



COST PROPOSAL

To: John Jansons
City Manager

From: Joshua Rogers, P.E.
Yamabe and Horn Engineering, Inc. Contract Manager

Mr. Jansons,

Included herein is Y&H's cost proposal, consisting of hourly rates for each staff classification in the firm, as well as the Certification of Indirect Costs and Financial Management System. Per the RFQ instructions, the specific rates of compensation have been prepared using the Caltrans cost proposal templates. Appendix C of the RFQ included a non-editable version of a cost proposal template so our proposal uses the most current Excel templates provided by the Caltrans A&E Customer Service office. Two templates have been prepared for: 1) Non-prevailing Wage office staff, and 2) Prevailing Wage staff, specifically construction inspectors, survey party chiefs and survey rodmen. These templates provide for annual escalators and the current proposal includes a 3% annual rate to account for inflation. The Prevailing Wage schedule includes already-planned increases as currently noted in the DIR wage determinations for Land Surveyors. No escalators are used for those staff classifications, since the rates will already be adjusted in accordance with the DIR increases.

For ease of review and administration, we propose to round each rate up or down to the nearest \$5 per hour increment and include the simplified rate schedule showing the rounded rates as well.

Thank you for your consideration and we would be happy to discuss the proposal with you following your review.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Joshua Rogers'.

Joshua Rogers, P.E.
Contract Manager

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

2025 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, 2025 and will be adjusted each 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

