



January 8, 2026
City of Kerman
Attention: John Jansons, City Manager
850 S. Madera Ave
Kerman, CA 93630

RE: City Engineering Contract – Proposed Fee Schedule Modification for FY 2025/2026

Dear John,

I write this letter to respectfully request a modification to the fee schedule for City Engineering services for the City of Kerman for fiscal year 2025/2026.

As I'm sure you can understand, our industry, like many others, has become very impacted in recent years with stiff competition between firms for quality staff. In response, our firm makes a diligent attempt to keep our salary structure in line with industry norms, typically using the American Council of Engineering Companies' (ACEC) published salary survey data for engineering firms of our size and location within Central California. The ability to offer competitive salary and benefit packages is crucial for us to both hire and retain key staff and continue to provide quality engineering services to our clients, and we are dedicated to doing just that for the City of Kerman.

In line with the recently completed procurement process for the Federal and State Engineering contract for the City, we propose to utilize the same fee schedule for our General City Engineering contract. The proposed rates per staff classification are attached hereto as Exhibit A, with an effective date of January 1, 2026. Similarly to the Fed/State Agreement, there are proposed annual escalators to keep up with inflation. Non-prevailing-wage employee rates are proposed to escalate at 3% per fiscal year while prevailing wage employee rates will follow the updates to prevailing wage determinations as they are published by the State DIR. Exhibit B includes the Caltrans form rate sheets showing the calculation of the currently proposed rates as well as the proposed escalations in future years. As with the current rate schedule, Y&H proposes to round the calculated rates to the nearest 5 dollar increment. Y&H will provide an updated rate sheet prior to the start of each fiscal year for review and budget modification, as needed, by the Finance Department.

We thank you for your consideration of this request, look forward to continuing our valued relationship with the City of Kerman, and are excited about the challenges and opportunities to come.

Sincerely,

Joshua Rogers, P.E.
Vice President – Yamabe and Horn Engineering, Inc.

EXHIBIT A

Proposed Rate Schedule for January 1 through June 30, 2026

YAMABE & HORN ENGINEERING, INC.
CIVIL ENGINEERS - LAND SURVEYORS
2985 North Burl Avenue, Suite 101, Fresno, CA 93727
(559) 244-3123

2025/2026 Fee Schedule

Engineering		
Principal Engineer	\$ 250	per hour
Civil Engineer V	\$ 225	per hour
Civil Engineer IV	\$ 185	per hour
Civil Engineer III	\$ 175	per hour
Civil Engineer II	\$ 165	per hour
Civil Engineer I	\$ 150	per hour
Project Manager III	\$ 180	per hour
Project Manager II	\$ 170	per hour
Project Manager I	\$ 145	per hour
Assistant Engineer III	\$ 135	per hour
Assistant Engineer II	\$ 125	per hour
Assistant Engineer I	\$ 105	per hour

Land Surveying		
Land Surveyor II	\$ 175	per hour
Land Surveyor I	\$ 160	per hour
Assistant Surveyor II	\$ 140	per hour
Assistant Surveyor I	\$ 115	per hour
2-Person Survey Crew (PW) ³	\$ 305	per hour
1-Person Survey Crew ³	\$ 200	per hour

Construction Management		
Construction Manager II	\$ 195	per hour
Construction Manager I	\$ 160	per hour
Project Services Administrator	\$ 115	per hour
Public Works Inspector III ³	\$ 160	per hour
Public Works Inspector II ³	\$ 155	per hour
Public Works Inspector I ³	\$ 140	per hour

Technical Services		
GIS/CAD Manager	\$ 160	per hour
GIS Analyst	\$ 125	per hour
GIS Technician	\$ 105	per hour
CAD Drafter II	\$ 110	per hour
CAD Drafter I	\$ 95	per hour
Clerical	\$ 80	per hour

Direct Costs		
Travel	Fed Rate per mile	
Subconsultants and Printing	Cost plus 10%	

Notes:

1. Fee schedule is effective January 1, 2026 and will be adjusted each fiscal year after at a rate of 3%.
2. Prevailing wage rates are shown for Fresno County.
3. Prevailing Wage OT services billed per rates established in Caltrans Cost Proposal Template

EXHIBIT B

Caltrans Rate Sheet Forms with Proposed Escalators



STATE OF CALIFORNIA - DEPARTMENT OF TRANSPORTATION

NON-PREVAILING COST PROPOSAL

(Revision: September 2024)

Consultant Name: Yamabe and Horn
Engineering, Inc.

Contract Number:

Attachment 2

Tax ID Number: 94-2615149

Cost Proposal Revision Date: 4/3/2025

Contract Term: 5 Years

ICR Expiration Date:

Loaded Hourly Billing Rates (LHBR) at Straight Time (ST) = Actual Hourly Rate x (1+ICR) x (1+Fee) + Actual Hourly Rate x FCCM

LHBR at Overtime (OT) = LHBR at ST + Premium OT

Premium OT = 0.5 * Actual Hourly Rate for 1.5 OT or 1.0 * Actual Hourly Rate for double OT

Indirect Cost Rate (ICR) for Business Segment Providing Services Under Contract:	Consultant Home Office	Fringe Benefit %		Overhead %		General Administration %		Indirect Cost Rate (ICR) %
		65.02%	+	77.68%	+	0.00%	=	142.70%
							Fee =	10.00%

Hourly rates for new employees hired after the date of this Cost Proposal shall not exceed (and shall be in line with) the rates of the same classification listed on this Cost Proposal that have similar qualifications and experience.

