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# Fee Proposal

CDM Smith proposes to perform professional engineering services for environmental regulatory compliance issues, as requested by the Trenton Department of Water and Sewer, on an hourly rate basis. All work assignments will be performed at the written direction of City staff. CDM Smith is prepared to provide a written scope of services together with an estimated budget and schedule for specific assignments, as requested on a case-by-case basis. If there is a change in scope, CDM Smith will immediately inform the City staff of the need for additional time or budget, so that approval can be given before the additional work is performed.

CDM Smith proposes to invoice assignments on either a lump sum or cost reimbursable/not-to-exceed basis for any agreed-upon scope of services. Cost-reimbursable/not-to-exceed services would be invoiced monthly based on an hourly rate which would include benefits, overhead and profit. A table of average hourly rates for the various grade levels of our staff is presented below. Outside professionals would be invoiced with a mark-up of ten (10) percent. Mileage for necessary travel will be billed at the U.S. General Services Administration mileage reimbursement rate (presently \$0.58 per mile) or airfare, plus hotel accommodations and other associated costs. No mark-up will be invoiced for other direct costs (ODC's).

CDM Smith Schedule of Average Hourly Rates (2021)*		
Labor Grade	Labor Category	Average Raw Hourly Rate
<b>Engineers/Scientists</b>		
Grade 10	Engineers/Scientists	\$93.00
Grade 9	Engineers/Scientists	\$85.00
Grade 8	Engineers/Scientists	\$77.00
Grade 6-7	Engineers/Scientists	\$67.00
Grade 4-5	Engineers/Scientists	\$57.00
Grade 2-3	Engineers/Scientists	\$57.00
Grade 1	Engineers/Scientists	\$44.00
<b>Resident Engineers/Inspectors</b>		
Grade 6-7	Resident Engineers/Inspectors	\$48.00
Grade 4-5	Resident Engineers/Inspectors	\$43.00
Grade 2-3	Resident Engineers/Inspectors	\$37.00
<b>Administrative Assistants/Financial</b>		
Grade 8	Administrative Assistants/Financial	\$41.00
Grade 4-5	Administrative Assistants/Financial	\$35.00
Grade 2-3	Administrative Assistants/Financial	\$31.00

\*Billed rates will be actual employee salary rates time 3.0.

# Fee Schedule

## SCHEDULE OF HOURLY RATES AND CHARGES

B&L's 2021 hourly rates and charges are presented in Table 4-1: Individual Principals and Technical Employees Hourly Rates. Table 4-1: Individual Principals and Technical Employees Hourly Rates

Title	Rates	Named Staff
<b>Vice President</b>	\$215.00	Timothy Taber, Sean Sweeney
<b>Sr. Managing Engineer, Associate</b>	\$195.00	David Kerr, Robert Geist, Greg Mosure
<b>Sr. Asset Management Consultant</b>	\$185.00	Chelsea Larson
<b>Managing Engineer</b>	\$152.00	Laura Siemers-Kennedy, George Bevington
<b>Asset Management Engineer III</b>	\$115.00	Kelli Carsky
<b>Sr. Project Engineer, Environmental Scientist</b>	\$130.00	Andrew Reese
<b>Project Engineer</b>	\$120.00	
<b>Staff Engineer</b>	\$110.00	Paola Argueta
<b>GIS Analyst</b>	\$90.00	Sarah Rosecrans
<b>Field Technician</b>	\$60.00	
<b>Resident Project Representative</b>	\$90 .00	
<b>Senior Group Technical Assistant</b>	\$66.00	
<b>Current federal mileage rates</b>		
<b>Photocopies</b>	\$0.10	