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:
Indirect Cost Rate (ICR) for Business Segment Providing Services Under Contract:			Consultant Home Office	Fringe Benefit % 65.02%	Overhead % 77.68%	General Administration % 0.00%	=	Indirect Cost Rate (ICR) % 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 SOQ Submitted Date = 4/9/2025	% Escalation Increase	
				1.5x	2x	Straight	OT (1.5x)	OT (2x)			
1. Jesus Gonzalez		Engineering	\$ 94.00								
Consultant Project Manager			\$ 94.00	NC	NC	\$ 250.95	NC	NC	4/9/2025	4/30/2026	0.00%
Principal Engineer			\$ 96.82	NC	NC	\$ 258.48	NC	NC	5/1/2026	4/30/2027	3.00%
Exempt Salary			\$ 99.72	NC	NC	\$ 266.22	NC	NC	5/1/2027	4/30/2028	3.00%
			\$ 102.71	NC	NC	\$ 274.20	NC	NC	5/1/2028	4/30/2029	3.00%
			\$ 105.79	NC	NC	\$ 282.43	NC	NC	5/1/2029	4/30/2030	3.00%
		\$ 108.96	NC	NC	\$ 290.89	NC	NC	5/1/2030	8/31/2030	3.00%	
2. Derek Lapsley		Engineering	\$ 84.50								
Civil Engineer V			\$ 84.50	NC	NC	\$ 225.59	NC	NC	4/9/2025	4/30/2026	0.00%
Civil Engineer V			\$ 87.04	NC	NC	\$ 232.37	NC	NC	5/1/2026	4/30/2027	3.00%
Exempt Salary			\$ 89.65	NC	NC	\$ 239.34	NC	NC	5/1/2027	4/30/2028	3.00%
			\$ 92.34	NC	NC	\$ 246.52	NC	NC	5/1/2028	4/30/2029	3.00%
			\$ 95.11	NC	NC	\$ 253.92	NC	NC	5/1/2029	4/30/2030	3.00%
		\$ 97.96	NC	NC	\$ 261.52	NC	NC	5/1/2030	8/31/2030	3.00%	
3. Classification		Engineering	\$ 70.00								
Civil Engineer IV			\$ 70.00	NC	NC	\$ 186.88	NC	NC	4/9/2025	4/30/2026	0.00%
Civil Engineer IV			\$ 72.10	NC	NC	\$ 192.49	NC	NC	5/1/2026	4/30/2027	3.00%
Exempt Salary			\$ 74.26	NC	NC	\$ 198.25	NC	NC	5/1/2027	4/30/2028	3.00%
			\$ 76.49	NC	NC	\$ 204.21	NC	NC	5/1/2028	4/30/2029	3.00%
			\$ 78.78	NC	NC	\$ 210.32	NC	NC	5/1/2029	4/30/2030	3.00%
		\$ 81.14	NC	NC	\$ 216.62	NC	NC	5/1/2030	8/31/2030	3.00%	
4. Classification		Engineering	\$ 66.00								
Civil Engineer III			\$ 66.00	\$ 33.00	\$ 66.00	\$ 176.20	\$ 209.20	\$ 242.20	4/9/2025	4/30/2026	0.00%
Civil Engineer III			\$ 67.98	\$ 33.99	\$ 67.98	\$ 181.49	\$ 215.48	\$ 249.47	5/1/2026	4/30/2027	3.00%
Non-exempt			\$ 70.02	\$ 35.01	\$ 70.02	\$ 186.93	\$ 221.94	\$ 256.95	5/1/2027	4/30/2028	3.00%
			\$ 72.12	\$ 36.06	\$ 72.12	\$ 192.54	\$ 228.60	\$ 264.66	5/1/2028	4/30/2029	3.00%
			\$ 74.28	\$ 37.14	\$ 74.28	\$ 198.31	\$ 235.45	\$ 272.59	5/1/2029	4/30/2030	3.00%
		\$ 76.51	\$ 38.26	\$ 76.51	\$ 204.26	\$ 242.51	\$ 280.77	5/1/2030	8/31/2030	3.00%	
5. Classification		Engineering	\$ 61.80								
Civil Engineer II			\$ 61.80	\$ 30.90	\$ 61.80	\$ 164.99	\$ 195.89	\$ 226.79	4/9/2025	4/30/2026	0.00%
Civil Engineer II			\$ 63.65	\$ 31.83	\$ 63.65	\$ 169.93	\$ 201.75	\$ 233.58	5/1/2026	4/30/2027	3.00%
Non-exempt			\$ 65.56	\$ 32.78	\$ 65.56	\$ 175.03	\$ 207.81	\$ 240.59	5/1/2027	4/30/2028	3.00%
			\$ 67.53	\$ 33.77	\$ 67.53	\$ 180.28	\$ 214.05	\$ 247.81	5/1/2028	4/30/2029	3.00%
			\$ 69.56	\$ 34.78	\$ 69.56	\$ 185.70	\$ 220.48	\$ 255.26	5/1/2029	4/30/2030	3.00%
		\$ 71.65	\$ 35.83	\$ 71.65	\$ 191.28	\$ 227.11	\$ 262.93	5/1/2030	8/31/2030	3.00%	
6. Classification		Engineering	\$ 57.00								
Civil Engineer I			\$ 57.00	\$ 28.50	\$ 57.00	\$ 152.17	\$ 180.67	\$ 209.17	4/9/2025	4/30/2026	0.00%
Civil Engineer I			\$ 58.71	\$ 29.36	\$ 58.71	\$ 156.74	\$ 186.09	\$ 215.45	5/1/2026	4/30/2027	3.00%
Non-exempt			\$ 60.47	\$ 30.24	\$ 60.47	\$ 161.44	\$ 191.67	\$ 221.91	5/1/2027	4/30/2028	3.00%
			\$ 62.28	\$ 31.14	\$ 62.28	\$ 166.27	\$ 197.41	\$ 228.55	5/1/2028	4/30/2029	3.00%
			\$ 64.15	\$ 32.08	\$ 64.15	\$ 171.26	\$ 203.34	\$ 235.41	5/1/2029	4/30/2030	3.00%
		\$ 66.07	\$ 33.04	\$ 66.07	\$ 176.39	\$ 209.42	\$ 242.46	5/1/2030	8/31/2030	3.00%	
7. Classification		Engineering	\$ 68.00								
Project Manager III			\$ 68.00	\$ 34.00	\$ 68.00	\$ 181.54	\$ 215.54	\$ 249.54	4/9/2025	4/30/2026	0.00%
Project Manager III			\$ 70.04	\$ 35.02	\$ 70.04	\$ 186.99	\$ 222.01	\$ 257.03	5/1/2026	4/30/2027	3.00%
Non-exempt			\$ 72.14	\$ 36.07	\$ 72.14	\$ 192.59	\$ 228.66	\$ 264.73	5/1/2027	4/30/2028	3.00%
			\$ 74.30	\$ 37.15	\$ 74.30	\$ 198.36	\$ 235.51	\$ 272.66	5/1/2028	4/30/2029	3.00%
			\$ 76.53	\$ 38.27	\$ 76.53	\$ 204.31	\$ 242.58	\$ 280.84	5/1/2029	4/30/2030	3.00%
		\$ 78.83	\$ 39.42	\$ 78.83	\$ 210.45	\$ 249.87	\$ 289.28	5/1/2030	8/31/2030	3.00%	
8. Classification		Engineering	\$ 64.00								
Project Manager II			\$ 64.00	\$ 32.00	\$ 64.00	\$ 170.86	\$ 202.86	\$ 234.86	4/9/2025	4/30/2026	0.00%
Project Manager II			\$ 65.92	\$ 32.96	\$ 65.92	\$ 175.99	\$ 208.95	\$ 241.91	5/1/2026	4/30/2027	3.00%
Non-exempt			\$ 67.90	\$ 33.95	\$ 67.90	\$ 181.27	\$ 215.22	\$ 249.17	5/1/2027	4/30/2028	3.00%
			\$ 69.94	\$ 34.97	\$ 69.94	\$ 186.72	\$ 221.69	\$ 256.66	5/1/2028	4/30/2029	3.00%
			\$ 72.04	\$ 36.02	\$ 72.04	\$ 192.33	\$ 228.35	\$ 264.37	5/1/2029	4/30/2030	3.00%
		\$ 74.20	\$ 37.10	\$ 74.20	\$ 198.09	\$ 235.19	\$ 272.29	5/1/2030	8/31/2030	3.00%	