FCCM = 0.000%

								Multiplier =		2.67
Name & Work Information	Business Segment or Field Office Type	Actual Hourly Rate	Premium OT (Added to LHBR at ST for LHBR at OT if applicable)		Straight & Overtime Loaded Hourly Billing Rates			Effective Date of Hourly Rate		% Escalation Increase
			1.5x	2x	Straight	OT (1.5x)	OT (2x)	SOQ Submittal Date =	6/30/2025	
								From	To	
1. Jesus Gonzalez	Engineering	\$ 94.00								
Consultant Project Manager		\$ 94.00	NC	NC	\$ 250.95	NC	NC	6/30/2025	6/30/2026	0.00%
Principal Engineer		\$ 96.82	NC	NC	\$ 258.48	NC	NC	7/1/2026	6/30/2027	3.00%
Exempt Salary		\$ 99.72	NC	NC	\$ 266.22	NC	NC	7/1/2027	6/30/2028	3.00%
		\$ 102.71	NC	NC	\$ 274.20	NC	NC	7/1/2028	6/30/2029	3.00%
		\$ 105.79	NC	NC	\$ 282.43	NC	NC	7/1/2029	6/30/2030	3.00%
		\$ 108.96	NC	NC	\$ 290.89	NC	NC	7/1/2030	10/31/2030	3.00%
2. Derek Lapsley	Engineering	\$ 84.50								
Civil Engineer V		\$ 84.50	NC	NC	\$ 225.59	NC	NC	6/30/2025	6/30/2026	0.00%
Civil Engineer V		\$ 87.04	NC	NC	\$ 232.37	NC	NC	7/1/2026	6/30/2027	3.00%
Exempt Salary		\$ 89.65	NC	NC	\$ 239.34	NC	NC	7/1/2027	6/30/2028	3.00%
		\$ 92.34	NC	NC	\$ 246.52	NC	NC	7/1/2028	6/30/2029	3.00%
		\$ 95.11	NC	NC	\$ 253.92	NC	NC	7/1/2029	6/30/2030	3.00%
		\$ 97.96	NC	NC	\$ 261.52	NC	NC	7/1/2030	10/31/2030	3.00%
3. Classification	Engineering	\$ 70.00								
Civil Engineer IV		\$ 70.00	NC	NC	\$ 186.88	NC	NC	6/30/2025	6/30/2026	0.00%
Civil Engineer IV		\$ 72.10	NC	NC	\$ 192.49	NC	NC	7/1/2026	6/30/2027	3.00%
Exempt Salary		\$ 74.26	NC	NC	\$ 198.25	NC	NC	7/1/2027	6/30/2028	3.00%
		\$ 76.49	NC	NC	\$ 204.21	NC	NC	7/1/2028	6/30/2029	3.00%
		\$ 78.78	NC	NC	\$ 210.32	NC	NC	7/1/2029	6/30/2030	3.00%
		\$ 81.14	NC	NC	\$ 216.62	NC	NC	7/1/2030	10/31/2030	3.00%
4. Classification	Engineering	\$ 66.00								
Civil Engineer III		\$ 66.00	\$ 33.00	\$ 66.00	\$ 176.20	\$ 209.20	\$ 242.20	6/30/2025	6/30/2026	0.00%
Civil Engineer III		\$ 67.98	\$ 33.99	\$ 67.98	\$ 181.49	\$ 215.48	\$ 249.47	7/1/2026	6/30/2027	3.00%
Non-exempt		\$ 70.02	\$ 35.01	\$ 70.02	\$ 186.93	\$ 221.94	\$ 256.95	7/1/2027	6/30/2028	3.00%
		\$ 72.12	\$ 36.06	\$ 72.12	\$ 192.54	\$ 228.60	\$ 264.66	7/1/2028	6/30/2029	3.00%
		\$ 74.28	\$ 37.14	\$ 74.28	\$ 198.31	\$ 235.45	\$ 272.59	7/1/2029	6/30/2030	3.00%
		\$ 76.51	\$ 38.26	\$ 76.51	\$ 204.26	\$ 242.51	\$ 280.77	7/1/2030	10/31/2030	3.00%
5. Classification	Engineering	\$ 61.80								
Civil Engineer II		\$ 61.80	\$ 30.90	\$ 61.80	\$ 164.99	\$ 195.89	\$ 226.79	6/30/2025	6/30/2026	0.00%
Civil Engineer II		\$ 63.65	\$ 31.83	\$ 63.65	\$ 169.93	\$ 201.75	\$ 233.58	7/1/2026	6/30/2027	3.00%
Non-exempt		\$ 65.56	\$ 32.78	\$ 65.56	\$ 175.03	\$ 207.81	\$ 240.59	7/1/2027	6/30/2028	3.00%
		\$ 67.53	\$ 33.77	\$ 67.53	\$ 180.28	\$ 214.05	\$ 247.81	7/1/2028	6/30/2029	3.00%
		\$ 69.56	\$ 34.78	\$ 69.56	\$ 185.70	\$ 220.48	\$ 255.26	7/1/2029	6/30/2030	3.00%
		\$ 71.65	\$ 35.83	\$ 71.65	\$ 191.28	\$ 227.11	\$ 262.93	7/1/2030	10/31/2030	3.00%
6. Classification	Engineering	\$ 57.00								
Civil Engineer I		\$ 57.00	\$ 28.50	\$ 57.00	\$ 152.17	\$ 180.67	\$ 209.17	6/30/2025	6/30/2026	0.00%
Civil Engineer I		\$ 58.71	\$ 29.36	\$ 58.71	\$ 156.74	\$ 186.09	\$ 215.45	7/1/2026	6/30/2027	3.00%
Non-exempt		\$ 60.47	\$ 30.24	\$ 60.47	\$ 161.44	\$ 191.67	\$ 221.91	7/1/2027	6/30/2028	3.00%
		\$ 62.28	\$ 31.14	\$ 62.28	\$ 166.27	\$ 197.41	\$ 228.55	7/1/2028	6/30/2029	3.00%
		\$ 64.15	\$ 32.08	\$ 64.15	\$ 171.26	\$ 203.34	\$ 235.41	7/1/2029	6/30/2030	3.00%
		\$ 66.07	\$ 33.04	\$ 66.07	\$ 176.39	\$ 209.42	\$ 242.46	7/1/2030	10/31/2030	3.00%
7. Classification	Engineering	\$ 68.00								
Project Manager III		\$ 68.00	\$ 34.00	\$ 68.00	\$ 181.54	\$ 215.54	\$ 249.54	6/30/2025	6/30/2026	0.00%
Project Manager III		\$ 70.04	\$ 35.02	\$ 70.04	\$ 186.99	\$ 222.01	\$ 257.03	7/1/2026	6/30/2027	3.00%
Non-exempt		\$ 72.14	\$ 36.07	\$ 72.14	\$ 192.59	\$ 228.66	\$ 264.73	7/1/2027	6/30/2028	3.00%
		\$ 74.30	\$ 37.15	\$ 74.30	\$ 198.36	\$ 235.51	\$ 272.66	7/1/2028	6/30/2029	3.00%
		\$ 76.53	\$ 38.27	\$ 76.53	\$ 204.31	\$ 242.58	\$ 280.84	7/1/2029	6/30/2030	3.00%
		\$ 78.83	\$ 39.42	\$ 78.83	\$ 210.45	\$ 249.87	\$ 289.28	7/1/2030	10/31/2030	3.00%
8. Classification	Engineering	\$ 64.00								
Project Manager II		\$ 64.00	\$ 32.00	\$ 64.00	\$ 170.86	\$ 202.86	\$ 234.86	6/30/2025	6/30/2026	0.00%
Project Manager II		\$ 65.92	\$ 32.96	\$ 65.92	\$ 175.99	\$ 208.95	\$ 241.91	7/1/2026	6/30/2027	3.00%
Non-exempt		\$ 67.90	\$ 33.95	\$ 67.90	\$ 181.27	\$ 215.22	\$ 249.17	7/1/2027	6/30/2028	3.00%
		\$ 69.94	\$ 34.97	\$ 69.94	\$ 186.72	\$ 221.69	\$ 256.66	7/1/2028	6/30/2029	3.00%
		\$ 72.04	\$ 36.02	\$ 72.04	\$ 192.33	\$ 228.35	\$ 264.37	7/1/2029	6/30/2030	3.00%
		\$ 74.20	\$ 37.10	\$ 74.20	\$ 198.09	\$ 235.19	\$ 272.29	7/1/2030	10/31/2030	3.00%

