

EXHIBIT “A”

HOURLY AND REIMBURSABLE RATES

All Hourly and Reimbursable Rates shall be effective for the duration of the initial three (3) year term of the Agreement.

Hourly and Reimbursable Rates for Consultant’s Staff, Sub-Consultants, and Reimbursables not specifically listed below shall not be charged to the CRA without prior written agreement and approval/authorization from the CRA Executive or designee. Any Authorized Reimbursable will be paid by the CRA to the Consultant as verified by appropriate bills, invoices, and/or statements.

Any Authorized Reimbursable shall not include charges for office rent, overhead expenses of any kind, including but not limited to local telephone, cell phone, and utility charges, overtime or any discretionary labor benefits, office and drafting supplies, depreciation of equipment, professional dues, subscriptions, etc., and shall not include digital reproduction of drawings and specifications required at each phase of the Work Assignment.

Sub-Contractor(s)/Sun-Consultant(s)

The terms “Sub-Consultant” and “Sub-Contractor” are used interchangeably. A Sub-Consultant is any individual, firm, entity, or organization, other than the employees of the Consultant, who has or will have a contract with the Consultant to assist in the performance of Scope of Services required under the RFQ, Agreement, and/or Work Assignment. A Sub-Consultant does not have any agreement or any contractual rights with the CRA and shall be paid directly by the Consultant and shall not be paid directly by the CRA. Any and all liabilities regarding the use of a Sub-Consultant shall be borne solely by the Consultant. Insurance for each Sub-Consultant must be approved by the CRA and maintained in good standing throughout the duration of the Agreement. Neither the Consultant nor any of its Sub-Consultants are considered employees, partners, affiliates, or agents of the CRA.

Consultant

AGTLAND, P.A.

STAFF TITLE	HOURLY RATE
Lead Landscape Architect, Principal	\$225.00
Associate Landscape Architect, Project Manager	\$150.00
Staff Landscape Architect	\$95.00
Administration	\$70.00
Consulting Arborist	\$450.00/Site Visit \$20/Tree Evaluation

REIMBURSABLE RATES

Applies to Consultant and Sub-Consultants

NO MILEAGE OR TOLLS WILL BE CHARGED ON ANY PROJECT

REIMBURSABLE	RATE
Color Copies 8 ½" x 11" and 11" x 17"	No Charge*
Black & White Copies 8 ½" x 11" and 11" x 17"	No Charge*
Color Copies 24" x 36"	\$6.00*
Black & White Copies 24" x 36"	\$1.50*

*Incidental in house 8 ½" x 11" and 11" x 17" copies will not be charged. Large orders will be sent to an outside copy center and the associated cost will be charged as a direct reimbursable expense to the CRA.

EXHIBIT “A”

April 2024

HOURLY AND REIMBURSABLE RATES

All Hourly and Reimbursable Rates shall be effective for the duration of the initial three (3) year term of the Agreement.

Hourly and Reimbursable Rates for Consultant’s Staff, Sub-Consultants, and Reimbursables not specifically listed below shall not be charged to the CRA without prior written agreement and approval/authorization from the CRA Executive or designee. Any Authorized Reimbursable will be paid by the CRA to the Consultant as verified by appropriate bills, invoices, and/or statements.

Any Authorized Reimbursable shall not include charges for office rent, overhead expenses of any kind, including but not limited to local telephone, cell phone, and utility charges, overtime or any discretionary labor benefits, office and drafting supplies, depreciation of equipment, professional dues, subscriptions, etc., and shall not include digital reproduction of drawings and specifications required at each phase of the Work Assignment.

Sub-Contractor(s)/Sun-Consultant(s)

The terms “Sub-Consultant” and “Sub-Contractor” are used interchangeably. A Sub-Consultant is any individual, firm, entity, or organization, other than the employees of the Consultant, who has or will have a contract with the Consultant to assist in the performance of Scope of Services required under the RFQ, Agreement, and/or Work Assignment. A Sub-Consultant does not have any agreement or any contractual rights with the CRA and shall be paid directly by the Consultant and shall not be paid directly by the CRA. Any and all liabilities regarding the use of a Sub-Consultant shall be borne solely by the Consultant. Insurance for each Sub-Consultant must be approved by the CRA and maintained in good standing throughout the duration of the Agreement. Neither the Consultant nor any of its Sub-Consultants are considered employees, partners, affiliates, or agents of the CRA.