STATE OF CALIFORNIA - DEPARTMENT OF TRANSPORTATION NON-PREVAILING COST PROPOSAL (Revision: September 2024)										Consultant Name: Yamabe and Horn Engineering, Inc.	
										Contract Number: Attachment 2 94-2615149	
										Tax ID Number: 4/3/2025	
										Cost Proposal Revision Date: 4/3/2025	
										Contract Term: 5 Years	
										ICR Expiration Date:	
Indirect Cost Rate (ICR) for Business Segment Providing Services Under Contract:				Consultant Home Office	Fringe Benefit % 65.02%	Overhead % 77.68%	General Administration % 0.00%	=	Indirect Cost Rate (ICR) % 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		
				1.5x	2x	Straight	OT (1.5x)	OT (2x)	SOQ Submittal Date = 4/9/2025	% Escalation Increase	
9. Classification		Engineering	\$ 55.00						From	To	
Project Manager I			\$ 55.00	\$ 27.50	\$ 55.00	\$ 146.83	\$ 174.33	\$ 201.83	4/9/2025	4/30/2026	
Project Manager I			\$ 56.65	\$ 28.33	\$ 56.65	\$ 151.24	\$ 179.56	\$ 207.89	5/1/2026	4/30/2027	
Non-exempt			\$ 58.35	\$ 29.18	\$ 58.35	\$ 155.78	\$ 184.95	\$ 214.13	5/1/2027	4/30/2028	
			\$ 60.10	\$ 30.05	\$ 60.10	\$ 160.45	\$ 190.50	\$ 220.55	5/1/2028	4/30/2029	
			\$ 61.90	\$ 30.95	\$ 61.90	\$ 165.25	\$ 196.20	\$ 227.15	5/1/2029	4/30/2030	
			\$ 63.76	\$ 31.88	\$ 63.76	\$ 170.22	\$ 202.10	\$ 233.98	5/1/2030	8/31/2030	
10. Classification		Engineering	\$ 51.25								
Assistant Engineer III			\$ 51.25	\$ 25.63	\$ 51.25	\$ 136.82	\$ 162.45	\$ 188.07	4/9/2025	4/30/2026	
Assistant Engineer III			\$ 52.79	\$ 26.40	\$ 52.79	\$ 140.93	\$ 167.33	\$ 193.72	5/1/2026	4/30/2027	
Non-exempt			\$ 54.37	\$ 27.19	\$ 54.37	\$ 145.15	\$ 172.34	\$ 199.52	5/1/2027	4/30/2028	
			\$ 56.00	\$ 28.00	\$ 56.00	\$ 149.50	\$ 177.50	\$ 205.50	5/1/2028	4/30/2029	
			\$ 57.68	\$ 28.84	\$ 57.68	\$ 153.99	\$ 182.83	\$ 211.67	5/1/2029	4/30/2030	
			\$ 59.41	\$ 29.71	\$ 59.41	\$ 158.61	\$ 188.31	\$ 218.02	5/1/2030	8/31/2030	
11. Classification		Engineering	\$ 47.00								
Assistant Engineer II			\$ 47.00	\$ 23.50	\$ 47.00	\$ 125.48	\$ 148.98	\$ 172.48	4/9/2025	4/30/2026	
Assistant Engineer II			\$ 48.41	\$ 24.21	\$ 48.41	\$ 129.24	\$ 153.45	\$ 177.65	5/1/2026	4/30/2027	
Non-exempt			\$ 49.86	\$ 24.93	\$ 49.86	\$ 133.11	\$ 158.04	\$ 182.97	5/1/2027	4/30/2028	
			\$ 51.36	\$ 25.68	\$ 51.36	\$ 137.12	\$ 162.80	\$ 188.48	5/1/2028	4/30/2029	
			\$ 52.90	\$ 26.45	\$ 52.90	\$ 141.23	\$ 167.68	\$ 194.13	5/1/2029	4/30/2030	
			\$ 54.49	\$ 27.25	\$ 54.49	\$ 145.47	\$ 172.72	\$ 199.96	5/1/2030	8/31/2030	
12. Classification		Engineering	\$ 40.00								
Assistant Engineer I			\$ 40.00	\$ 20.00	\$ 40.00	\$ 106.79	\$ 126.79	\$ 146.79	4/9/2025	4/30/2026	
Assistant Engineer I			\$ 41.20	\$ 20.60	\$ 41.20	\$ 109.99	\$ 130.59	\$ 151.19	5/1/2026	4/30/2027	