## FEE SCHEDULE

HOURLY RATE SCHEDULE			
PAY GRADE	JOB TITLE		HOURLY RATE
1	Architectural/Engineering Aide I Clerk Typist	Drafting Apprentice Rod/Chainperson	\$46.00
2	Draftsperson I Secretary Senior Rod/Chainperson	Spec Typist System Operator	\$51.00
3	Administrative Secretary Architectural/Engineering Aide II Draftsperson II Executive Secretary	Instrumentperson Systems Analyst I Treatment Plant Operator I	\$65.00
4	Accountant Administrative Assistant Architect I Draftsperson III Environmental Scientist Interior Designer	Photogrammetrist I Planning Technician Construction Services Technician I Survey Technician I Systems Analyst II Technical Writer	\$80.00
5	Accountant II Architect II Chemist I Cost Estimator Designer Engineer-in-Training I Engineering Geologist I Bookkeeper	Environmental Scientist I Landscape Architect I Photogrammetrist II Planner I Construction Services Technician II Survey Tech II Specifications Writer Senior Systems Analyst	\$92.00
6	Architect III CADD System Manager Chemist II Engineer-in-Training II Engineering Geologist II Environmental Scientist II GIS Analyst Landscape Architect II Operations Specialist	Planner II Project Accountant Construction Service Technician III Senior Designer Senior Interior Designer Senior Photogrammetrist Senior Specifications Writer Systems Programmer Professional Land Surveyor	\$104.00
7	Chief Photogrammetrist Computer Coordinator Contract Administrator Project Designer Resident Engineer/Architect Senior Architect Senior Cost Estimator Engineer Senior Geologist Senior Professional Land Surveyor	Senior Landscape Architect Senior Operation Specialist Senior Planner Senior Project Accountant Construction Service Technician IV Senior Scientist Senior Spec/Estimating Coordinator Senior Systems Programmer	\$131.00



## 5. Fee Schedule

We propose to perform the services on a billing rate basis. Because the scope of work is not defined at this time, we present the table below of proposed rates for the anticipated personnel that may be working on this project.

Labor Category	Average Hourly Rate	Labor Category	Average Hourly Rate
Project Director/ Principal	\$225-\$275	Senior CADD Technician	\$110 - \$170
Senior Project Manager	\$190 - \$275	CADD Technician	\$85 - \$140
Project Manager	\$140 - \$240	Construction Manager	\$150 - \$230
Senior Technologist	\$170 - \$295	Resident Engineer	\$125 - \$210
Senior Engineer/Scientist/Architect	\$150 - \$240	Senior Construction Inspector	\$140 - \$190
Project Engineer/Scientist/Architect	\$130 - \$210	Construction Inspector	\$120 - \$170
Engineer/Scientist/Architect	\$100 - \$170	Junior Construction Inspector	\$100 - \$150
Junior Engineer/Scientist/Architect	\$80 - \$135	Office/Clerical	\$75 - \$120
Estimating	\$110 - \$190		

Notes: The rate schedule presents the anticipated range of hourly billing rates for labor categories and is applicable for the 12-month period of service, effective August 1, 2021.

Direct Expenses are defined to include those necessary costs and charges incurred for the project with no markup including, but not limited to: (1) the direct costs of transportation, meals, lodging, mail, shipping, equipment, and supplies; (2) Jacobs' current standard rate charges for direct use of Jacobs' vehicles, laboratory test and analysis, printing and reproduction services, and certain field equipment.



## Fee Schedule

- a. Staff. Price proposal must include separate rates for various levels of staff.
- b. Admin fees and fixed costs. In addition, the price proposal must include a breakdown of the administrative fees and costs necessary to complete the work (i.e., photocopying, postage, etc.). A not to exceed amount will be placed on the initial award of the contract.
- c. Mark-ups. Price proposal must include a 10% mark-up percentage for sub-consultants.

<b>Title</b>	<b>Billable Hourly Rate</b>
Principal, SVP, VP, Sr. Director, Sr. Project Manager, Principal LSRP, Director, Project (Engineer/Architect/Planner/ Designer/ Scientist/LSRP), Project Manager II	\$195
Sr. (Engineer/Architect/Planner/Designer/ Scientist/Surveyor/LSRP), Project Manager I, Engineer/Architect/Planner IV, Designer/Scientist VI, LSRP	\$185
Engineer/Architect/Planner III, Designer/Scientist V, Project Controls III	\$175
Surveyor/Inspector III	\$165
Engineer/Architect/Planner II, Designer/Scientist IV	\$155
Engineer/Architect/Planner I, Designer/Scientist/ CAD Technician III, Project Controls II	\$155
Surveyor/Inspector II	\$150
Designer/Scientist/CAD Technician II	\$150
Designer/Scientist/CAD Technician I	\$140
Project Controls I	\$100
Surveyor/Inspector I	\$100
Technician I	\$ 85

