

June 22, 2022

Ms. Cynthia Buisson, PE  
Assistant Public Works 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 July 2022. Our last rate increase request was in 2021. We have included the Employment Cost Index Summary from the US Bureau of Labor Statistics for March 2022 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 2022*  
*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 June 22, 2022

Exhibit B

<b>Category Engineer</b>	<b>Current 2021-Hrly Raw Salary Rate</b>	<b>2022-Hrly Raw Salary Rate w/Adj*</b>	<b>Proposed Hrly Salary Rate w/3x Multiplier</b>
Principal Engineer	\$ 55.02	\$ 57.50	<b>\$ 172.49</b>
Project Manager	\$ 34.05	\$ 35.58	<b>\$ 106.75</b>
Senior Engineer	\$ 35.65	\$ 37.25	<b>\$ 111.76</b>
Engineer I	\$ 20.60	\$ 21.53	<b>\$ 64.58</b>
Engineer II	\$ 25.26	\$ 26.40	<b>\$ 79.19</b>
Sr. Engineering Tech	\$ 25.97	\$ 27.14	<b>\$ 81.42</b>
Sr. CAD Designer	\$ 22.40	\$ 23.41	<b>\$ 70.22</b>
CADD Designer	\$ 20.60	\$ 21.53	<b>\$ 64.58</b>
Construction Manager	\$ 30.90	\$ 32.29	<b>\$ 96.87</b>
Sr. Inspector	\$ 22.66	\$ 23.68	<b>\$ 71.04</b>
Office Support	\$ 19.24	\$ 20.11	<b>\$ 60.32</b>

\* US Bureau of Labor Statistics, Private Industry Wages & Salaries, March 2022 12-month index, not seasonally adjusted = 4.5%



## Economic News Release



Table 5. Compensation (not seasonally adjusted): Employment Cost Index for total compensation, for private industry workers, by occupational group and industry

**Table 5. Employment Cost Index for total compensation<sup>(1)</sup>, for private industry workers, by occupational group and industry**  
[Not seasonally adjusted]

