



**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,

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) <sup>3</sup>	\$ 305 per hour
1-Person Survey Crew <sup>3</sup>	\$ 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 <sup>3</sup>	\$ 160 per hour
Public Works Inspector II <sup>3</sup>	\$ 155 per hour
Public Works Inspector I <sup>3</sup>	\$ 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:

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	4/9/2025	
								Date =		
1. Jesus Gonzalez	Engineering	\$ 94.00						From	To	
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)

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Contract Number:

Attachment 2

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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 = Effective Date of Hourly Rate		2.67  % Escalation Increase
			1.5x	2x	Straight	OT (1.5x)	OT (2x)	SOQ Submittal Date =		
								4/9/2025	To	
9. Classification	Engineering	\$ 55.00								
Project Manager I		\$ 55.00	\$ 27.50	\$ 55.00	\$ 146.83	\$ 174.33	\$ 201.83	4/9/2025	4/30/2026	0.00%
Project Manager I		\$ 56.65	\$ 28.33	\$ 56.65	\$ 151.24	\$ 179.56	\$ 207.89	5/1/2026	4/30/2027	3.00%
Non-exempt		\$ 58.35	\$ 29.18	\$ 58.35	\$ 155.78	\$ 184.95	\$ 214.13	5/1/2027	4/30/2028	3.00%
		\$ 60.10	\$ 30.05	\$ 60.10	\$ 160.45	\$ 190.50	\$ 220.55	5/1/2028	4/30/2029	3.00%
		\$ 61.90	\$ 30.95	\$ 61.90	\$ 165.25	\$ 196.20	\$ 227.15	5/1/2029	4/30/2030	3.00%
		\$ 63.76	\$ 31.88	\$ 63.76	\$ 170.22	\$ 202.10	\$ 233.98	5/1/2030	8/31/2030	3.00%
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	0.00%
Assistant Engineer III		\$ 52.79	\$ 26.40	\$ 52.79	\$ 140.93	\$ 167.33	\$ 193.72	5/1/2026	4/30/2027	3.00%
Non-exempt		\$ 54.37	\$ 27.19	\$ 54.37	\$ 145.15	\$ 172.34	\$ 199.52	5/1/2027	4/30/2028	3.00%
		\$ 56.00	\$ 28.00	\$ 56.00	\$ 149.50	\$ 177.50	\$ 205.50	5/1/2028	4/30/2029	3.00%
		\$ 57.68	\$ 28.84	\$ 57.68	\$ 153.99	\$ 182.83	\$ 211.67	5/1/2029	4/30/2030	3.00%
		\$ 59.41	\$ 29.71	\$ 59.41	\$ 158.61	\$ 188.31	\$ 218.02	5/1/2030	8/31/2030	3.00%
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	0.00%
Assistant Engineer II		\$ 48.41	\$ 24.21	\$ 48.41	\$ 129.24	\$ 153.45	\$ 177.65	5/1/2026	4/30/2027	3.00%
Non-exempt		\$ 49.86	\$ 24.93	\$ 49.86	\$ 133.11	\$ 158.04	\$ 182.97	5/1/2027	4/30/2028	3.00%
		\$ 51.36	\$ 25.68	\$ 51.36	\$ 137.12	\$ 162.80	\$ 188.48	5/1/2028	4/30/2029	3.00%
		\$ 52.90	\$ 26.45	\$ 52.90	\$ 141.23	\$ 167.68	\$ 194.13	5/1/2029	4/30/2030	3.00%
		\$ 54.49	\$ 27.25	\$ 54.49	\$ 145.47	\$ 172.72	\$ 199.96	5/1/2030	8/31/2030	3.00%
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	0.00%
Assistant Engineer I		\$ 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%
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	0.00%
Land Surveyor II		\$ 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%
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	0.00%
Land Surveyor I		\$ 61.54	\$ 30.77	\$ 61.54	\$ 164.29	\$ 195.06	\$ 225.83	5/1/2026	4/30/2027	3.00%
Non-exempt		\$ 63.39	\$ 31.70	\$ 63.39	\$ 169.23	\$ 200.93	\$ 232.62	5/1/2027	4/30/2028	3.00%
		\$ 65.29	\$ 32.65	\$ 65.29	\$ 174.30	\$ 206.95	\$ 239.59	5/1/2028	4/30/2029	3.00%
		\$ 67.25	\$ 33.63	\$ 67.25	\$ 179.54	\$ 213.16	\$ 246.79	5/1/2029	4/30/2030	3.00%
		\$ 69.27	\$ 34.64	\$ 69.27	\$ 184.93	\$ 219.57	\$ 254.20	5/1/2030	8/31/2030	3.00%
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	0.00%
Assistant Surveyor II		\$ 53.82	\$ 26.91	\$ 53.82	\$ 143.68	\$ 170.59	\$ 197.50	5/1/2026	4/30/2027	3.00%
Non-exempt		\$ 55.43	\$ 27.72	\$ 55.43	\$ 147.98	\$ 175.70	\$ 203.41	5/1/2027	4/30/2028	3.00%
		\$ 57.09	\$ 28.55	\$ 57.09	\$ 152.41	\$ 180.96	\$ 209.50	5/1/2028	4/30/2029	3.00%
		\$ 58.80	\$ 29.40	\$ 58.80	\$ 156.98	\$ 186.38	\$ 215.78	5/1/2029	4/30/2030	3.00%
		\$ 60.56	\$ 30.28	\$ 60.56	\$ 161.68	\$ 191.96	\$ 222.24	5/1/2030	8/31/2030	3.00%
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	0.00%
Assistant Surveyor I		\$ 45.32	\$ 22.66	\$ 45.32	\$ 120.99	\$ 143.65	\$ 166.31	5/1/2026	4/30/2027	3.00%
Non-exempt		\$ 46.68	\$ 23.34	\$ 46.68	\$ 124.62	\$ 147.96	\$ 171.30	5/1/2027	4/30/2028	3.00%
		\$ 48.08	\$ 24.04	\$ 48.08	\$ 128.36	\$ 152.40	\$ 176.44	5/1/2028	4/30/2029	3.00%
		\$ 49.52	\$ 24.76	\$ 49.52	\$ 132.20	\$ 156.96	\$ 181.72	5/1/2029	4/30/2030	3.00%
		\$ 51.01	\$ 25.51	\$ 51.01	\$ 136.18	\$ 161.69	\$ 187.19	5/1/2030	8/31/2030	3.00%