<b>Reimbursable Expenses</b>	<b>Fee</b>
Subconsultants	115% cost
Out-of-pocket expenses	115% cost
Additional reimbursables include, but are not limited to, delivery expenses and mileage charged at Federal prevailing rates	

## Rate Schedule

T&M understands the need to provide services in a cost-effective manner while responding to the needs of the client and each project. All services provided to the City will be billed in accordance with the hourly rate schedule below.

2021 Schedule of Hourly Billing Rates	
Billing Title	Billing Rate/Hour
Administrative Support Staff	\$75.00
Intern	\$85.00
Junior Field Staff	\$100.00
Junior Technical Staff	\$105.00
Field Staff	\$115.00
Technical Staff	\$120.00
Junior Professional Staff	\$125.00
Senior Field Staff	\$130.00
Senior Technical Staff	\$135.00
Professional Staff	\$140.00
Supervising Technical Staff	\$145.00
Senior Professional Staff	\$160.00
Manager	\$185.00
Billing Basis: Fixed Rate for Each Billing Title	

TRENWW-2021 Rates

## Schedule of Miscellaneous Charges

### Contracted Services

Including subconsultants, contracted labor, Sub-professionals, and subcontractors.....Invoice Cost + 10%

### Direct Expenses

- Disbursements to agencies, vendors and suppliers includes:  
Equipment; interstate transportation; permit, application, review, and similar fees; printing, plotting, reproduction, binding, and other graphic services; outside computer services; title, research, and data services; courier and express services; project field office expenses; and out-of-state telephone costs..... Invoice Cost
- Mileage .....Commensurate with IRS Guidelines

## 2021 SCHEDULE OF BILLABLE HOURLY RATES

It has always been the firm's policy to encourage clients to contact our staff with questions or problems that need to be discussed. No fees are incurred each time the telephone is answered or a meeting is held on-site. Clients are free to discuss various projects without fear of incurring a consulting expense. Fees are all project-related, established at the initiation of the project or as the scope of the project can be defined. Prior to client authorization, a detailed proposal, including a scope of services, will be prepared for all Capital Projects. All proposals are subject to negotiation and approval.

### ENGINEERING

Regional Engineer/Manager	\$175
Engineering Department Head	\$175
Certified Floodplain Manager	\$175
Project Manager, LSRP	\$175
Project Manager/Engineer	\$169
Project Engineer	\$164
Engineer	\$143
Senior Engineering Technician	\$131
Engineering Technician	\$104
Technical Aide	\$71

### PLANNING

Planning Manager	\$175
Project Planner	\$169
Senior Landscape Architect/Planner	\$153
Landscape Architect/Planner	\$131

Principal	\$186
Administrative Manager	\$109

Mileage Commensurate in accordance with IRS Regulations

### CONSTRUCTION MANAGEMENT & OBSERVATION

CM & Observation Department Head	\$153
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#### Construction Management Personnel

Project Manager	\$143
Construction Manager	\$126

#### Observer Personnel

Observer Supervisor	\$143
Resident Observer NICET IV	\$139
Observer NICET II/III	\$133
Observer	\$127
NACE Certified Coating Inspector	\$143
Contract Administrator	\$120