Occupational group and industry	Indexes (Dec. 2005=100)			Percent changes for					
	Mar. 2021	Dec. 2021	Mar. 2022	3-months ended-			12-months ended-		
				Mar. 2021	Dec. 2021	Mar. 2022	Mar. 2021	Dec. 2021	Mar. 2022
<b>All workers</b>	143.3	147.8	150.2	1.2	1.0	1.6	2.8	4.4	4.8
<b>Excluding incentive paid occupations<sup>(2)</sup></b>	143.0	147.6	150.1	1.0	1.2	1.7	2.6	4.2	5.0
<b>Occupational group</b>									
<b>Management, professional, and related</b>	140.7	144.4	146.6	0.9	0.6	1.5	2.0	3.5	4.2
<b>Excluding incentive paid occupations<sup>(2)</sup></b>	140.1	143.4	145.8	0.9	0.9	1.7	2.0	3.3	4.1
<b>Management, business, and financial</b>	142.0	145.8	147.9	0.7	0.3	1.4	1.8	3.4	4.2
<b>Excluding incentive paid occupations<sup>(2)</sup></b>	141.1	144.0	146.8	0.9	0.8	1.9	1.9	2.9	4.0
<b>Professional and related</b>	139.7	143.4	145.6	0.9	0.8	1.5	2.1	3.6	4.2
<b>Sales and office</b>	146.1	149.9	152.6	2.0	0.9	1.8	3.9	4.7	4.4
<b>Excluding incentive paid occupations<sup>(2)</sup></b>	146.5	151.6	154.4	1.0	1.4	1.8	3.0	4.6	5.4
<b>Sales and related</b>	144.3	147.1	149.9	3.4	1.0	1.9	5.5	5.4	3.9
<b>Excluding incentive paid occupations<sup>(2)</sup></b>	145.3	151.5	154.7	1.0	2.2	2.1	3.5	5.3	6.5
<b>Office and administrative support</b>	147.1	151.7	154.3	1.0	1.0	1.7	2.7	4.2	4.9
<b>Natural resources, construction, and maintenance</b>	142.7	146.7	148.4	1.0	0.8	1.2	2.4	3.8	4.0
<b>Construction, extraction, farming, fishing, and forestry occupations</b>	142.4	146.6	148.4	0.8	0.8	1.2	1.6	3.8	4.2
<b>Installation, maintenance, and repair</b>	143.0	146.8	148.5	1.1	1.0	1.2	3.5	3.8	3.8
<b>Production, transportation, and material moving</b>	145.1	150.9	153.4	0.9	1.3	1.7	3.2	4.9	5.7
<b>Excluding incentive paid occupations<sup>(2)</sup></b>	144.8	150.6	153.0	0.8	1.3	1.6	3.2	4.9	5.7
<b>Production</b>	141.7	147.3	149.9	1.0	1.1	1.8	3.3	5.0	5.8
<b>Excluding incentive paid occupations<sup>(2)</sup></b>	142.1	147.9	150.4	0.9	1.2	1.7	3.3	5.0	5.8
<b>Transportation and material moving</b>	149.3	155.3	157.7	0.7	1.4	1.5	3.1	4.8	5.6
<b>Service occupations</b>	147.8	155.9	159.4	1.5	1.8	2.2	3.9	7.1	7.8
<b>Industry and occupational group</b>									
<b>Goods-producing industries<sup>(3)</sup></b>	139.9	144.0	146.2	0.7	0.8	1.5	2.3	3.7	4.5
<b>Excluding incentive paid occupations<sup>(2)</sup></b>	140.0	144.0	146.4	0.9	0.8	1.7	2.2	3.7	4.6
<b>Management, professional, and related</b>	136.6	139.3	142.1	0.7	0.6	2.0	1.6	2.7	4.0
<b>Sales and office</b>	143.5	148.3	148.0	0.1	1.2	-0.2	4.6	3.4	3.1
<b>Natural resources, construction, and maintenance</b>	141.9	146.0	147.7	0.9	0.8	1.2	1.9	3.8	4.1
<b>Production, transportation, and material moving</b>	140.4	145.6	148.2	0.9	1.0	1.8	2.9	4.6	5.6
<b>Construction</b>	141.3	145.2	146.1	0.7	0.9	0.6	2.7	3.5	3.4
<b>Manufacturing</b>	139.4	143.5	146.2	0.6	0.7	1.9	2.3	3.6	4.9
<b>Management, professional, and related</b>	137.7	140.5	143.4	0.6	0.5	2.1	1.7	2.6	4.1
<b>Sales and office occupations</b>	141.9	145.7	148.8	0.9	0.5	2.1	1.6	3.6	4.9

**Footnotes**

(1) Includes wages, salaries, and employer costs for employee benefits.

(2) The index for this series is not strictly comparable with other series in this table.

(3) Includes mining, construction, and manufacturing.

(4) Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.