Consultant

JMorton Planning & Landscape Architecture

STAFF TITLE	HOURLY RATE
Principal Landscape Architect	\$265.00
Director	\$225.00

Senior Project Manager	\$205.00
Project Manager	\$165.00
Senior Designer	\$145.00
Designer	\$125.00
Administrative Assistant	\$85.00

REIMBURSABLE RATES

Applies to Consultant and Sub-Consultants

NO MILEAGE OR TOLLS WILL BE CHARGED ON ANY PROJECT

REIMBURSABLE	RATE
Color Copies 8 ½" x 11" and 11" x 17"	No Charge*
Black & White Copies 8 ½" x 11" and 11" x 17"	No Charge*
Color Copies 24" x 36"	\$6.00*
Black & White Copies 24" x 36"	\$1.50*

*Incidental in house 8 ½" x 11" and 11" x 17" copies will not be charged. Large orders will be sent to an outside copy center and the associated cost will be charged as a direct reimbursable expense to the CRA.

EXHIBIT “A”

April 2024

HOURLY AND REIMBURSABLE RATES

All Hourly and Reimbursable Rates shall be effective for the duration of the initial three (3) year term of the Agreement.

Hourly and Reimbursable Rates for Consultant’s Staff, Sub-Consultants, and Reimbursables not specifically listed below shall not be charged to the CRA without prior written agreement and approval/authorization from the CRA Executive or designee. Any Authorized Reimbursable will be paid by the CRA to the Consultant as verified by appropriate bills, invoices, and/or statements.

Any Authorized Reimbursable shall not include charges for office rent, overhead expenses of any kind, including but not limited to local telephone, cell phone, and utility charges, overtime or any discretionary labor benefits, office and drafting supplies, depreciation of equipment, professional dues, subscriptions, etc., and shall not include digital reproduction of drawings and specifications required at each phase of the Work Assignment.

Sub-Contractor(s)/Sun-Consultant(s)

The terms “Sub-Consultant” and “Sub-Contractor” are used interchangeably. A Sub-Consultant is any individual, firm, entity, or organization, other than the employees of the Consultant, who has or will have a contract with the Consultant to assist in the performance of Scope of Services required under the RFQ, Agreement, and/or Work Assignment. A Sub-Consultant does not have any agreement or any contractual rights with the CRA and shall be paid directly by the Consultant and shall not be paid directly by the CRA. Any and all liabilities regarding the use of a Sub-Consultant shall be borne solely by the Consultant. Insurance for each Sub-Consultant must be approved by the CRA and maintained in good standing throughout the duration of the Agreement. Neither the Consultant nor any of its Sub-Consultants are considered employees, partners, affiliates, or agents of the CRA.

Consultant

KCI Technologies, Inc.

STAFF TITLE	HOURLY RATE
Project Assistant	\$100.00
Engineer-in-Training	\$130.00
Design Engineer	\$140.00
Senior Design Engineer	\$165.00

Project Engineer	\$185.00
Senior Project Engineer	\$210.00
Landscape Designer	\$130.00
Landscape Architect	\$190.00
Project Manager	\$190.00
Senior Project Manager	\$225.00
Practice Leader	\$230.00
Regional Practice Leader	\$250.00
Construction Inspector	\$100.00
Senior Construction Inspector/Arborist	\$125.00
Senior Project Engineer Construction	\$235.00
Project Administrator	\$190.00
Contract Support Specialist	\$140.00
Senior Inspector Roadway	\$130.00
Senior Inspector Bridge	\$150.00
Inspector Roadway	\$130.00
Survey CAD Technician	\$110.00
Surveyor	\$190.00
Senior Surveyor	\$215.00
Laser Scan/Specialty Survey Crew	\$350.00
Survey Field Crew Supervisor	\$135.00
UAS Operator (Drone Pilot)	\$135.00
Mobile Survey Analyst	\$135.00
2 Person Survey Crew	\$185.00
3 Person Survey Crew	\$260.00