Non-exempt			\$ 42.44	\$ 21.22	\$ 42.44	\$ 113.30	\$ 134.52	\$ 155.74	5/1/2027	4/30/2028	
			\$ 43.71	\$ 21.86	\$ 43.71	\$ 116.69	\$ 138.55	\$ 160.40	5/1/2028	4/30/2029	
			\$ 45.02	\$ 22.51	\$ 45.02	\$ 120.19	\$ 142.70	\$ 165.21	5/1/2029	4/30/2030	
			\$ 46.37	\$ 23.19	\$ 46.37	\$ 123.79	\$ 146.98	\$ 170.16	5/1/2030	8/31/2030	
13. Classification		Engineering	\$ 66.00								
Land Surveyor II			\$ 66.00	\$ 33.00	\$ 66.00	\$ 176.20	\$ 209.20	\$ 242.20	4/9/2025	4/30/2026	
Land Surveyor II			\$ 67.98	\$ 33.99	\$ 67.98	\$ 181.49	\$ 215.48	\$ 249.47	5/1/2026	4/30/2027	
Non-exempt			\$ 70.02	\$ 35.01	\$ 70.02	\$ 186.93	\$ 221.94	\$ 256.95	5/1/2027	4/30/2028	
			\$ 72.12	\$ 36.06	\$ 72.12	\$ 192.54	\$ 228.60	\$ 264.66	5/1/2028	4/30/2029	
			\$ 74.28	\$ 37.14	\$ 74.28	\$ 198.31	\$ 235.45	\$ 272.59	5/1/2029	4/30/2030	
			\$ 76.51	\$ 38.26	\$ 76.51	\$ 204.26	\$ 242.51	\$ 280.77	5/1/2030	8/31/2030	
14. Classification		Engineering	\$ 59.75								
Land Surveyor I			\$ 59.75	\$ 29.88	\$ 59.75	\$ 159.51	\$ 189.39	\$ 219.26	4/9/2025	4/30/2026	
Land Surveyor I			\$ 61.54	\$ 30.77	\$ 61.54	\$ 164.29	\$ 195.06	\$ 225.83	5/1/2026	4/30/2027	
Non-exempt			\$ 63.39	\$ 31.70	\$ 63.39	\$ 169.23	\$ 200.93	\$ 232.62	5/1/2027	4/30/2028	
			\$ 65.29	\$ 32.65	\$ 65.29	\$ 174.30	\$ 206.95	\$ 239.59	5/1/2028	4/30/2029	
			\$ 67.25	\$ 33.63	\$ 67.25	\$ 179.54	\$ 213.16	\$ 246.79	5/1/2029	4/30/2030	
			\$ 69.27	\$ 34.64	\$ 69.27	\$ 184.93	\$ 219.57	\$ 254.20	5/1/2030	8/31/2030	
15. Classification		Engineering	\$ 52.25								
Assistant Surveyor II			\$ 52.25	\$ 26.13	\$ 52.25	\$ 139.49	\$ 165.62	\$ 191.74	4/9/2025	4/30/2026	
Assistant Surveyor II			\$ 53.82	\$ 26.91	\$ 53.82	\$ 143.68	\$ 170.59	\$ 197.50	5/1/2026	4/30/2027	
Non-exempt			\$ 55.43	\$ 27.72	\$ 55.43	\$ 147.98	\$ 175.70	\$ 203.41	5/1/2027	4/30/2028	
			\$ 57.09	\$ 28.55	\$ 57.09	\$ 152.41	\$ 180.96	\$ 209.50	5/1/2028	4/30/2029	
			\$ 58.80	\$ 29.40	\$ 58.80	\$ 156.98	\$ 186.38	\$ 215.78	5/1/2029	4/30/2030	
			\$ 60.56	\$ 30.28	\$ 60.56	\$ 161.68	\$ 191.96	\$ 222.24	5/1/2030	8/31/2030	
16. Classification		Engineering	\$ 44.00								
Assistant Surveyor I			\$ 44.00	\$ 22.00	\$ 44.00	\$ 117.47	\$ 139.47	\$ 161.47	4/9/2025	4/30/2026	
Assistant Surveyor I			\$ 45.32	\$ 22.66	\$ 45.32	\$ 120.99	\$ 143.65	\$ 166.31	5/1/2026	4/30/2027	
Non-exempt			\$ 46.68	\$ 23.34	\$ 46.68	\$ 124.62	\$ 147.96	\$ 171.30	5/1/2027	4/30/2028	
			\$ 48.08	\$ 24.04	\$ 48.08	\$ 128.36	\$ 152.40	\$ 176.44	5/1/2028	4/30/2029	
			\$ 49.52	\$ 24.76	\$ 49.52	\$ 132.20	\$ 156.96	\$ 181.72	5/1/2029	4/30/2030	
			\$ 51.01	\$ 25.51	\$ 51.01	\$ 136.18	\$ 161.69	\$ 187.19	5/1/2030	8/31/2030	