SOURCE: U.S. Bureau of Labor Statistics, National Compensation Survey

Occupational group and industry	Indexes (Dec. 2005=100)			Percent changes for					
	Mar. 2021	Dec. 2021	Mar. 2022	3-months ended-			12-months ended-		
				Mar. 2021	Dec. 2021	Mar. 2022	Mar. 2021	Dec. 2021	Mar. 2022
Natural resources, construction, and maintenance	140.3	144.2	145.7	0.6	0.6	1.0	2.9	3.4	3.8
Production, transportation, and material moving	140.1	145.2	147.9	0.9	1.0	1.9	3.0	4.5	5.6
Aircraft manufacturing	125.0	136.9	141.0	1.5	0.1	3.0	3.6	11.2	12.8
Service-providing industries(4)	144.3	148.9	151.3	1.3	1.0	1.6	2.9	4.6	4.9
Excluding incentive paid occupations(2)	144.0	148.7	151.2	1.1	1.2	1.7	2.7	4.4	5.0
Management, professional, and related	141.5	145.4	147.4	0.9	0.7	1.4	2.1	3.7	4.2
Sales and office	146.4	150.1	153.1	2.2	0.9	2.0	3.8	4.8	4.6
Natural resources, construction, and maintenance	143.9	147.8	149.6	1.1	1.0	1.2	3.3	3.8	4.0
Production, transportation, and material moving	150.3	156.7	159.1	0.9	1.5	1.5	3.4	5.2	5.9
Service occupations	147.8	155.9	159.4	1.5	1.8	2.2	4.0	7.1	7.8
Trade, transportation, and utilities	146.7	152.6	155.3	1.1	1.7	1.8	3.2	5.2	5.9
Excluding incentive paid occupations(2)	147.3	152.6	155.2	0.9	1.6	1.7	3.1	4.5	5.4
Wholesale trade	139.9	145.6	148.8	1.3	1.2	2.2	2.4	5.4	6.4
Excluding incentive paid occupations(2)	143.5	148.2	150.9	1.0	1.4	1.8	2.3	4.3	5.2
Retail trade	148.4	156.0	158.8	1.2	2.4	1.8	3.8	6.3	7.0
Excluding incentive paid occupations(2)	147.4	153.9	157.0	1.1	2.1	2.0	3.9	5.6	6.5
Transportation and warehousing	150.5	154.7	156.3	0.6	1.1	1.0	2.7	3.4	3.9
Utilities	155.7	158.5	160.8	1.1	0.4	1.5	2.6	2.9	3.3
Information	141.4	144.7	147.1	1.1	0.6	1.7	3.1	3.4	4.0
Financial activities	146.8	146.0	148.5	3.8	-1.1	1.7	5.3	3.3	1.2
Excluding incentive paid occupations(2)	142.8	146.0	149.3	0.9	0.8	2.3	2.3	3.2	4.6
Finance and insurance	148.4	146.5	148.8	4.5	-1.5	1.6	6.0	3.2	0.3
Credit intermediation and related activities	141.2	148.8	148.5	0.5	-2.6	-0.2	2.0	5.9	5.2
Excluding incentive paid	145.7	148.4	152.0	1.0	0.6	2.4	2.2	2.9	4.3
Insurance carriers and related activities	144.6	147.1	150.1	1.1	0.5	2.0	2.8	2.9	3.8
Excluding incentive paid occupations(2)	143.2	145.8	148.8	0.8	0.7	2.1	2.4	2.7	3.9
Real estate and rental and leasing	139.7	143.9	146.9	0.6	1.2	2.1	2.0	3.7	5.2
Excluding incentive paid occupations(2)	143.9	148.1	151.0	0.8	1.1	2.0	2.1	3.8	4.9
<b>Professional and business services</b>	<b>143.7</b>	<b>147.9</b>	<b>150.2</b>	<b>0.9</b>	<b>0.8</b>	<b>1.6</b>	<b>2.1</b>	<b>3.9</b>	<b>4.5</b>
Professional, scientific, and technical services	145.2	149.2	151.1	0.8	0.5	1.3	1.4	3.6	4.1
Administrative and support and waste management and remediation services	142.1	147.5	150.4	1.3	1.3	2.0	3.5	5.1	5.8
Education and health services	141.3	146.1	148.3	0.8	1.3	1.5	2.2	4.2	5.0
Educational services	140.5	144.0	145.4	0.1	0.3	1.0	1.4	2.6	3.5
Junior colleges, colleges, universities, and professional schools	141.0	144.9	145.8	0.1	0.6	0.6	0.4	2.9	3.4
Health care and social assistance	141.4	146.6	148.9	0.9	1.6	1.6	2.2	4.6	5.3
Hospitals	142.6	147.4	149.8	1.1	1.7	1.6	2.7	4.5	5.0
Nursing and residential care facilities	138.3	145.0	147.6	1.1	1.8	1.8	3.4	6.0	6.7
Nursing care facilities(2)	137.7	144.1	146.6	1.2	1.6	1.7	3.5	5.9	6.5
Leisure and hospitality	147.4	156.3	159.8	1.9	1.4	2.2	3.9	8.0	8.4
Accommodation and food service	150.2	159.6	163.4	2.0	1.6	2.4	4.5	8.4	8.8
Other services, except public administration	144.3	150.1	152.6	1.4	1.1	1.7	2.8	5.5	5.8

#### Footnotes

(1) Includes wages, salaries, and employer costs for employee benefits.

(2) The index for this series is not strictly comparable with other series in this table.

(3) Includes mining, construction, and manufacturing.

(4) Includes the following industries: wholesale trade; retail trade; transportation and warehousing; utilities; information; finance and insurance; real estate and rental and leasing; professional and technical services; management of companies and enterprises; administrative and waste services; educational services; health care and social assistance; arts, entertainment and recreation; accommodation and food services; and other services, except public administration.

SOURCE: U.S. Bureau of Labor Statistics, National Compensation Survey