Project Coordinator I \$ 135 Senior Project Coordinator \$ 145 Lead Project Coordinator \$ 155 CAD Designer \$ 95 Construction Observer \$ 100 Engineer \$ 152 | Project Engineer I | \$ | 180 | | | | | |
| Project Engineer III \$ 205 Senior Project Engineer \$ 225 Assistant Project Manager \$ 190 Project Manager \$ 205 Senior Project Manager \$ 205 Resident Project Representative I \$ 115 Resident Project Representative II \$ 130 Resident Project Representative III \$ 145 Senior Resident Project Representative \$ 155 Staff Professional \$ 105 Staff Professional II \$ 155 Staff Professional II \$ 165 Staff Professional II \$ 165 Staff Professional II \$ 165 Staff Professional II \$ 200 Client Experience Manager \$ 240 Director \$ 245 Senior Technical Consultant \$ 260 Principal \$ 265 Zoning Specialist \$ 325 Project Coordinator I \$ 110 Project Coordinator I \$ 110 Project Coordinator I \$ 110 Project Coordinator I \$ 125 Senior Project Coordinator \$ 145 Lead Project Coordinator \$ 155 CAD Designer \$ 95 Construction Observer \$ 100 Engineer \$ 152 | Project Engineer II | \$ | 190 | | | | | |
| Senior Project Engineer \$ 225 Assistant Project Manager \$ 190 Project Manager \$ 205 Senior Project Manager \$ 225 Resident Project Representative \$ 115 Resident Project Representative \$ 130 Resident Project Representative III \$ 130 Senior Resident Project Representative \$ 155 Staff Professional \$ 105 Staff Professional II \$ 105 Staff Professional II \$ 105 Staff Professional II \$ 165 Staff Professional II \$ 165 Staff Professional IV \$ 200 Senior Staff Professional \$ 210 Client Experience Manager \$ 240 Director \$ 245 Senior Technical Consultant \$ 260 Principal \$ 265 Zoning Specialist \$ 325 Project Coordinator \$ 110 Project Coordinator I \$ 110 Project Coordinator I \$ 110 Project Coordinator I \$ 125 Project Coordinator I \$ 155 CAD Designer \$ 95 Construction Observer \$ 100 Engineer \$ 152 | Project Engineer III | \$ | 205 | | | | | |
| Assistant Project Manager \$ 190 Project Manager \$ 205 Senior Project Manager \$ 225 Resident Project Representative I \$ 115 Resident Project Representative II \$ 130 Resident Project Representative III \$ 145 Senior Resident Project Representative \$ 155 Staff Professional \$ 105 Staff Professional II \$ 155 Staff Professional II \$ 165 Staff Professional II \$ 165 Staff Professional IV \$ 200 Senior Staff Professional \$ 210 Client Experience Manager \$ 240 Director \$ 245 Senior Technical Consultant \$ 260 Principal \$ 205 Zoning Specialist \$ 325 Project Coordinator I \$ 110 Project Coordinator I \$ 110 Project Coordinator I \$ 125 Project Coordinator I \$ 125 Senior Project Coordinator \$ 145 Lead Project Coordinator \$ 155 CAD Designer \$ 95 Construction Observer \$ 100 Engineer \$ 152 | Senior Project Engineer | \$ | 225 | | | | | |
| Project Manager\$ 205Senior Project Manager\$ 225Resident Project Representative I\$ 115Resident Project Representative III\$ 130Resident Project Representative III\$ 145Senior Resident Project Representative III\$ 145Staff Professional\$ 105Staff Professional II\$ 165Staff Professional III\$ 165Staff Professional IV\$ 200Senior Staff Professional IV\$ 200Senior Staff Professional IV\$ 200Senior Staff Professional IV\$ 200Senior Technical Consultant\$ 240Director\$ 245Senior Technical Consultant\$ 265Project Coordinator I\$ 110Project Coordinator I\$ 112Project Coordinator I\$ 125Senior Project Coordinator\$ 145Lead Project Coordinator\$ 145Lead Project Coordinator\$ 155KNAKNACAD Designer\$ 95Construction Observer\$ 100Engineer\$ 152 | Assistant Project Manager | \$ | 190 | | | | | |