Sub-Consultants

Terracon Geotechnical & Environmental

Geotechnical Engineering Services

SUB-CONSULTANT STAFF TITLE	HOURLY RATE
Principal	\$210.00
Project Manager	\$165.00
Project Engineer/Geologist P.E./P.G.	\$180.00
Administrative	\$100.00

CPZ Architects, Inc.

Architectural Services

SUB-CONSULTANT STAFF TITLE	HOURLY RATE
Principal	\$285.00
Architect	\$255.00
Senior Project Manager	\$200.00
Project Manager	\$185.00
Architectural Associate 3	\$140.00
Architectural Associate 2	\$130.00
Architectural Associate 1	\$110.00
Administrative	\$95.00

REIMBURSABLE RATES

Applies to Consultant and Sub-Consultants

NO MILEAGE OR TOLLS WILL BE CHARGED ON ANY PROJECT

REIMBURSABLE	RATE
Color Copies 8 ½" x 11" and 11" x 17"	No Charge*
Black & White Copies 8 ½" x 11" and 11" x 17"	No Charge*
Color Copies 24" x 36"	\$6.00*
Black & White Copies 24" x 36"	\$1.50*

*Incidental in house 8 ½" x 11" and 11" x 17" copies will not be charged. Large orders will be sent to an outside copy center and the associated cost will be charged as a direct reimbursable expense to the CRA.

EXHIBIT “A”

April 2024

HOURLY AND REIMBURSABLE RATES

All Hourly and Reimbursable Rates shall be effective for the duration of the initial three (3) year term of the Agreement.

Hourly and Reimbursable Rates for Consultant’s Staff, Sub-Consultants, and Reimbursables not specifically listed below shall not be charged to the CRA without prior written agreement and approval/authorization from the CRA Executive or designee. Any Authorized Reimbursable will be paid by the CRA to the Consultant as verified by appropriate bills, invoices, and/or statements.

Any Authorized Reimbursable shall not include charges for office rent, overhead expenses of any kind, including but not limited to local telephone, cell phone, and utility charges, overtime or any discretionary labor benefits, office and drafting supplies, depreciation of equipment, professional dues, subscriptions, etc., and shall not include digital reproduction of drawings and specifications required at each phase of the Work Assignment.

Sub-Contractor(s)/Sun-Consultant(s)

The terms “Sub-Consultant” and “Sub-Contractor” are used interchangeably. A Sub-Consultant is any individual, firm, entity, or organization, other than the employees of the Consultant, who has or will have a contract with the Consultant to assist in the performance of Scope of Services required under the RFQ, Agreement, and/or Work Assignment. A Sub-Consultant does not have any agreement or any contractual rights with the CRA and shall be paid directly by the Consultant and shall not be paid directly by the CRA. Any and all liabilities regarding the use of a Sub-Consultant shall be borne solely by the Consultant. Insurance for each Sub-Consultant must be approved by the CRA and maintained in good standing throughout the duration of the Agreement. Neither the Consultant nor any of its Sub-Consultants are considered employees, partners, affiliates, or agents of the CRA.

Consultant

Keith and Associates, Inc., dba KEITH

STAFF TITLE	HOURLY RATE
MANAGEMENT	
Senior Project Executive	\$400.00
Project Executive	\$350.00
QA/QC Manager	\$250.00

