



477 S. Rosemary Avenue, Suite 330, West Palm Beach, FL 33401 • baxterwoodman.com

March 12, 2021
(Revised May 11, 2021)

Ms. Cynthia Buisson, PE
Engineering Director
Environmental Services Division
City of Delray Beach
434 S. Swinton Avenue
Delray Beach, FL 33444

Subject: Baxter & Woodman
Engineering Consulting Services
Agreement No. 2017-048 (918-42, 918-89, 906-56)
Rate Increase Request

Dear Cynthia,

Please find enclosed the Exhibit B Fee Schedule from the above referenced agreement, which includes hourly rate adjustments for the personnel categories effective April 27, 2021. Our last rate increase request was in 2018. We have included the Employment Cost Index Summary from the US Bureau of Labor Statistics for March 2021 as applicable.

We appreciate your consideration of our request.

Sincerely,

BAXTER & WOODMAN, INC.
CONSULTING ENGINEERS

Rebecca Travis, P.E.
Executive Vice President / Florida Division Manager

Attachment: US Bureau of Labor Employment Cost Index Summary March 2021
Contract Rate Schedule

Baxter & Woodman, Inc.
Engineering Consulting Services

City of Delray Beach Agreement No. 2017-048 (918-42, 918-89, 906-56)
Rate Adjustment Request May 11, 2021

Exhibit B

Category Engineer	Current	2021-Hrly Raw	Proposed
	2018-Hrly Raw	Salary Rate	Hrly Salary Rate w/3x
	Salary Rate	w/Adj*	Multiplier Option
Principal Engineer	\$ 53.42	\$ 55.02	\$ 165.07
Project Manager	\$ 33.06	\$ 34.05	\$ 102.16
Senior Engineer	\$ 34.61	\$ 35.65	\$ 106.94
Engineer I	\$ 20.00	\$ 20.60	\$ 61.80
Engineer II	\$ 24.52	\$ 25.26	\$ 75.77
Sr. Engineering Tech	\$ 25.21	\$ 25.97	\$ 77.90
Sr. CAD Designer	\$ 21.75	\$ 22.40	\$ 67.21
CADD Designer	\$ 20.00	\$ 20.60	\$ 61.80
Construction Manager	\$ 30.00	\$ 30.90	\$ 92.70
Sr. Inspector	\$ 22.00	\$ 22.66	\$ 67.98
Office Support	\$ 18.68	\$ 19.24	\$ 57.72

* US Bureau of Labor Statistics, Private Industry Wages & Salaries, March 2021 12-month index,
not seasonally adjusted = 3.0%



Economic News Release

Employment Cost Index Summary

Transmission of material in this release is embargoed until
8:30 a.m. (ET) Friday, April 30, 2021

USDL-21-0726

Technical information: (202) 691-6199 * ncsinfo@bls.gov * www.bls.gov/ect
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EMPLOYMENT COST INDEX - March 2021

Compensation costs for civilian workers increased 0.9 percent, seasonally adjusted, for the 3-month period ending in March 2021, the U.S. Bureau of Labor Statistics reported today. Wages and salaries increased 1.0 percent and benefit costs increased 0.6 percent from December 2020. (See tables A, 1, 2, and 3.)

Compensation costs for civilian workers increased 2.6 percent for the 12-month period ending in March 2021 and increased 2.8 percent in March 2020. Wages and salaries increased 2.7 percent over the year and increased 3.1 percent for the 12-month period ending in March 2020. Benefit costs increased 2.5 percent over the year and increased 2.1 percent for the 12-month period ending in March 2020. (See tables A, 4, 8, and 12.)

Compensation costs for private industry workers increased 2.8 percent over the year. In March 2020, the increase was 2.8 percent. Wages and salaries increased 3.0 percent for the 12-month period ending in March 2021 and increased 3.3 percent in March 2020. The cost of benefits increased 2.5 percent for the 12-month period ending in March 2021 and increased 1.6 percent in March 2020. (See tables A, 5, 9, and 12.)

Employer costs for health benefits increased 2.1 percent for the 12-month period ending in March 2021. (For further information, see www.bls.gov/ncs/ect/data.htm.)

Among private industry occupational groups, compensation cost increases for the 12-month period ending in March 2021 ranged from 2.0 percent for management, professional, and related occupations to 3.9 percent for both sales and office, and service occupations. Within industry supersectors, compensation cost increases ranged from 2.1 percent for professional and business services to 5.3 percent for financial activities. (See table 5.)

Compensation costs for state and local government workers increased 2.0 percent for the 12-month period ending in March 2021, compared with an increase of 2.8 percent in March 2020. Wages and salaries increased 1.6 percent for the 12-month period ending in March 2021 and 2.7 percent a year ago. Benefit costs increased 2.6 percent for the 12-month period ending in March 2021. The prior year increase was 3.3 percent. (See tables A, 7, 11, and 12.)

Coronavirus (COVID-19) Pandemic Impact on the March 2021 Employment Cost Index
Response rates for March were comparable with prior releases and no changes in estimation procedures were necessary. Additional information is available at www.bls.gov/bls/effects-of-covid-19-on-workplace-injuries-and-illnesses-compensation-and-occupational-requirements.htm#ECI.

Table A. Major series of the Employment Cost Index
[Percent change]

Category	3-month, seasonally adjusted		12-month, not seasonally adjusted				
	Dec. 2020	Mar. 2021	Mar. 2020	Jun. 2020	Sep. 2020	Dec. 2020	Mar. 2021
Civilian workers⁽¹⁾							
Compensation ⁽²⁾	0.7	0.9	2.8	2.7	2.4	2.5	2.6
Wages and salaries	0.8	1.0	3.1	2.9	2.5	2.6	2.7
Benefits	0.6	0.6	2.1	2.2	2.3	2.3	2.5
Private industry							
Compensation ⁽²⁾	0.8	1.0	2.8	2.7	2.4	2.6	2.8
Wages and salaries	0.8	1.1	3.3	2.9	2.7	2.8	3.0
Benefits	0.6	0.6	1.6	2.0	2.0	2.1	2.5
State and local government							
Compensation ⁽²⁾	0.6	0.4	2.8	2.7	2.3	2.3	2.0
Wages and salaries	0.4	0.4	2.7	2.6	1.8	1.8	1.6
Benefits	0.7	0.4	3.3	3.1	3.2	3.1	2.6
Footnotes							
(1) Includes private industry and state and local government.							
(2) Includes wages and salaries and benefits.							

- [Employment Cost Index Technical Note](#)
- [Table 1. Seasonally adjusted: Employment Cost Index for total compensation, by ownership, occupational group, and industry](#)
- [Table 2. Seasonally adjusted: Employment Cost Index for wages and salaries, by ownership, occupational group, and industry](#)
- [Table 3. Seasonally adjusted: Employment Cost Index for benefits, by ownership, occupational group, and industry](#)
- [Table 4. Compensation \(not seasonally adjusted\): Employment Cost Index for total compensation, for civilian workers, by occupational group and industry](#)