STATE OF CALIFORNIA - DEPARTMENT OF TRANSPORTATION

NON-PREVAILING COST PROPOSAL

(Revision: September 2024)

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Name & Work Information	Business Segment or Field Office Type	Actual Hourly Rate	Premium OT (Added to LHBR at ST for LHBR at OT if applicable)		Straight & Overtime Loaded Hourly Billing Rates			Multiplier =		% Escalation Increase
			1.5x	2x	Straight	OT (1.5x)	OT (2x)	Effective Date of Hourly Rate		
								SOQ Submittal Date =	6/30/2025	
								From	To	
9. Classification	Engineering	\$ 55.00								
Project Manager I		\$ 55.00	\$ 27.50	\$ 55.00	\$ 146.83	\$ 174.33	\$ 201.83	6/30/2025	6/30/2026	0.00%
Project Manager I		\$ 56.65	\$ 28.33	\$ 56.65	\$ 151.24	\$ 179.56	\$ 207.89	7/1/2026	6/30/2027	3.00%
Non-exempt		\$ 58.35	\$ 29.18	\$ 58.35	\$ 155.78	\$ 184.95	\$ 214.13	7/1/2027	6/30/2028	3.00%
		\$ 60.10	\$ 30.05	\$ 60.10	\$ 160.45	\$ 190.50	\$ 220.55	7/1/2028	6/30/2029	3.00%
		\$ 61.90	\$ 30.95	\$ 61.90	\$ 165.25	\$ 196.20	\$ 227.15	7/1/2029	6/30/2030	3.00%
		\$ 63.76	\$ 31.88	\$ 63.76	\$ 170.22	\$ 202.10	\$ 233.98	7/1/2030	10/31/2030	3.00%
10. Classification	Engineering	\$ 51.25								
Assistant Engineer III		\$ 51.25	\$ 25.63	\$ 51.25	\$ 136.82	\$ 162.45	\$ 188.07	6/30/2025	6/30/2026	0.00%
Assistant Engineer III		\$ 52.79	\$ 26.40	\$ 52.79	\$ 140.93	\$ 167.33	\$ 193.72	7/1/2026	6/30/2027	3.00%
Non-exempt		\$ 54.37	\$ 27.19	\$ 54.37	\$ 145.15	\$ 172.34	\$ 199.52	7/1/2027	6/30/2028	3.00%
		\$ 56.00	\$ 28.00	\$ 56.00	\$ 149.50	\$ 177.50	\$ 205.50	7/1/2028	6/30/2029	3.00%
		\$ 57.68	\$ 28.84	\$ 57.68	\$ 153.99	\$ 182.83	\$ 211.67	7/1/2029	6/30/2030	3.00%
		\$ 59.41	\$ 29.71	\$ 59.41	\$ 158.61	\$ 188.31	\$ 218.02	7/1/2030	10/31/2030	3.00%
11. Classification	Engineering	\$ 47.00								
Assistant Engineer II		\$ 47.00	\$ 23.50	\$ 47.00	\$ 125.48	\$ 148.98	\$ 172.48	6/30/2025	6/30/2026	0.00%
Assistant Engineer II		\$ 48.41	\$ 24.21	\$ 48.41	\$ 129.24	\$ 153.45	\$ 177.65	7/1/2026	6/30/2027	3.00%
Non-exempt		\$ 49.86	\$ 24.93	\$ 49.86	\$ 133.11	\$ 158.04	\$ 182.97	7/1/2027	6/30/2028	3.00%
		\$ 51.36	\$ 25.68	\$ 51.36	\$ 137.12	\$ 162.80	\$ 188.48	7/1/2028	6/30/2029	3.00%
		\$ 52.90	\$ 26.45	\$ 52.90	\$ 141.23	\$ 167.68	\$ 194.13	7/1/2029	6/30/2030	3.00%
		\$ 54.49	\$ 27.25	\$ 54.49	\$ 145.47	\$ 172.72	\$ 199.96	7/1/2030	10/31/2030	3.00%
12. Classification	Engineering	\$ 40.00								
Assistant Engineer I		\$ 40.00	\$ 20.00	\$ 40.00	\$ 106.79	\$ 126.79	\$ 146.79	6/30/2025	6/30/2026	0.00%
Assistant Engineer I		\$ 41.20	\$ 20.60	\$ 41.20	\$ 109.99	\$ 130.59	\$ 151.19	7/1/2026	6/30/2027	3.00%
Non-exempt		\$ 42.44	\$ 21.22	\$ 42.44	\$ 113.30	\$ 134.52	\$ 155.74	7/1/2027	6/30/2028	3.00%