Expert Witness	\$750.00
Government Liaison	\$400.00
Senior Project Manager	\$275.00
Project Manager III	\$225.00
Project Manager II	\$180.00
Project Manager I	\$165.00
Assistant Project Manager II	\$140.00
Assistant Project Manager I	\$130.00
Administrative Assistant II	\$110.00
Administrative Assistant I	\$90.00
PLANNING	
Planning Manager	\$225.00
Principal Planner IV	\$195.00
Principal Planner III	\$180.00
Principal Planner II	\$165.00
Principal Planner I	\$150.00
Planner V	\$140.00
Planner IV	\$130.00
Planner III	\$110.00
Planner II	\$90.00
Planning Analyst I	\$75.00
LANDSCAPE ARCHITECTURE	
Senior Landscape Architect	\$225.00
Landscape Architect IV	\$195.00
Landscape Architect III	\$180.00
Landscape Architect II	\$165.00
Landscape Architect I	\$150.00
Landscape Designer IV	\$155.00
Landscape Designer III	\$145.00
Landscape Designer II	\$135.00
Landscape Designer I	\$125.00
Landscape Analyst IV	\$130.00
Landscape Analyst III	\$110.00
Landscape Analyst II	\$90.00
Landscape Analyst I	\$75.00
Arborist	\$140.00
ENGINEERING	
Senior Engineer	\$225.00
Professional Engineer IV	\$195.00
Professional Engineer III	\$180.00
Professional Engineer II	\$165.00
Professional Engineer I	\$150.00

Engineering Designer IV	\$155.00
Engineering Designer III	\$145.00
Engineering Designer II	\$135.00
Engineering Designer I	\$125.00
Engineering Analyst IV	\$130.00
Engineering Analyst III	\$110.00
Engineering Analyst II	\$90.00
Engineering Analyst I	\$75.00
SURVEY	
Senior Surveyor	\$225.00
Project Surveyor IV	\$195.00
Project Surveyor III	\$180.00
Project Surveyor II	\$165.00
Project Surveyor I	\$150.00
Survey Analyst V	\$140.00
Survey Analyst IV	\$130.00
Survey Analyst III	\$110.00
Survey Analyst II	\$90.00
Survey Analyst I	\$75.00
SUBSURFACE UTILITY ENGINEERING	
Senior Subsurface Utility Engineer	\$225.00
Subsurface Utility Engineer IV	\$195.00
Subsurface Utility Engineer III	\$180.00
Subsurface Utility Engineer II	\$165.00
Subsurface Utility Engineer I	\$150.00
Subsurface Utility Analyst V	\$140.00
Subsurface Utility Analyst IV	\$130.00
Subsurface Utility Analyst III	\$110.00
Subsurface Utility Analyst II	\$90.00
Subsurface Utility Analyst I	\$75.00
FIELD CREW RATES	
Field Crew Supervisor	\$140.00
Survey Crew IV	\$250.00
Survey Crew III	\$200.00
Survey Crew II	\$150.00
Survey Crew I	\$100.00
Survey Drone Crew	\$200.00
Utility Designating Crew	\$200.00
Vacuum Excavations Impervious	\$500.00/Each
Vacuum Excavations Pervious	\$400.00/Each
UTILITY COORDINATION	

Senior Utility Coordinator	\$225.00
Utility Coordinator IV	\$195.00
Utility Coordinator III	\$180.00
Utility Coordinator II	\$165.00
Utility Coordinator I	\$150.00
Utility Coordinator Analyst V	\$140.00
Utility Coordinator Analyst IV	\$130.00
Utility Coordinator Analyst III	\$110.00
Utility Coordinator Analyst II	\$90.00
Utility Coordinator Analyst I	\$75.00
CONSTRUCTION SERVICES	
Senior Construction Manager	\$225.00
Construction Manager II	\$195.00
Construction Manager I	\$180.00
Senior Inspector	\$165.00
Inspector VI	\$150.00
Inspector V	\$140.00
Inspector IV	\$130.00
Inspector III	\$110.00
Inspector II	\$90.00
Inspector I	\$75.00

Sub-Consultants

TLC Engineering Solution, Inc.

MEP Engineering Services

SUB-CONSULTANT STAFF TITLE	HOURLY RATE
Director	\$210.00
Senior Engineer, Manager	\$165.00
Project Engineer, Manager	\$180.00
Engineer, Specialist	\$100.00
Graduate Engineer, Designer, Administrative Secretary	\$110.00
Technician, Secretary, Intern, Clerical	\$85.00
Forensic Engineering and Special Consulting	1.5 - 2.0 times Hourly Rate

CPZ Architects, Inc.