STATE OF CALIFORNIA - DEPARTMENT OF TRANSPORTATION

NON-PREVAILING COST PROPOSAL

(Revision: September 2024)

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

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:

Indirect Cost Rate (ICR) for Business Segment Providing Services Under Contract:

Consultant Home Office

Fringe Benefit %
65.02%Overhead %
77.68%General Administration %
0.00%Indirect Cost Rate (ICR) %
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%

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			SOQ Submittal Date = 4/9/2025	Multiplier = 2.67	Effective Date of Hourly Rate	% Escalation Increase
				1.5x	2x	Straight				
				OT (1.5x)	OT (2x)	From				
17. Classification	Engineering	\$ 60.00								
GIS Manager		\$ 60.00	\$ 30.00	\$ 60.00	\$ 160.18	\$ 190.18	\$ 220.18	4/9/2025	4/30/2026	0.00%
GIS Manager		\$ 61.80	\$ 30.90	\$ 61.80	\$ 164.99	\$ 195.89	\$ 226.79	5/1/2026	4/30/2027	3.00%
Non-exempt		\$ 63.65	\$ 31.83	\$ 63.65	\$ 169.93	\$ 201.75	\$ 233.58	5/1/2027	4/30/2028	3.00%
		\$ 65.56	\$ 32.78	\$ 65.56	\$ 175.03	\$ 207.81	\$ 240.59	5/1/2028	4/30/2029	3.00%
		\$ 67.53	\$ 33.77	\$ 67.53	\$ 180.28	\$ 214.05	\$ 247.81	5/1/2029	4/30/2030	3.00%
		\$ 69.56	\$ 34.78	\$ 69.56	\$ 185.70	\$ 220.48	\$ 255.26	5/1/2030	8/31/2030	3.00%
18. Classification	Engineering	\$ 47.50								
GIS Analyst		\$ 47.50	\$ 23.75	\$ 47.50	\$ 126.81	\$ 150.56	\$ 174.31	4/9/2025	4/30/2026	0.00%
GIS Analyst		\$ 48.93	\$ 24.47	\$ 48.93	\$ 130.63	\$ 155.09	\$ 179.56	5/1/2026	4/30/2027	3.00%
Non-exempt		\$ 50.40	\$ 25.20	\$ 50.40	\$ 134.55	\$ 159.75	\$ 184.95	5/1/2027	4/30/2028	3.00%
		\$ 51.91	\$ 25.96	\$ 51.91	\$ 138.58	\$ 164.54	\$ 190.49	5/1/2028	4/30/2029	3.00%
		\$ 53.47	\$ 26.74	\$ 53.47	\$ 142.75	\$ 169.48	\$ 196.22	5/1/2029	4/30/2030	3.00%
		\$ 55.07	\$ 27.54	\$ 55.07	\$ 147.02	\$ 174.56	\$ 202.09	5/1/2030	8/31/2030	3.00%
19. Classification	Engineering	\$ 40.00								
GIS Technician		\$ 40.00	\$ 20.00	\$ 40.00	\$ 106.79	\$ 126.79	\$ 146.79	4/9/2025	4/30/2026	0.00%
GIS Technician		\$ 41.20	\$ 20.60	\$ 41.20	\$ 109.99	\$ 130.59	\$ 151.19	5/1/2026	4/30/2027	3.00%
Non-exempt		\$ 42.44	\$ 21.22	\$ 42.44	\$ 113.30	\$ 134.52	\$ 155.74	5/1/2027	4/30/2028	3.00%
		\$ 43.71	\$ 21.86	\$ 43.71	\$ 116.69	\$ 138.55	\$ 160.40	5/1/2028	4/30/2029	3.00%
		\$ 45.02	\$ 22.51	\$ 45.02	\$ 120.19	\$ 142.70	\$ 165.21	5/1/2029	4/30/2030	3.00%
		\$ 46.37	\$ 23.19	\$ 46.37	\$ 123.79	\$ 146.98	\$ 170.16	5/1/2030	8/31/2030	3.00%
20. Sergio Alvarado*	Engineering	\$ 72.15								
Construction Manager II		\$ 72.15	NC	NC	\$ 192.62	NC	NC	4/9/2025	4/30/2026	0.00%
Construction Manager II		\$ 74.31	NC	NC	\$ 198.39	NC	NC	5/1/2026	4/30/2027	3.00%
Exempt Salary		\$ 76.54	NC	NC	\$ 204.34	NC	NC	5/1/2027	4/30/2028	3.00%
		\$ 78.84	NC	NC	\$ 210.48	NC	NC	5/1/2028	4/30/2029	3.00%
		\$ 81.21	NC	NC	\$ 216.81	NC	NC	5/1/2029	4/30/2030	3.00%
		\$ 83.65	NC	NC	\$ 223.32	NC	NC	5/1/2030	8/31/2030	3.00%
21. Classification	Engineering	\$ 60.00								
Construction Manager I		\$ 60.00	\$ 30.00	\$ 60.00	\$ 160.18	\$ 190.18	\$ 220.18	4/9/2025	4/30/2026	0.00%
Construction Manager I		\$ 61.80	\$ 30.90	\$ 61.80	\$ 164.99	\$ 195.89	\$ 226.79	5/1/2026	4/30/2027	3.00%
Non-exempt		\$ 63.65	\$ 31.83	\$ 63.65	\$ 169.93	\$ 201.75	\$ 233.58	5/1/2027	4/30/2028	3.00%
		\$ 65.56	\$ 32.78	\$ 65.56	\$ 175.03	\$ 207.81	\$ 240.59	5/1/2028	4/30/2029	3.00%
		\$ 67.53	\$ 33.77	\$ 67.53	\$ 180.28	\$ 214.05	\$ 247.81	5/1/2029	4/30/2030	3.00%
		\$ 69.56	\$ 34.78	\$ 69.56	\$ 185.70	\$ 220.48	\$ 255.26	5/1/2030	8/31/2030	3.00%
22. Classification	Engineering	\$ 43.25								
Project Services Administrator		\$ 43.25	\$ 21.63	\$ 43.25	\$ 115.46	\$ 137.09	\$ 158.71	4/9/2025	4/30/2026	0.00%
Project Services Administrator		\$ 44.55	\$ 22.28	\$ 44.55	\$ 118.94	\$ 141.21	\$ 163.49	5/1/2026	4/30/2027	3.00%
Non-exempt		\$ 45.89	\$ 22.95	\$ 45.89	\$ 122.51	\$ 145.46	\$ 168.40	5/1/2027	4/30/2028	3.00%
		\$ 47.27	\$ 23.64	\$ 47.27	\$ 126.20	\$ 149.83	\$ 173.47	5/1/2028	4/30/2029	3.00%
		\$ 48.69	\$ 24.35	\$ 48.69	\$ 129.99	\$ 154.33	\$ 178.68	5/1/2029	4/30/2030	3.00%
		\$ 50.15	\$ 25.08	\$ 50.15	\$ 133.89	\$ 158.96	\$ 184.04	5/1/2030	8/31/2030	3.00%
23. Classification	Engineering	\$ 60.00								
CAD Manager		\$ 60.00	\$ 30.00	\$ 60.00	\$ 160.18	\$ 190.18	\$ 220.18	4/9/2025	4/30/2026	0.00%
CAD Manager		\$ 61.80	\$ 30.90	\$ 61.80	\$ 164.99	\$ 195.89	\$ 226.79	5/1/2026	4/30/2027	3.00%
Non-exempt		\$ 63.65	\$ 31.83	\$ 63.65	\$ 169.93	\$ 201.75	\$ 233.58	5/1/2027	4/30/2028	3.00%
		\$ 65.56	\$ 32.78	\$ 65.56	\$ 175.03	\$ 207.81	\$ 240.59	5/1/2028	4/30/2029	3.00%
		\$ 67.53	\$ 33.77	\$ 67.53	\$ 180.28	\$ 214.05	\$ 247.81	5/1/2029	4/30/2030	3.00%
		\$ 69.56	\$ 34.78	\$ 69.56	\$ 185.70	\$ 220.48	\$ 255.26	5/1/2030	8/31/2030	3.00%
24. Classification	Engineering	\$ 41.25								
CAD Drafter II		\$ 41.25	\$ 20.63	\$ 41.25	\$ 110.13	\$ 130.75	\$ 151.38	4/9/2025	4/30/2026	0.00%
CAD Drafter II		\$ 42.49	\$ 21.25	\$ 42.49	\$ 113.44	\$ 134.68	\$ 155.93	5/1/2026	4/30/2027	3.00%
Non-exempt		\$ 43.76	\$ 21.88	\$ 43.76	\$ 116.83	\$ 138.71	\$ 160.59	5/1/2027	4/30/2028	3.00%
		\$ 45.07	\$ 22.54	\$ 45.07	\$ 120.32	\$ 142.86	\$ 165.39	5/1/2028	4/30/2029	3.00%
		\$ 46.42	\$ 23.21	\$ 46.42	\$ 123.93	\$ 147.14	\$ 170.35	5/1/2029	4/30/2030	3.00%
		\$ 47.81	\$ 23.91	\$ 47.81	\$ 127.64	\$ 151.54	\$ 175.45	5/1/2030	8/31/2030	3.00%