| Senior Project Manager\$ 225Resident Project Representative I\$ 115Resident Project Representative II\$ 130Resident Project Representative III\$ 145Senior Resident Project Representative III\$ 145Senior Resident Project Representative\$ 155Staff Professional\$ 105Staff Professional II\$ 165Staff Professional III\$ 165Staff Professional IV\$ 200Senior Staff Professional IV\$ 200Client Experience Manager\$ 240Director\$ 245Senior Technical Consultant\$ 265Project CoordinatorsProject CoordinatorsProject Coordinator I\$ 110Project Coordinator I\$ 112Project Coordinator\$ 145Lead Project Coordinator\$ 145Lead Project Coordinator\$ 155CAD Designer\$ 95Construction Observer\$ 100Engineer\$ 152 | Project Manager | \$ | 205 | | | | | |
| Resident Project Representative I\$ 115Resident Project Representative II\$ 130Resident Project Representative III\$ 145Senior Resident Project Representative III\$ 145Senior Resident Project Representative\$ 105Staff Professional\$ 105Staff Professional II\$ 165Staff Professional III\$ 165Staff Professional IV\$ 200Senior Staff Professional IV\$ 200Client Experience Manager\$ 240Director\$ 245Senior Technical Consultant\$ 260Project Coordinators\$ 325Project Coordinator I\$ 110Project Coordinator I\$ 112Project Coordinator II\$ 125Senior Project Coordinator\$ 145Lead Project Coordinator\$ 155CAD Designer\$ 95Construction Observer\$ 100Engineer\$ 152 | Senior Project Manager | \$ | 225 | | | | | |
| Resident Project Representative II\$ 130Resident Project Representative III\$ 145Senior Resident Project Representative\$ 155Staff Professional\$ 105Staff Professional II\$ 155Staff Professional III\$ 165Staff Professional IV\$ 200Senior Staff Professional IV\$ 200Senior Staff Professional IV\$ 200Senior Staff Professional\$ 210Client Experience Manager\$ 240Director\$ 245Senior Technical Consultant\$ 266Principal\$ 265Project Coordinators\$ 110Project Coordinator I\$ 110Project Coordinator II\$ 125Project Coordinator\$ 145Lead Project Coordinator\$ 155KNAKNACAD Designer\$ 95Construction Observer\$ 100Engineer\$ 152 | Resident Project Representative I | \$ | 115 | | | | | |
| Resident Project Representative III\$ 145Senior Resident Project Representative\$ 155Staff Professional\$ 105Staff Professional II\$ 155Staff Professional III\$ 165Staff Professional IV\$ 200Senior Staff Professional IV\$ 200Client Experience Manager\$ 240Director\$ 245Senior Technical Consultant\$ 266Principal\$ 225Project CoordinatorsProject Coordinator I\$ 110Project Coordinator II\$ 125Project Coordinator\$ 145Lead Project Coordinator\$ 145Lead Project Coordinator\$ 155Construction Observer\$ 100Engineer\$ 152 | Resident Project Representative II | \$ | 130 | | | | | |
| Senior Resident Project Representative\$ 155Staff Professional\$ 105Staff Professional II\$ 155Staff Professional III\$ 165Staff Professional IV\$ 200Senior Staff Professional IV\$ 210Client Experience Manager\$ 240Director\$ 245Senior Technical Consultant\$ 265Project Coordinators\$ 110Project Coordinator I\$ 110Project Coordinator II\$ 125Project Coordinator\$ 145Lead Project Coordinator\$ 145Lead Project Coordinator\$ 155Construction Observer\$ 95Construction Observer\$ 100Engineer\$ 152 | Resident Project Representative III | \$ | 145 | | | | | |