Architectural Services

SUB-CONSULTANT STAFF TITLE	HOURLY RATE
-----------------------------------	--------------------

Principal	\$285.00
Architect	\$255.00
Senior Project Manager	\$200.00
Project Manager	\$185.00
Architectural Associate 3	\$140.00
Architectural Associate 2	\$130.00
Architectural Associate 1	\$110.00
Administrative	\$95.00

LAKDAS/YOHALEM ENGINEERING, INC.

Structural Engineering Services

SUB-CONSULTANT STAFF TITLE	HOURLY RATE
Principal Engineer	\$228.54
Project Manager	\$146.50
Project Engineer	\$114.27
Engineer	\$99.62
Field Inspector	\$98.00
Administrative	\$72.00

Masuen Consultant, LLC

Irrigation Specialist

SUB-CONSULTANT STAFF TITLE	HOURLY RATE
Irrigation Designer	\$125.00
Irrigation Field Technician	\$150.00

REIMBURSABLE RATES

Applies to Consultant and Sub-Consultants

NO MILEAGE OR TOLLS WILL BE CHARGED ON ANY PROJECT

REIMBURSABLE	RATE
Color Copies 8 ½" x 11" and 11" x 17"	No Charge*
Black & White Copies 8 ½" x 11" and 11" x 17"	No Charge*
Color Copies 24" x 36"	\$6.00*
Black & White Copies 24" x 36"	\$1.50*

*Incidental in house 8 ½" x 11" and 11" x 17" copies will not be charged. Large orders will be sent to an outside copy center and the associated cost will be charged as a direct reimbursable expense to the CRA.

EXHIBIT “A”

April 2024

HOURLY AND REIMBURSABLE RATES

All Hourly and Reimbursable Rates shall be effective for the duration of the initial three (3) year term of the Agreement.

Hourly and Reimbursable Rates for Consultant’s Staff, Sub-Consultants, and Reimbursables not specifically listed below shall not be charged to the CRA without prior written agreement and approval/authorization from the CRA Executive or designee. Any Authorized Reimbursable will be paid by the CRA to the Consultant as verified by appropriate bills, invoices, and/or statements.

Any Authorized Reimbursable shall not include charges for office rent, overhead expenses of any kind, including but not limited to local telephone, cell phone, and utility charges, overtime or any discretionary labor benefits, office and drafting supplies, depreciation of equipment, professional dues, subscriptions, etc., and shall not include digital reproduction of drawings and specifications required at each phase of the Work Assignment.

Sub-Contractor(s)/Sun-Consultant(s)

The terms “Sub-Consultant” and “Sub-Contractor” are used interchangeably. A Sub-Consultant is any individual, firm, entity, or organization, other than the employees of the Consultant, who has or will have a contract with the Consultant to assist in the performance of Scope of Services required under the RFQ, Agreement, and/or Work Assignment. A Sub-Consultant does not have any agreement or any contractual rights with the CRA and shall be paid directly by the Consultant and shall not be paid directly by the CRA. Any and all liabilities regarding the use of a Sub-Consultant shall be borne solely by the Consultant. Insurance for each Sub-Consultant must be approved by the CRA and maintained in good standing throughout the duration of the Agreement. Neither the Consultant nor any of its Sub-Consultants are considered employees, partners, affiliates, or agents of the CRA.

Consultant

Kimley-Horn and Associates, Inc.