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

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

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 = 2.67	% Escalation Increase
				Effective Date of Hourly Rate			SOQ Submittal Date = 4/9/2025	
				1.5x	2x	Straight	OT (1.5x)	OT (2x)
25. Classification	Engineering	\$ 36.00						
CAD Drafter I		\$ 36.00	\$ 18.00	\$ 36.00	\$ 96.11	\$ 114.11	\$ 132.11	4/9/2025 4/30/2026 0.00%
CAD Drafter I		\$ 37.08	\$ 18.54	\$ 37.08	\$ 98.99	\$ 117.53	\$ 136.07	5/1/2026 4/30/2027 3.00%
Non-exempt		\$ 38.19	\$ 19.10	\$ 38.19	\$ 101.96	\$ 121.05	\$ 140.15	5/1/2027 4/30/2028 3.00%
		\$ 39.34	\$ 19.67	\$ 39.34	\$ 105.03	\$ 124.70	\$ 144.37	5/1/2028 4/30/2029 3.00%
		\$ 40.52	\$ 20.26	\$ 40.52	\$ 108.18	\$ 128.44	\$ 148.70	5/1/2029 4/30/2030 3.00%
		\$ 41.74	\$ 20.87	\$ 41.74	\$ 111.43	\$ 132.30	\$ 153.17	5/1/2030 8/31/2030 3.00%
26. Classification	Engineering	\$ 30.00						
Clerical		\$ 30.00	\$ 15.00	\$ 30.00	\$ 80.09	\$ 95.09	\$ 110.09	4/9/2025 4/30/2026 0.00%
Clerical		\$ 30.90	\$ 15.45	\$ 30.90	\$ 82.49	\$ 97.94	\$ 113.39	5/1/2026 4/30/2027 3.00%
Non-exempt		\$ 31.83	\$ 15.92	\$ 31.83	\$ 84.98	\$ 100.89	\$ 116.81	5/1/2027 4/30/2028 3.00%
		\$ 32.78	\$ 16.39	\$ 32.78	\$ 87.51	\$ 103.90	\$ 120.29	5/1/2028 4/30/2029 3.00%
		\$ 33.76	\$ 16.88	\$ 33.76	\$ 90.13	\$ 107.01	\$ 123.89	5/1/2029 4/30/2030 3.00%
		\$ 34.77	\$ 17.39	\$ 34.77	\$ 92.83	\$ 110.21	\$ 127.60	5/1/2030 8/31/2030 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

Determination Number: FRE 2025-1
- Issue Date: 2/22/2025
- Effective Date: 2/22/2025
- Expiration Date: **2/28/2026

**No Planned Increased. Valid until superseded by DIR

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:																	
<i>Non-Exempt Employee Loaded Billing Rates for Prevailing Wage (PW):</i>																	
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)]																	
<i>Exempt Employee Loaded Billing Rates- Compensated for Prevailing Wage (PW) OT:</i>																	
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.																	