| Staff Professional \$ 105 Staff Professional II \$ 155 Staff Professional III \$ 165 Staff Professional IV \$ 200 Senior Staff Professional IV \$ 200 Client Experience Manager \$ 240 Director \$ 245 Senior Technical Consultant \$ 265 Proincipal \$ 225 Project Coordinators \$ 110 Project Coordinator I \$ 110 Project Coordinator II \$ 125 Senior Project Coordinator \$ 145 Lead Project Coordinator \$ 145 Lead Project Coordinator \$ 155 CAD Designer \$ 95 Construction Observer \$ 100 Engineer \$ 152 | Senior Resident Project Representative | \$ | 155 | | | | | |
| Staff Professional II \$ 155 Staff Professional III \$ 165 Staff Professional IV \$ 200 Senior Staff Professional V \$ 200 Client Experience Manager \$ 240 Director \$ 245 Senior Technical Consultant \$ 265 Project Coordinators Project Coordinators Project Coordinator I \$ 110 Project Coordinator II \$ 125 Project Coordinator II \$ 135 Senior Project Coordinator \$ 145 Lead Project Coordinator \$ 155 CAD Designer \$ 95 Construction Observer \$ 100 Engineer \$ 152 | Staff Professional | \$ | 105 | | | | | |
| Staff Professional III\$ 165Staff Professional IV\$ 200Senior Staff Professional\$ 210Client Experience Manager\$ 240Director\$ 245Senior Technical Consultant\$ 260Principal\$ 265Zoning Specialist\$ 325Project CoordinatorsProject CoordinatorsProject Coordinator I\$ 110Project Coordinator I\$ 125Project Coordinator\$ 145Lead Project Coordinator\$ 155KNACAD DesignerCAD Designer\$ 95Construction Observer\$ 100Engineer\$ 152 | Staff Professional II | \$ | 155 | | | | | |
| Staff Professional IV\$ 200Senior Staff Professional\$ 210Client Experience Manager\$ 240Director\$ 245Senior Technical Consultant\$ 260Principal\$ 265 Project Coordinators Project Coordinator IProject Coordinator I\$ 110Project Coordinator II\$ 125Project Coordinator\$ 145Lead Project Coordinator\$ 155KNACAD Designer\$ 95Construction Observer\$ 100Engineer\$ 152 | Staff Professional III | \$ | 165 | | | | | |
| Senior Staff Professional\$ 210Client Experience Manager\$ 240Director\$ 245Senior Technical Consultant\$ 260Principal\$ 265Zoning Specialist\$ 325Project CoordinatorsProject Coordinator I\$ 110Project Coordinator II\$ 125Project Coordinator II\$ 135Senior Project Coordinator\$ 145Lead Project Coordinator\$ 155KNACAD Designer\$ 95Construction Observer\$ 100Engineer\$ 152 | Staff Professional IV | \$ | 200 | | | | | |
| Client Experience Manager\$ 240Director\$ 245Senior Technical Consultant\$ 260Principal\$ 265Zoning Specialist\$ 325Project CoordinatorsProject Coordinator I\$ 110Project Coordinator II\$ 125Project Coordinator II\$ 135Senior Project Coordinator\$ 145Lead Project Coordinator\$ 155KNACAD Designer\$ 95Construction Observer\$ 100Engineer\$ 152 | Senior Staff Professional | \$ | 210 | | | | | |
| Director \$ 245 Senior Technical Consultant \$ 260 Principal \$ 265 Zoning Specialist \$ 325 Project Coordinators Project Coordinator I \$ 110 Project Coordinator I \$ 125 Project Coordinator II \$ 135 Senior Project Coordinator \$ 145 Lead Project Coordinator \$ 145 Lead Project Coordinator \$ 155 CAD Designer \$ 95 Construction Observer \$ 100 Engineer \$ 152 | Client Experience Manager | \$ | 240 | | | | | |
| Senior Technical Consultant \$ 260 Principal \$ 265 Zoning Specialist \$ 325 Project Coordinators Project Coordinators Project Coordinator I \$ 110 Project Coordinator II \$ 125 Project Coordinator II \$ 135 Senior Project Coordinator \$ 145 Lead Project Coordinator \$ 155 CAD Designer \$ 95 Construction Observer \$ 100 Engineer \$ 152 | Director | \$ | 245 | | | | | |