		\$ 43.71	\$ 21.86	\$ 43.71	\$ 116.69	\$ 138.55	\$ 160.40	7/1/2028	6/30/2029	3.00%
		\$ 45.02	\$ 22.51	\$ 45.02	\$ 120.19	\$ 142.70	\$ 165.21	7/1/2029	6/30/2030	3.00%
		\$ 46.37	\$ 23.19	\$ 46.37	\$ 123.79	\$ 146.98	\$ 170.16	7/1/2030	10/31/2030	3.00%
13. Classification	Engineering	\$ 66.00								
Land Surveyor II		\$ 66.00	\$ 33.00	\$ 66.00	\$ 176.20	\$ 209.20	\$ 242.20	6/30/2025	6/30/2026	0.00%
Land Surveyor II		\$ 67.98	\$ 33.99	\$ 67.98	\$ 181.49	\$ 215.48	\$ 249.47	7/1/2026	6/30/2027	3.00%
Non-exempt		\$ 70.02	\$ 35.01	\$ 70.02	\$ 186.93	\$ 221.94	\$ 256.95	7/1/2027	6/30/2028	3.00%
		\$ 72.12	\$ 36.06	\$ 72.12	\$ 192.54	\$ 228.60	\$ 264.66	7/1/2028	6/30/2029	3.00%
		\$ 74.28	\$ 37.14	\$ 74.28	\$ 198.31	\$ 235.45	\$ 272.59	7/1/2029	6/30/2030	3.00%
		\$ 76.51	\$ 38.26	\$ 76.51	\$ 204.26	\$ 242.51	\$ 280.77	7/1/2030	10/31/2030	3.00%
14. Classification	Engineering	\$ 59.75								
Land Surveyor I		\$ 59.75	\$ 29.88	\$ 59.75	\$ 159.51	\$ 189.39	\$ 219.26	6/30/2025	6/30/2026	0.00%
Land Surveyor I		\$ 61.54	\$ 30.77	\$ 61.54	\$ 164.29	\$ 195.06	\$ 225.83	7/1/2026	6/30/2027	3.00%
Non-exempt		\$ 63.39	\$ 31.70	\$ 63.39	\$ 169.23	\$ 200.93	\$ 232.62	7/1/2027	6/30/2028	3.00%
		\$ 65.29	\$ 32.65	\$ 65.29	\$ 174.30	\$ 206.95	\$ 239.59	7/1/2028	6/30/2029	3.00%
		\$ 67.25	\$ 33.63	\$ 67.25	\$ 179.54	\$ 213.16	\$ 246.79	7/1/2029	6/30/2030	3.00%
		\$ 69.27	\$ 34.64	\$ 69.27	\$ 184.93	\$ 219.57	\$ 254.20	7/1/2030	10/31/2030	3.00%
15. Classification	Engineering	\$ 52.25								
Assistant Surveyor II		\$ 52.25	\$ 26.13	\$ 52.25	\$ 139.49	\$ 165.62	\$ 191.74	6/30/2025	6/30/2026	0.00%
Assistant Surveyor II		\$ 53.82	\$ 26.91	\$ 53.82	\$ 143.68	\$ 170.59	\$ 197.50	7/1/2026	6/30/2027	3.00%
Non-exempt		\$ 55.43	\$ 27.72	\$ 55.43	\$ 147.98	\$ 175.70	\$ 203.41	7/1/2027	6/30/2028	3.00%
		\$ 57.09	\$ 28.55	\$ 57.09	\$ 152.41	\$ 180.96	\$ 209.50	7/1/2028	6/30/2029	3.00%
		\$ 58.80	\$ 29.40	\$ 58.80	\$ 156.98	\$ 186.38	\$ 215.78	7/1/2029	6/30/2030	3.00%
		\$ 60.56	\$ 30.28	\$ 60.56	\$ 161.68	\$ 191.96	\$ 222.24	7/1/2030	10/31/2030	3.00%
16. Classification	Engineering	\$ 44.00								
Assistant Surveyor I		\$ 44.00	\$ 22.00	\$ 44.00	\$ 117.47	\$ 139.47	\$ 161.47	6/30/2025	6/30/2026	0.00%
Assistant Surveyor I		\$ 45.32	\$ 22.66	\$ 45.32	\$ 120.99	\$ 143.65	\$ 166.31	7/1/2026	6/30/2027	3.00%
Non-exempt		\$ 46.68	\$ 23.34	\$ 46.68	\$ 124.62	\$ 147.96	\$ 171.30	7/1/2027	6/30/2028	3.00%
		\$ 48.08	\$ 24.04	\$ 48.08	\$ 128.36	\$ 152.40	\$ 176.44	7/1/2028	6/30/2029	3.00%
		\$ 49.52	\$ 24.76	\$ 49.52	\$ 132.20	\$ 156.96	\$ 181.72	7/1/2029	6/30/2030	3.00%
		\$ 51.01	\$ 25.51	\$ 51.01	\$ 136.18	\$ 161.69	\$ 187.19	7/1/2030	10/31/2030	3.00%