Name & Work Information	Home / Field / Project Specific Personnel	Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)				Employee Actual Rate (fringe benefits vary year over year)				Employee Total = Employee Total - DIR Total	Applicable DELTA (TOTAL) = Employee Total - DIR Total	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	Applicable Straight and Overtime Loaded Hourly Billing Rates (LHBR)			Effective Date of Hourly Rate	% Escalation Increase	Escalated Actual Hourly Rate	Actual Hourly Rate					
		DIR Hourly Rate		Fringe Benefits	DIR Total = Base + Fringe	Employee Hourly Rate		Estimated Fringe	Employee Total = Base + Fringe					Straight (COL_11 when it is < 0)	Straight (COL_12 - COL_11)	Straight (COL_13 when it is < 0)	Straight (COL_14 when it is < 0)	Straight (COL_15 when it is < 0)	Straight (COL_16 - COL_15)	Straight (COL_17 - COL_16)	OT (1.5x) (PW vs Non-PV varies)	OT (2x) (COL_21 + COL_20)	SQD Submittal:	4/9/2025	4/9/2025				
		Straight (Base)	1.5 OT (COL_1 + COL_4)			Straight (Base)	1.5 OT (Varies)								Straight (Base)	1.5 OT (Varies)	Straight (Base)	2.0 OT (Varies)	Straight (Base)	1.5 OT (Varies)	OT (2x) (COL_21 + COL_20)	From	To						
1. Ray Martinez/Inspector Group 1** Lead Inspector/Inspections Dept Manager	FIELD Prevailing Wage Work Full Time	\$60.77 \$60.77 \$60.77 \$60.77	\$91.16 \$121.54 \$121.54 \$121.54	\$33.47 \$33.47 \$33.47 \$33.47	\$94.24 \$94.24 \$94.24 \$94.24	\$60.77 \$62.59 \$64.47 \$66.41	\$91.16 \$125.19 \$128.94 \$132.81	\$121.54 \$125.19 \$128.94 \$132.81	\$13.96 \$13.96 \$13.96 \$13.96	\$74.73 \$76.55 \$78.43 \$80.37	(\$19.51) (\$17.69) (\$15.81) (\$13.87)	\$0.00 \$1.82 \$3.70 \$5.64	\$60.77 \$62.59 \$64.47 \$66.41	\$91.16 \$125.19 \$128.94 \$132.81	\$121.54 \$125.19 \$128.94 \$132.81	\$30.39 \$31.30 \$32.24 \$33.20	\$162.24 \$167.10 \$172.12 \$177.28	\$192.62 \$198.40 \$204.35 \$210.48	\$223.01 \$229.70 \$236.59 \$243.69	4/9/2025 6/30/2025 7/1/2026 6/30/2027	4/9/2025 6/30/2026 7/1/2026 6/30/2027	0.00% 3.00% 3.00% 3.00%	\$ 60.77 \$ 62.59 \$ 64.47 \$ 66.41	\$ 60.77 \$ 62.59 \$ 64.47 \$ 66.40					
2a. Inspector Group 2** Construction Inspector, Group 2	FIELD Prevailing Wage Work Full Time	\$58.77 \$58.77 \$58.77 \$58.77	\$88.16 \$117.54 \$117.54 \$117.54	\$33.47 \$33.47 \$33.47 \$33.47	\$92.24 \$92.24 \$92.24 \$92.24	\$58.77 \$60.53 \$62.35 \$66.15	\$88.16 \$90.80 \$92.44 \$99.22	\$117.54 \$121.07 \$124.70 \$132.29	\$13.19 \$13.19 \$13.19 \$13.19	\$71.96 \$73.72 \$75.54 \$79.34	(\$20.28) (\$18.52) (\$16.70) (\$12.90)	\$0.00 \$1.76 \$3.58 \$7.38	\$58.77 \$60.53 \$62.35 \$66.15	\$88.16 \$90.80 \$92.44 \$99.22	\$117.54 \$121.07 \$124.70 \$132.29	\$29.39 \$30.27 \$31.17 \$33.07	\$156.90 \$161.61 \$166.45 \$176.59	\$186.28 \$191.87 \$203.56 \$209.66	\$215.67 \$222.14 \$235.67 \$242.74	4/9/2025 6/30/2025 7/1/2026 6/30/2029	4/9/2025 6/30/2026 7/1/2026 6/30/2029	0.00% 3.00% 3.00% 3.00%	\$ 58.77 \$ 60.53 \$ 62.35 \$ 66.15	\$ 58.77 \$ 60.53 \$ 62.35 \$ 66.15					
2b. Inspector Group 3** Construction Inspector, Group 3	FIELD Prevailing Wage Work Full Time	\$51.56 \$51.56 \$51.56 \$51.56	\$77.34 \$103.12 \$103.12 \$103.12	\$33.47 \$33.47																									



Inspector General

California Department of Transportation

Certification of Indirect Costs and Financial Management System

(Note: If a Safe Harbor Indirect Cost Rate is approved, this form is not required)

Consultant's Full Legal Name: Yamabe and Horn Engineering, Inc.