| Principal\$ 265Zoning Specialist\$ 325Project CoordinatorsProject Coordinator I\$ 110Project Coordinator II\$ 125Project Coordinator III\$ 135Senior Project Coordinator\$ 145Lead Project Coordinator\$ 145KNAConstruction Observer\$ 100\$ 152 | Senior Technical Consultant | \$ | 260 | | | | | |
| Zoning Specialist \$ 325 Project Coordinators Project Coordinator I \$ 110 Project Coordinator II \$ 125 Project Coordinator III \$ 135 Senior Project Coordinator \$ 145 Lead Project Coordinator \$ 145 KNA CAD Designer \$ 95 Construction Observer \$ 100 Engineer \$ 152 | Principal | \$ | 265 | | | | | |
| Project Coordinators Project Coordinator I \$ 110 Project Coordinator II \$ 125 Project Coordinator III \$ 135 Senior Project Coordinator \$ 145 Lead Project Coordinator \$ 155 KNA CAD Designer \$ 95 Construction Observer \$ 100 Engineer \$ 152 | Zoning Specialist | \$ | 325 | | | | | |
| Project Coordinator I \$ 110 Project Coordinator II \$ 125 Project Coordinator III \$ 135 Senior Project Coordinator \$ 145 Lead Project Coordinator \$ 145 CAD Designer \$ 95 Construction Observer \$ 100 Engineer \$ 152 | Project Coordinators | | | | | | | |
| Project Coordinator II \$ 125 Project Coordinator III \$ 135 Senior Project Coordinator \$ 145 Lead Project Coordinator \$ 155 KNA CAD Designer \$ 95 Construction Observer \$ 100 Engineer \$ 152 | Project Coordinator I | \$ | 110 | | | | | |
| Project Coordinator III \$ 135 Senior Project Coordinator \$ 145 Lead Project Coordinator \$ 155 KNA CAD Designer \$ 25 Construction Observer \$ 100 Engineer \$ 152 | Project Coordinator II | \$ | 125 | | | | | |
| Senior Project Coordinator \$ 145 Lead Project Coordinator \$ 155 KNA CAD Designer \$ 95 Construction Observer \$ 100 Engineer \$ 152 | Project Coordinator III | \$ | 135 | | | | | |
| Lead Project Coordinator\$ 155KNACAD Designer\$ 95Construction Observer\$ 100Engineer\$ 152 | Senior Project Coordinator | \$ | 145 | | | | | |
| KNACAD Designer\$ 95Construction Observer\$ 100Engineer\$ 152 | Lead Project Coordinator | \$ | 155 | | | | | |
| CAD Designer\$ 95Construction Observer\$ 100Engineer\$ 152 | KNA | | | | | | | |
| Construction Observer\$ 100Engineer\$ 152 | CAD Designer | \$ | 95 | | | | | |
| Engineer \$ 152 | Construction Observer | \$ | 100 | | | | | |
| | Engineer | \$ | 152 | | | | | |

| Description | Rate |
|------------------------------------|-----------------|
| Funding & Asset Management | |
| GIS Senior Specialist | \$ 180 |
| GIS Specialist | \$ 160 |
| GIS Survey Technician I | \$ 90 |
| GIS Survey Technician II | \$ 115 |
| GIS Survey Technician III | \$ 130 |
| GIS Survey Lead | \$ 145 |
| GIS Technician | \$ 110 |
| GIS Analyst I | \$ 130 |
| GIS Analyst II | \$ 145 |
| GIS Project Manager | \$ 180 |
| E&AM Assistant Project Manager | \$ 175 |
| Intern I | \$ 20 |
| Intern I | \$ 00 \$ 100 |
| ECAM Implementation Specialist | \$ 100 |
| F&AM Implementation Specialist | \$ 100 |
| F&AM Project Consultant I | \$ 130 |
| | ⇒ 140 ¢ 445 |
| F&AM Project Consultant III | \$ 145 |
| F&AM Project Consultant IV | \$ 150 |
| F&AM Senior Project Consultant I | \$ 160 |
| F&AM Senior Project Consultant II | \$ 165 |
| F&AM Project Manager | \$ 180 |
| F&AM Principal | \$ 265 |
| F&AM Director | \$ 245 |
| F&AM Staff Professional I | \$ 85 |
| F&AM Staff Professional II | \$ 125 |
| F&AM Staff Professional III | \$ 165 |