STATE OF CALIFORNIA - DEPARTMENT OF TRANSPORTATION

NON-PREVAILING COST PROPOSAL

(Revision: September 2024)

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Contract Number:

Tax ID Number: **94-2615149**Cost Proposal Revision Date: **4/3/2025**Contract Term: **5 Years**

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Non-exempt		\$ 63.65	\$ 31.83	\$ 63.65	\$ 169.93	\$ 201.75	\$ 233.58	7/1/2027	6/30/2028	3.00%
		\$ 65.56	\$ 32.78	\$ 65.56	\$ 175.03	\$ 207.81	\$ 240.59	7/1/2028	6/30/2029	3.00%
		\$ 67.53	\$ 33.77	\$ 67.53	\$ 180.28	\$ 214.05	\$ 247.81	7/1/2029	6/30/2030	3.00%
		\$ 69.56	\$ 34.78	\$ 69.56	\$ 185.70	\$ 220.48	\$ 255.26	7/1/2030	10/31/2030	3.00%
18. Classification	Engineering	\$ 47.50								
GIS Analyst		\$ 47.50	\$ 23.75	\$ 47.50	\$ 126.81	\$ 150.56	\$ 174.31	6/30/2025	6/30/2026	0.00%
GIS Analyst		\$ 48.93	\$ 24.47	\$ 48.93	\$ 130.63	\$ 155.09	\$ 179.56	7/1/2026	6/30/2027	3.00%
Non-exempt		\$ 50.40	\$ 25.20	\$ 50.40	\$ 134.55	\$ 159.75	\$ 184.95	7/1/2027	6/30/2028	3.00%
		\$ 51.91	\$ 25.96	\$ 51.91	\$ 138.58	\$ 164.54	\$ 190.49	7/1/2028	6/30/2029	3.00%
		\$ 53.47	\$ 26.74	\$ 53.47	\$ 142.75	\$ 169.48	\$ 196.22	7/1/2029	6/30/2030	3.00%
		\$ 55.07	\$ 27.54	\$ 55.07	\$ 147.02	\$ 174.56	\$ 202.09	7/1/2030	10/31/2030	3.00%
19. Classification	Engineering	\$ 40.00								
GIS Technician		\$ 40.00	\$ 20.00	\$ 40.00	\$ 106.79	\$ 126.79	\$ 146.79	6/30/2025	6/30/2026	0.00%
GIS Technician		\$ 41.20	\$ 20.60	\$ 41.20	\$ 109.99	\$ 130.59	\$ 151.19	7/1/2026	6/30/2027	3.00%
Non-exempt		\$ 42.44	\$ 21.22	\$ 42.44	\$ 113.30	\$ 134.52	\$ 155.74	7/1/2027	6/30/2028	3.00%
		\$ 43.71	\$ 21.86	\$ 43.71	\$ 116.69	\$ 138.55	\$ 160.40	7/1/2028	6/30/2029	3.00%
		\$ 45.02	\$ 22.51	\$ 45.02	\$ 120.19	\$ 142.70	\$ 165.21	7/1/2029	6/30/2030	3.00%
		\$ 46.37	\$ 23.19	\$ 46.37	\$ 123.79	\$ 146.98	\$ 170.16	7/1/2030	10/31/2030	3.00%
20. Sergio Alvarado*	Engineering	\$ 72.15								
Construction Manager II		\$ 72.15	NC	NC	\$ 192.62	NC	NC	6/30/2025	6/30/2026	0.00%
Construction Manager II		\$ 74.31	NC	NC	\$ 198.39	NC	NC	7/1/2026	6/30/2027	3.00%
Exempt Salary		\$ 76.54	NC	NC	\$ 204.34	NC	NC	7/1/2027	6/30/2028	3.00%
		\$ 78.84	NC	NC	\$ 210.48	NC	NC	7/1/2028	6/30/2029	3.00%
		\$ 81.21	NC	NC	\$ 216.81	NC	NC	7/1/2029	6/30/2030	3.00%
		\$ 83.65	NC	NC	\$ 223.32	NC	NC	7/1/2030	10/31/2030	3.00%
21. Classification	Engineering	\$ 60.00								
Construction Manager I		\$ 60.00	\$ 30.00	\$ 60.00	\$ 160.18	\$ 190.18	\$ 220.18	6/30/2025	6/30/2026	0.00%
Construction Manager I		\$ 61.80	\$ 30.90	\$ 61.80	\$ 164.99	\$ 195.89	\$ 226.79	7/1/2026	6/30/2027	3.00%
Non-exempt		\$ 63.65	\$ 31.83	\$ 63.65	\$ 169.93	\$ 201.75	\$ 233.58	7/1/2027	6/30/2028	3.00%
		\$ 65.56	\$ 32.78	\$ 65.56	\$ 175.03	\$ 207.81	\$ 240.59	7/1/2028	6/30/2029	3.00%
		\$ 67.53	\$ 33.77	\$ 67.53	\$ 180.28	\$ 214.05	\$ 247.81	7/1/2029	6/30/2030	3.00%
		\$ 69.56	\$ 34.78	\$ 69.56	\$ 185.70	\$ 220.48	\$ 255.26	7/1/2030	10/31/2030	3.00%
22. Classification	Engineering	\$ 43.25								
Project Services Administrator		\$ 43.25	\$ 21.63	\$ 43.25	\$ 115.46	\$ 137.09	\$ 158.71	6/30/2025	6/30/2026	0.00%
Project Services Administrator		\$ 44.55	\$ 22.28	\$ 44.55	\$ 118.94	\$ 141.21	\$ 163.49	7/1/2026	6/30/2027	3.00%
Non-exempt		\$ 45.89	\$ 22.95	\$ 45.89	\$ 122.51	\$ 145.46	\$ 168.40	7/1/2027	6/30/2028	3.00%
		\$ 47.27	\$ 23.64	\$ 47.27	\$ 126.20	\$ 149.83	\$ 173.47	7/1/2028	6/30/2029	3.00%
		\$ 48.69	\$ 24.35	\$ 48.69	\$ 129.99	\$ 154.33	\$ 178.68	7/1/2029	6/30/2030	3.00%
		\$ 50.15	\$ 25.08	\$ 50.15	\$ 133.89	\$ 158.96	\$ 184.04	7/1/2030	10/31/2030	3.00%
23. Classification	Engineering	\$ 60.00								
CAD Manager		\$ 60.00	\$ 30.00	\$ 60.00	\$ 160.18	\$ 190.18	\$ 220.18	6/30/2025	6/30/2026	0.00%
CAD Manager		\$ 61.80	\$ 30.90	\$ 61.80	\$ 164.99	\$ 195.89	\$ 226.79	7/1/2026	6/30/2027	3.00%
Non-exempt		\$ 63.65	\$ 31.83	\$ 63.65	\$ 169.93	\$ 201.75	\$ 233.58	7/1/2027	6/30/2028	3.00%
		\$ 65.56	\$ 32.78	\$ 65.56	\$ 175.03	\$ 207.81	\$ 240.59	7/1/2028	6/30/2029	3.00%
		\$ 67.53	\$ 33.77	\$ 67.53	\$ 180.28	\$ 214.05	\$ 247.81	7/1/2029	6/30/2030	3.00%
		\$ 69.56	\$ 34.78	\$ 69.56	\$ 185.70	\$ 220.48	\$ 255.26	7/1/2030	10/31/2030	3.00%
24. Classification	Engineering	\$ 41.25								
CAD Drafter II		\$ 41.25	\$ 20.63	\$ 41.25	\$ 110.13	\$ 130.75	\$ 151.38	6/30/2025	6/30/2026	0.00%
CAD Drafter II		\$ 42.49	\$ 21.25	\$ 42.49	\$ 113.44	\$ 134.68	\$ 155.93	7/1/2026	6/30/2027	3.00%
Non-exempt		\$ 43.76	\$ 21.88	\$ 43.76	\$ 116.83	\$ 138.71	\$ 160.59	7/1/2027	6/30/2028	3.00%
		\$ 45.07	\$ 22.54	\$ 45.07	\$ 120.32	\$ 142.86	\$ 165.39	7/1/2028	6/30/2029	3.00%
		\$ 46.42	\$ 23.21	\$ 46.42	\$ 123.93	\$ 147.14	\$ 170.35	7/1/2029	6/30/2030	3.00%
		\$ 47.81	\$ 23.91	\$ 47.81	\$ 127.64	\$ 151.54	\$ 175.45	7/1/2030	10/31/2030	3.00%