### SURVEY, CAD & GIS

#### Field Personnel

Surveyor	\$115
Party Chief	\$109
Transit/Rod Person	\$104

#### Office Personnel

Survey/CAD Department Head	\$153
Survey Manager	\$148

CAD/GIS Manager	\$148
Senior CAD/GIS Technician	\$131
CAD/GIS Technician	\$115

# Fee schedule



## Trenton Water Works Environmental Regulatory Compliance 2021 Hourly Rate Table

Principals / Principal Project Managers / Principal Engineers .....	\$195.00 to \$275.00
Sr. Project Engineer / Sr. Project Manager /	
Sr. Project Geologist / Sr. Project Scientist.....	\$155.00 to \$235.00
Sr. Specialist V / Sr. Designer V .....	\$135.00 to \$190.00
Sr. Inspector IV/V / Sr. Surveyor IV/V .....	\$120.00 to \$185.00
Project Engineer / Engineer IV / Project Architect / Architect IV /	
Project Manager .....	\$135.00 to \$205.00
Project Geologist / Geologist IV / Project Scientist / Scientist IV.....	\$ 110.00 to \$172.00
Engineer II/III / Architect II/III.....	\$105.00 to \$165.00
Specialist III/IV / Designer III/IV.....	\$ 85.00 to \$150.00
Scientist II/III / Geologist II/III.....	\$ 77.00 to \$125.00
Engineer I / Architect I .....	\$ 80.00 to \$120.00
Scientist I / Geologist I.....	\$ 70.00 to \$ 92.00
Inspector III / Surveyor III / Specialist I/II .....	\$ 75.00 to \$119.00
Assistant Surveyor I/II / Assistant Inspector I/II .....	\$ 80.00 to \$ 92.00
Technicians .....	\$ 64.00 to \$ 88.00
Administration / Project Support .....	\$ 66.00 to \$122.00

\* Hourly rates for special consultations and services in conjunction with litigation are available on request.

### EXPENSES

Personal Auto / Company Auto .....	\$0.56 <sup>1</sup> / mile
Company Vans / Company Pick-Up .....	\$0.56 <sup>1</sup> / mile
Photocopies & Offset Reproduction .....	Variable
UPS / Federal Express /Postage /Messenger Service .....	Variable
Subcontractors (including Contract Laboratory) .....	Direct + 10%
Mobile Devices .....	Variable
Field Equipment.....	Variable
Travel / Lodging Per Diem.....	As Incurred

<sup>1</sup>per IRS standard mileage rate (rate as of January 1, 2021 is shown – subject to change)

Invoices are payable within 30 days of invoice date.

Delinquent bills are subject to finance charges of 1.5% per month.

The client shall pay attorney fees, court costs, and related expenses incurred in the collection of delinquent accounts.



**MUNICIPAL ENGINEERING SERVICES  
GENERAL CONDITIONS AND HOURLY RATE SCHEDULE TO JANUARY 1, 2022**

Senior Project Manager .....	\$180.00 Per Hour
Project Manager .....	\$179.00 Per Hour
Project Leader .....	\$178.00 Per Hour
Professional Engineer .....	\$176.00 Per Hour
Senior Project Engineer.....	\$169.00 Per Hour
Project Engineer .....	\$167.00 Per Hour
Senior Design Engineer.....	\$165.00 Per Hour
Design Engineer .....	\$161.00 Per Hour
Senior Engineering Technician.....	\$141.00 Per Hour
Drone Pilot.....	\$135.00 Per Hour
Engineering Technician/Management Information Systems Technician.....	\$134.00 Per Hour
Drone Technician .....	\$ 75.00 Per Hour
Professional Land Surveyor .....	\$176.00 Per Hour
Land Surveyor .....	\$154.00 Per Hour
Robotic Total Station .....	\$ 74.00 Per Hour
Party Chief.....	\$134.00 Per Hour
Survey Technician .....	\$122.00 Per Hour
Resident Engineer .....	\$154.00 Per Hour
Chief Construction Engineer.....	\$147.00 Per Hour
Senior Construction Engineer.....	\$141.00 Per Hour
Construction Engineer .....	\$136.00 Per Hour
Chief Construction Technician.....	\$134.00 Per Hour
Senior Construction Technician.....	\$127.00 Per Hour
Construction Technician .....	\$122.00 Per Hour
Technical Assistant.....	\$ 95.00 Per Hour
Senior CAD Technician .....	\$141.00 Per Hour
Licensed Landscape Architect.....	\$176.00 Per Hour
Senior Landscape Designer .....	\$160.00 Per Hour
Certified Tree Expert .....	\$141.00 Per Hour
Landscape Designer.....	\$127.00 Per Hour
Director of Planning.....	\$180.00 Per Hour
Professional Planner .....	\$179.00 Per Hour
Project Planner .....	\$171.00 Per Hour
Planning Technician .....	\$160.00 Per Hour
Principal.....	\$183.00 Per Hour
Partner.....	\$190.00 Per Hour
Managing Partner/Administrative Partner.....	\$210.00 Per Hour