Important: Consultant means the individual or consultant providing engineering and design related services as a party of a contract with a recipient or sub-recipient of Federal assistance. Therefore, the Indirect Cost Rate(s) shall not be combined with its parent company or subsidiaries.

Indirect Cost Rate (ICR):

Combined Rate: 142.70 Or

Home Office Rate: _____ and Field Office Rate (if applicable): _____

Facilities Capital Cost of Money (if applicable): _____

Fiscal Period: 2023

* Fiscal period is annual one year applicable accounting period that the ICR was developed (not the contract period). The ICR is based on the consultant's one-year applicable accounting period for which financial statements are regularly prepared by the consultant.

I have reviewed the proposal to establish an ICR(s) for the fiscal period as specified above and have determined to the best of my knowledge and belief that:

- All costs included in the cost proposal to establish the ICR(s) are allowable in accordance with the cost principles of the Federal Acquisition Regulation (FAR) 48, Code of Federal Regulations (CFR), Chapter 1, Part 31 (48 CFR Part 31).
- The cost proposal does not include any costs which are expressly unallowable under the cost principles of 48 CFR Part 31.
- The accounting treatment and billing of prevailing wage delta costs are consistent with our prevailing wage policy as either direct labor, indirect costs, or other direct costs on all federally-funded A&E Consultant Contracts.
- All known material transactions or events that have occurred subsequent to year-end affecting the consultant's ownership, organization, and indirect cost rates have been disclosed as of the date of this certification.

I am providing the required and applicable documents as instructed on the Financial Document Review Request form.

Financial Management System:

Our labor charging, job costing, and accounting systems meet the standards for financial reporting, accounting records, and internal control adequate to demonstrate that costs claimed have been incurred, appropriately accounted for, are allocable to the contract, and comply with the federal requirements as set forth in [Title 23 United States Code \(U.S.C.\) Section 112\(b\)\(2\); 48 CFR Part 31.201-2\(d\); 23 CFR, Chapter 1, Part 172.11\(a\)\(2\)](#); and all applicable state and federal rules and regulations.

Our financial management system has the following attributes:

- Account numbers identifying allowable direct, indirect, and unallowable cost accounts;
- Ability to accumulate and segregate allowable direct, indirect, and unallowable costs into separate cost accounts;

- Ability to accumulate and segregate allowable direct costs by project, contract and type of cost;
- Internal controls to maintain integrity of financial management system;
- Ability to account and record costs consistently and to ensure costs billed are in compliance with FAR;
- Ability to ensure and demonstrate costs billed reconcile to general ledgers and job costing system; and
- Ability to ensure costs are in compliance with contract terms and federal and state requirements.

Cost Reimbursements on Contracts:

I also understand that failure to comply with 48 CFR Part 16.301-3 or knowingly charge unallowable costs to Federal-Aid Highway Program (FAHP) contracts may result in possible penalties and sanctions as provided by the following:

- Sanctions and Penalties - [23 CFR Part 172.11\(c\)\(4\)](#)
- False Claims Act - [Title 31 U.S.C. Sections 3729-3733](#)
- Statements or entries generally - [Title 18 U.S.C. Section 1001](#)
- Major Fraud Act - [Title 18 U.S.C. Section 1031](#)

All A&E Contract Information:

- Total participation amount 1,060,000.00 on all State and FAHP contracts for Architectural & Engineering services that the consultant received in the last three fiscal periods.
- The number of states in which the consultant does business is 1
- Years of consultant's experience with 48 CFR Part 31 is 1
- Identify the type of audits listed below that the consultant has had performed (if applicable):

Cognizant ICR Audit

Local Govt ICR Audit

Caltrans ICR Audit

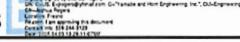
CPA ICR Audit

Federal Govt ICR Audit

I, the undersigned, certify all of the above to the best of my knowledge and belief and that I have reviewed the ICR Schedule to determine that any costs which are expressly unallowable under the Federal cost principles have been removed and comply with [Title 23 U.S.C. Section 112\(b\)\(2\)](#), [48 CFR Part 31](#), [23 CFR Part 172](#), and all applicable state and federal rules and regulations. I also certify that I understand that all documentation of compliance must be retained by the consultant. I hereby acknowledge that costs that are noncompliant with the federal and state requirements are not eligible for reimbursement and must be returned to Caltrans.

Name:** Joshua Rogers

Title**: Vice President

Signature: Joshua Rogers 

Date: 04/03/2025

Phone**: (559) 244-3123

Email**: jrogers@yhmail.com

**An individual executive or financial officer of the consultant's or subconsultant's organization at a level no lower than a Vice President, a Chief Financial Officer, or equivalent, who has authority to represent the financial information used to establish the indirect cost rate.

Note: Both prime and subconsultants as parties of a contract must complete their own forms. Caltrans will not process local agency's invoices until a complete form is accepted and approved by the Independent Office of Audits and Investigations.