| F&AM Staff Professional IV | \$ 200 |
| F&AM Senior Project Manager | \$ 225 |
| F&AM Senior Technical Consultant | \$ 255 |
| Geomatics | |
| Geomatics CAD I | \$ 115 |
| Geomatics CAD II | \$ 130 |
| Geomatics CAD III | \$ 145 |
| Geomatics Project Manager I | \$ 180 |
| Geomatics Project Manager II | \$ 190 |
| Geomatics Project Manager III | \$ 200 |
| Geomatics Project Professional I | \$ 160 |
| Geomatics Project Professional II | \$ 185 |
| Geomatics Principal | \$ 250 |
| Geometrics Remote Sensing Crew I | \$ 225 |
| Geometrics Remote Sensing Crew I | \$ 210 |
| Geometics Survey Crow I | \$ 310 ¢ 165 |
| Geometrics Survey Crew I | \$ 105 |
| Geomatics Survey Crew II (2 Main) | \$ 203 |
| Geomatics Survey Crew III (3 Man) | ⊅ <u>∠</u> 40 |
| | \$ 225 ¢ 75 |
| Geomatics Survey Tech I | \$ /5 \$ 105 |
| Geomatics Survey Tech II | \$ 105 |
| Geomatics Survey Tech III | \$ 130 |
| Geomatics Survey Lech IV | \$ 140 |
| Geomatics Sr. Technical Consultant | \$ 225 |
| Geomatics SUE Crew 1 | \$ 205 |
| Geomatics SUE Crew 2 | \$ 275 |

| Description | R | ate |
|--|-------------|--------|
| Environmental | | |
| Environmental Technician I | \$ | 95 |
| Environmental Technician II | \$ | 110 |
| Environmental Technician III | \$ | 115 |
| Senior Environmental Technician | \$ | 135 |
| Environmental Project Geologist I | \$ | 160 |
| Environmental Project Geologist II | \$ | 175 |
| Environmental Project Geologist III | \$ | 195 |
| Environmental Senior Project Geologist | \$ | 225 |
| Environmental Assistant Project Manager | \$ | 175 |
| Environmental Project Manager | \$ | 195 |
| Environmental Senior Project Manager | \$ | 215 |
| Environmental Director | \$ | 255 |
| Environmental Project Engineer I | \$ | 160 |
| Environmental Project Engineer II | \$ | 175 |
| Environmental Project Engineer III | \$ | 195 |
| Environmental Senior Project Engineer | \$ | 225 |
| Environmental Principal | \$ | 275 |
| Environmental Project Scientist I | \$ | 160 |
| Environmental Project Scientist II | \$ | 175 |
| Environmental Project Scientist III | \$ | 195 |
| Senior Environmental Project Scientist | \$ | 225 |
| Environmental Scientist I | \$ | 120 |
| Environmental Scientist II | \$ | 140 |
| Environmental Scientist III | \$ | 150 |
| Environmental Geologist I | \$ | 120 |
| Environmental Geologist I | \$ | 140 |
| Environmental Geologist III | ¢ | 150 |
| Environmental Professional I | ¢ | 120 |
| Environmental Professional II | ¢ | 1/0 |
| Environmental Professional III | ¢ | 150 |
| Environmental Senior Technical Consultant | ¢ | 250 |
| Administrative | Ψ | 250 |
| Administrative Assistant | \$ | 75 |
| Administrative Assistant I | \$ | 90 |
| Administrative Assistant II | \$ | 100 |
| Administrative Assistant III | \$ | 110 |
| Marketing Administration I | \$ | 100 |
| Marketing Administration II | \$ | 125 |
| Director of Marketing | \$ | 160 |
| Office Administration | \$ | 80 |
| Office Administrator I | \$ | 130 |
| Office Administrator II | ¢ | 135 |
| Office Administrator III | ¢ | 1/0 |
| Other | Ψ | 140 |
| Expert Witness | \$ | 400 |
| Expenses | Ŷ | 100 |
| Bond Prints (Per Sheet) | \$ | 1.75 |
| Mylar Prints (Per Sheet) | <u>\$</u> 1 | 1.00 |
| Mileage | Pe | er IRS |
| Delivery – Project Specific (Distance & Priori | itv) | |
| Subcontractor Fees (Markup) | -11 | 1.15 |
| Expenses / Reprod. / Permits (Markup) | | 1.15 |

Effective January 1, 2023 - Schedule is subject to change