STATE OF CALIFORNIA - DEPARTMENT OF TRANSPORTATION			Consultant Name:	Yamabe and Horn Engineering, Inc.
NON-PREVAILING COST PROPOSAL			Contract Number:	
(Revision: September 2024)				Attachment 2
Loaded Hourly Billing Rates (LHBR) at Straight Time (ST) = Actual Hourly Rate x (1+ICR) x (1+Fee) + Actual Hourly Rate x FCCM			Tax ID Number:	94-2615149
LHBR at Overtime (OT) = LHBR at ST + Premium OT			Cost Proposal Revision Date:	4/3/2025
Premium OT = 0.5 * Actual Hourly Rate for 1.5 OT or 1.0 * Actual Hourly Rate for double OT			Contract Term:	5 Years
			ICR Expiration Date:	

Indirect Cost Rate (ICR) for Business Segment Providing Services Under Contract:	Consultant Home Office	Fringe Benefit %		Overhead %		General Administration %		Indirect Cost Rate (ICR) %
		65.02%	+	77.68%	+	0.00%	=	142.70%
		Fee =						

Hourly rates for new employees hired after the date of this Cost Proposal shall not exceed (and shall be in line with) the rates of the same classification listed on this Cost Proposal that have similar qualifications and experience.

FCCM = 0.000%

								Multiplier =		2.67
Name & Work Information	Business Segment or Field Office Type	Actual Hourly Rate	Premium OT (Added to LHBR at ST for LHBR at OT if applicable)		Straight & Overtime Loaded Hourly Billing Rates			Effective Date of Hourly Rate		% Escalation Increase
			1.5x	2x	Straight	OT (1.5x)	OT (2x)	SOQ Submittal Date =	6/30/2025	
								From	To	
25. Classification	Engineering	\$ 36.00								
CAD Drafter I		\$ 36.00	\$ 18.00	\$ 36.00	\$ 96.11	\$ 114.11	\$ 132.11	6/30/2025	6/30/2026	0.00%
CAD Drafter I		\$ 37.08	\$ 18.54	\$ 37.08	\$ 98.99	\$ 117.53	\$ 136.07	7/1/2026	6/30/2027	3.00%
Non-exempt		\$ 38.19	\$ 19.10	\$ 38.19	\$ 101.96	\$ 121.05	\$ 140.15	7/1/2027	6/30/2028	3.00%
		\$ 39.34	\$ 19.67	\$ 39.34	\$ 105.03	\$ 124.70	\$ 144.37	7/1/2028	6/30/2029	3.00%
		\$ 40.52	\$ 20.26	\$ 40.52	\$ 108.18	\$ 128.44	\$ 148.70	7/1/2029	6/30/2030	3.00%
		\$ 41.74	\$ 20.87	\$ 41.74	\$ 111.43	\$ 132.30	\$ 153.17	7/1/2030	10/31/2030	3.00%
26. Classification	Engineering	\$ 30.00								
Clerical		\$ 30.00	\$ 15.00	\$ 30.00	\$ 80.09	\$ 95.09	\$ 110.09	6/30/2025	6/30/2026	0.00%
Clerical		\$ 30.90	\$ 15.45	\$ 30.90	\$ 82.49	\$ 97.94	\$ 113.39	7/1/2026	6/30/2027	3.00%
Non-exempt		\$ 31.83	\$ 15.92	\$ 31.83	\$ 84.98	\$ 100.89	\$ 116.81	7/1/2027	6/30/2028	3.00%
		\$ 32.78	\$ 16.39	\$ 32.78	\$ 87.51	\$ 103.90	\$ 120.29	7/1/2028	6/30/2029	3.00%
		\$ 33.76	\$ 16.88	\$ 33.76	\$ 90.13	\$ 107.01	\$ 123.89	7/1/2029	6/30/2030	3.00%
		\$ 34.77	\$ 17.39	\$ 34.77	\$ 92.83	\$ 110.21	\$ 127.60	7/1/2030	10/31/2030	3.00%