Environmental services will be billed in accordance with CME's Environmental Rate Schedule

**Invoices** - CME Associates (CME) will submit invoices to Client monthly and a final invoice upon completion of services. Payment is due upon presentation of invoice and is past due thirty days from invoice date. Client agrees to pay a finance charge of one and one-half percent per month, or the maximum rate allowed by law, on past due accounts. In the event that the invoice is not paid voluntarily and promptly, and must therefore be referred to an attorney or agency for collection, the Client agrees to pay a collection fee equal to the actual attorney or agency collection fee incurred by CME. Overtime rates are applicable after eight hours Monday through Friday, and all day Saturday and Sunday, and charged at one and one-half times the quoted rate. Holidays are charged at two times the quoted rate. Expenses incurred for reproduction, postage handling, photographs and for services including subconsultants equipment and facilities not furnished by CME are charged to the Client at cost plus fifteen percent. Automobile travel may be charged at the current rate per mile allowed by the Internal Revenue Service..

**Standard of Care** - Services performed by CME under this Agreement will be conducted in a manner consistent with that level of care and skill ordinarily exercised by members of the profession currently practicing under similar conditions. NO OTHER WARRANTY, EXPRESSED OR IMPLIED, IS MADE.

**Contaminated Material** - It is understood that CME is not, and has no responsibility as a handler, generator, operator, treater or storer, transporter or disposer of hazardous or toxic substances found or identified at any site. Client shall undertake or arrange for, either directly or indirectly through other contractors, the handling, removal, treatment, storage, transportation and disposal of hazardous substances or constituents found or identified at any site.





ORIGINAL

## PROPOSED HOURLY RATES

### CITY OF TRENTON

### REQUEST FOR PROPOSAL

#### ENGINEERING AND REGULATORY COMPLIANCE SERVICES FOR THE CITY OF TRENTON DEPARTMENT OF WATER AND SEWER

##### Proposed Fee Structure

- Principal/Project Officer \$160/hour
- Senior Project Manager \$158/hour
- Project Manager \$155/hour
- Senior Project Licensed Professional \$150/hour
- Project Licensed Professional \$145/hour
- Licensed Professional \$135/hour
- Senior Project Coordinator \$150/hour
- Project Coordinator \$145/hour
- Senior Designer/Senior Survey Analyst \$125/hour
- Designer/Survey Analyst \$120/hour
- Senior Environmental Scientist \$125/hour
- Environmental Scientist \$120/hour
- Senior Project GIS Analyst \$140/hour
- Project GIS Analyst \$130/hour
- GIS Analyst \$125/hour
- Senior GIS Technician \$115/hour
- GIS Technician \$105/hour
- Senior GIS Project Coordinator \$130/hour
- GIS Project Coordinator \$125/hour
- Senior Inspector \$115/hour
- Inspector \$105/hour
- Senior Technician \$110/hour
- Technician \$100/hour
- Project Administrator \$115/hour
- Administrative Support \$60/hour
- Equipment Unit Cost
  - Unmanned Aerial Systems / Remotely Operated Vehicle \$150/hour
  - Robotic/LiDAR \$50/hour
  - GPS \$25/hour
- LSRP (Licensed Site Remediation Professional) Services Unit Cost.
  - For any environmental services requiring LSRP oversight and certification, a \$25/hour unit cost will be included in addition to the hourly rate for roles above.
- Public Meeting Attendance – two (2) hour minimum charge
- Any actual disbursements and expenses which we incur on your behalf, such as subconsultant fees, application/permit fees, delivery charges, parking, printing and toll charges will be billed at actual cost-plus 15 percent.
- Mileage will be billed in accordance with federal prevailing wage.
- Any actual disbursements and expenses which we incur on your behalf, such as subconsultant fees, application/permit fees, delivery charges, parking, printing and toll charges will be billed at actual cost-plus 10 percent.
- Mileage will be billed in accordance with federal prevailing wage.