STAFF TITLE	HOURLY RATE
Analysts (unlicensed professionals, unlicensed designers)	

Analyst I	\$130.00
Analyst II	\$160.00
Professionals (licensed professionals)	
Professional	\$180.00
Senior Professional I (e.g. Project Manager)	\$270.00
Senior Professional II (e.g. Lead Landscape Architect)	\$330.00
Technical Support Staff (e.g. CAD Operators, Surveyors)	
Senior Technical Support Staff	\$195.00
Technical Support Staff	\$140.00
Administrative Staff	
Support Staff	\$95.00

REIMBURSABLE RATES

Applies to Consultant and Sub-Consultants

NO MILEAGE OR TOLLS WILL BE CHARGED ON ANY PROJECT

REIMBURSABLE	RATE
Color Copies 8 ½" x 11" and 11" x 17"	No Charge*
Black & White Copies 8 ½" x 11" and 11" x 17"	No Charge*
Color Copies 24" x 36"	\$6.00*
Black & White Copies 24" x 36"	\$1.50*

*Incidental in house 8 ½" x 11" and 11" x 17" copies will not be charged. Large orders will be sent to an outside copy center and the associated cost will be charged as a direct reimbursable expense to the CRA.

EXHIBIT “A”

April 2024

HOURLY AND REIMBURSABLE RATES

All Hourly and Reimbursable Rates shall be effective for the duration of the initial three (3) year term of the Agreement.

Hourly and Reimbursable Rates for Consultant’s Staff, Sub-Consultants, and Reimbursables not specifically listed below shall not be charged to the CRA without prior written agreement and approval/authorization from the CRA Executive or designee. Any Authorized Reimbursable will be paid by the CRA to the Consultant as verified by appropriate bills, invoices, and/or statements.

Any Authorized Reimbursable shall not include charges for office rent, overhead expenses of any kind, including but not limited to local telephone, cell phone, and utility charges, overtime or any discretionary labor benefits, office and drafting supplies, depreciation of equipment, professional dues, subscriptions, etc., and shall not include digital reproduction of drawings and specifications required at each phase of the Work Assignment.

Sub-Contractor(s)/Sun-Consultant(s)

The terms “Sub-Consultant” and “Sub-Contractor” are used interchangeably. A Sub-Consultant is any individual, firm, entity, or organization, other than the employees of the Consultant, who has or will have a contract with the Consultant to assist in the performance of Scope of Services required under the RFQ, Agreement, and/or Work Assignment. A Sub-Consultant does not have any agreement or any contractual rights with the CRA and shall be paid directly by the Consultant and shall not be paid directly by the CRA. Any and all liabilities regarding the use of a Sub-Consultant shall be borne solely by the Consultant. Insurance for each Sub-Consultant must be approved by the CRA and maintained in good standing throughout the duration of the Agreement. Neither the Consultant nor any of its Sub-Consultants are considered employees, partners, affiliates, or agents of the CRA.

Consultant

Miller Legg

STAFF TITLE	HOURLY RATE
Principal	\$375.00
Project Manager	\$205.00
Senior Engineer	\$205.00
Project Engineer III	\$170.00

Project Engineer II	\$145.00
Project Engineer I	\$120.00
Engineering Construction Inspector	\$155.00
Senior Engineering Designer	\$140.00
Engineering Designer	\$110.00
Senior Landscape Architect II, RLA	\$205.00
Senior Landscape Architect I, RLA	\$170.00
Landscape Architect, RLA	\$150.00
Senior Landscape Designer	\$140.00
Landscape Designer	\$110.00
Irrigation Designer	\$140.00
Recreational Planner	\$135.00
Certified Arborist (CA)	\$145.00
Certified Landscape Inspector (CLI)	\$145.00
Clerical	\$95.00

REIMBURSABLE RATES

Applies to Consultant and Sub-Consultants

NO MILEAGE OR TOLLS WILL BE CHARGED ON ANY PROJECT

REIMBURSABLE	RATE
Color Copies 8 ½" x 11" and 11" x 17"	No Charge*
Black & White Copies 8 ½" x 11" and 11" x 17"	No Charge*
Color Copies 24" x 36"	\$6.00*
Black & White Copies 24" x 36"	\$1.50*

*Incidental in house 8 ½" x 11" and 11" x 17" copies will not be charged. Large orders will be sent to an outside copy center and the associated cost will be charged as a direct reimbursable expense to the CRA.