STATE OF CALIFORNIA - DEPARTMENT OF TRANSPORTATION ©
COST PROPOSAL
ON-CALL CONTRACT- OH & FEE ON DELTAS, WITH PREDETERMINED INCREASE
ADM 2033 (Rev. 9/4/24)

Determination Number: NC-63-3-9-2024-1
- Issue Date: August 22, 2024
- Effective Date: August 22, 2024
- Expiration Date : **June 30, 2025
**No Planned Increases. Valid until superseded by DIR

Determination Number: FRE 2025-1
- Issue Date: 2/22/2025
- Effective Date: 2/22/2025
- Expiration Date : **2/28/2026
**Pre-determined increases planned on 03/01/26 & 03/01/27

Consultant/Subconsultant Name: Yamabe and Horn Engineering
Agreement Number:
Attachment 2
Tax ID No.: 94-2615149
Date Prepared: 4/3/2025
ICR Expiration Date:

Loaded Billing Rate Calculations:

Non-Exempt Employee Loaded Billing Rates for Prevailing Wage (PW) :

A) Straight Time (ST) Loaded Billing Rate = [Actual Hourly Rate * (1 + Field ICR) * (1 + Fee)] + [(ST Delta Base * Delta Base Multiplier) + (ST Delta Fringe * Delta Fringe Multiplier)] + [Actual Hourly Rate * FCCM]

B) Overtime (OT) Loaded Billing Rate = [Straight Time (ST) Loaded Billing Rate + Premium OT]

Premium OT = [Greater of (DIR Hourly Rate for OT or Employee Hourly Rate for OT) - Greater of (DIR Hourly Rate for ST or Employee Hourly Rate for ST)]

Exempt Employee Loaded Billing Rates- Compensated for Prevailing Wage (PW) OT:

C) Straight Time (ST) Loaded Billing Rate = [Actual Hourly Rate * (1 + Field ICR) * (1 + Fee)] + [(ST Delta Base * Delta Base Multiplier) + (ST Delta Fringe * Delta Fringe Multiplier)]+ [Actual Hourly Rate * FCCM]

D) Overtime (OT) Loaded Billing Rate = [Straight Time (ST) Loaded Billing Rate + Premium OT]

Premium OT = [Greater of (DIR Hourly Rate for OT or Employee Hourly Rate for OT) - Greater of (DIR Hourly Rate for ST or Employee Hourly Rate for ST)] ; applied when DIR Total for OT < Employee Total. Otherwise, Premium OT = [DIR Total for OT - Employee Total - Delta Total for ST]

The PW Deltas (Base & Fringe) above for Loaded Billing Rates, are applicable for services covered under DIR determinations. Includes Exempt employees who are normally not paid for OT worked, per company policy.

Exempt Employee Loaded Billing Rates- Not Compensated for OT:

E) Straight Time (ST) Loaded Billing Rate = [Actual Hourly Rate * (1 + Home ICR) * (1 + Fee)] + [Actual Hourly Rate * FCCM]

F) No Overtime. See John Johnson, Non - Prevailing Wage example line 30.

Exempt Employee Loaded Billing Rates- Compensated for OT @ ST Rate:

G) Straight Time (ST) Loaded Billing Rate = [Actual Hourly Rate * (1 + Home ICR) * (1 + Fee)] + [Actual Hourly Rate * FCCM]

H) Overtime (OT) Loaded Billing Rate = ST Loaded Billing Rate. See Tom Thomas, Non - Prevailing Wage example line 46.

Home Office:	Fringe Benefit %		Overhead %		General Administration %	Indirect Cost Rate (ICR) %
NORMAL	65.02%	+	77.68%	+	0.00%	= 142.70%
OVERTIME	65.02%	+	77.68%	+	0.00%	= 142.70%
Field Office / Project Specific	Fringe Benefit %		Overhead %		General Administration %	Indirect Cost Rate (ICR) %
NORMAL	65.02%	+	77.68%	+	0.00%	= 142.70%
OVERTIME	65.02%	+	77.68%	+	0.00%	= 142.70%

FEE	=	10.00%
FCCM	0.00%	Included in LHBR

Applicable Delta Base Multiplier (Field)	=	
Applicable Delta Fringe Multiplier (Field)	=	

Name & Work Information		Home / Field / Project Specific Personnel	12				13				14				15				16				17				18				19				20				21				22				23				% Escalation Increase	Escalated Actual Hourly Rate	Actual Hourly Rate												
			Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)								Employee Actual Rate (fringe benefits vary year over year)								DELTA (TOTAL) = Employee Total - DIR Total				Applicable DELTA (TOTAL) = Employee Total - DIR Total				DELTA (BASE) = Employee Base - DIR Base				Applicable DELTA BASE = Employee Base - DIR Base				Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)				Applicable Hourly Rate = Greater of DIR Hourly Rate or Employee Hourly Rate (PW OT for exempt employee may vary)				Applicable Premium OT				Straight and Overtime Loaded Hourly Billing Rates (LHBR)							Effective Date of Hourly Rate											
			DIR Hourly Rate				DIR Total = Base + Fringe				Employee Hourly Rate				Estimated Fringe				Employee Total = Base + Fringe				Straight (COL 6 + COL 9)				Straight (COL 11 when H is < 9)				Straight (COL 6 - COL 1)				Straight (COL 11 when H is < 9)				Straight (COL 12 - COL 14)				Straight (COL 13 - COL 16)				1.5 OT (Varies)							2.0 OT (Varies)				SOQ Submittal: 4/9/2025				From To			
			Straight (Base)				1.5 OT (COL 1 + 1.5)				2.0 OT (COL 1.5 + 2.0)				Fringe Benefits				Straight (Base)				1.5 OT (Varies)				2.0 OT (Varies)				Straight (Base)				1.5 OT (Varies)				2.0 OT (Varies)				Straight (PW vs. Non-PW varies)				OT (1.5x) (COL 2.1 + COL 1.5)							OT (2x) (COL 2.1 + COL 2.0)				From To							
			Straight (Base)				1.5 OT (COL 1 + 1.5)				2.0 OT (COL 1.5 + 2.0)				Fringe Benefits				Straight (Base)				1.5 OT (Varies)				2.0 OT (Varies)				Straight (Base)				1.5 OT (Varies)				2.0 OT (Varies)				Straight (PW vs. Non-PW varies)				OT (1.5x) (COL 2.1 + COL 1.5)							OT (2x) (COL 2.1 + COL 2.0)				From To							
1. Ray Martinez/Inspector Group 1** Lead Inspector/Inspections Dept Manager		FIELD Prevailing Wage Work Full Time Non-Exempt 44 years	\$60.77	\$91.16	\$121.54	\$33.47	\$94.24	\$60.77	\$91.16	\$121.54	\$33.47	\$94.24	\$60.77	\$91.16	\$121.54	\$33.47	\$94.24	\$64.47	\$96.71	\$128.94	\$13.96	\$78.43	(\$15.81)	(\$15.81)	\$3.70	\$0.00	(\$15.81)	\$64.47	\$96.71	\$128.94	\$32.24	\$64.47	\$172.12	\$204.35	\$236.59	7/1/2027	6/30/2028	3.00%	\$ 66.41	\$60.77																									
2a. Inspector Group 2** Construction Inspector, Group 2 Inspector II Non-Exempt		FIELD Prevailing Wage Work Full Time	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$58.77	\$88.16	\$117.54	\$33.47	\$92.24	\$64.22	\$96.33	\$128.44	\$13.19	\$77.41	(\$14.83)	(\$14.83)	\$5.45	\$0.00	(\$14.83)	\$64.22	\$96.33	\$128.44	\$32.11	\$64.22	\$171.45	\$203.56	\$235.67	7/1/2027	6/30/2028	3.00%	\$ 64.22	\$58.77																									
2b. Inspector Group 3** Construction Inspector, Group 3 Inspector I Non-Exempt		FIELD Prevailing Wage Work Full Time	\$51.56	\$77.34	\$103.12	\$33.47	\$85.03	\$51.56	\$77.34	\$103.12	\$33.47	\$85.03	\$51.56	\$77.34	\$103.12	\$33.47	\$85.03	\$54.70	\$82.05	\$109.40	\$12.82	\$69.16	(\$15.87)	(\$15.87)	\$4.78	\$0.00	(\$15.87)	\$54.70	\$82.05	\$109.40	\$27.35	\$54.70	\$146.03	\$173.38	\$200.73	7/1/2026	6/30/2027	3.00%	\$ 54.70	\$51.56																									
3a. Survey Party Chief** Survey Party Chief Survey Party Chief Non-Exempt		FIELD Prevailing Wage Work Full Time	\$62.05	\$93.08	\$124.10	\$34.53	\$96.58	\$62.05	\$93.08	\$124.10	\$34.53	\$96.58	\$62.05	\$93.08	\$124.10	\$34.53	\$96.58	\$66.05	\$99.08	\$132.10	\$15.22	\$81.27	(\$19.31)	(\$19.31)	(\$0.00)	\$0.00	(\$19.31)	\$66.05	\$99.08	\$132.10	\$33.03	\$66.05	\$176.33	\$209.36	\$242.38	3/1/2026	2/28/2027	6.45%	\$ 66.05	\$62.05																									
3b. Survey Rodman** Survey Rodman Survey Rodman Non-Exempt		FIELD Prevailing Wage Work Full Time	\$52.85	\$79.28	\$105.70	\$34.53	\$87.38	\$52.85	\$79.28	\$105.70	\$34.53	\$87.38	\$52.85	\$79.28	\$105.70	\$34.53	\$87.38	\$55.85	\$83.78	\$111.70	\$11.00	\$66.85	(\$23.53)	(\$23.53)	(\$0.00)	\$0.00	(\$23.53)	\$55.85	\$83.78	\$111.70	\$27.93	\$55.85	\$149.10	\$177.03	\$204.95	3/1/2026	2/28/2027	5.68%	\$ 55.85	\$52.85																									
To add employee, select this row then click on "Add Employee" button																																																																	

NOTES FOR CONSULTANTS:

A. The shaded areas from columns A to AD are the only areas to be completed by the Consultant. The numbers in other areas will automatically populate based on the data input by the Consultant in the shaded areas.

B. Use drop-down list to select employment status (Exempt Salary/Exempt Hourly/Non-Exempt), Prevailing Wage/Non-Prevailing Wage, Home/Field Rate, and enter Applicable Delta Multipliers.

C. Refer to the "Effective Date" tables in the reference areas when insert "Effective Date of Hourly Rate" in columns Z & AA.

D. To add an employee in the middle of this table, select top row of the entry (ie row 38 Tom Thomas), then click on "Insert Rows" button. To add an employee at the end of this table, select the instruction row at the bottom of this table, then click on "Add Employee" button.

E. To delete row(s), select row(s), then click on "Delete" button.

F. Hourly rates for new employees hired after the date of this Cost Proposal shall not exceed (and shall be in line with) the rates of the same classification listed on this Cost Proposal that have similar qualifications and experience.