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			1.5x	2x	Straight	OT (1.5x)	OT (2x)	SOQ Submittal Date =	4/9/2025	
								From	To	
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

## 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 =	4/9/2025	
								From	To	
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  
\*\*No Planned Increased. 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:  
Tax ID No.: 94-2615149  
Date Prepared: 4/3/2025  
ICR Expiration Date:

<b>Loaded Billing Rate Calculations:</b>	
<b>Non-Exempt Employee Loaded Billing Rates for Prevailing Wage (PW) :</b>	
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)]	
<b>Exempt Employee Loaded Billing Rates for Prevailing Wage (PW) OT:</b>	
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]	
<b>The PW Deltas (Base &amp; 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.</b>	
<b>Exempt Employee Loaded Billing Rates- Not Compensated for OT:</b>	
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.	
<b>Exempt Employee Loaded Billing Rates- Compensated for OT @ ST Rate:</b>	
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	1				2				3				4				5				6				7				8				9				10				11		12		13		14		15		16		17		18		19		20		21		22		23																																																																																																																																																																																											
		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		% 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 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	1.5 OT (Varies)	2.0 OT (Varies)	1.5x (COL 17 - COL 16)	2x (COL 18 - COL 16)	Straight (PW vs Non-PW varies)	OT (1.5x) (COL 21 - COL 19)	OT (2x) (COL 21 + COL 20)	From	To																																																																																																																																																																																																																																
		Straight (Base)	1.5 OT (COL 1 + 1.5)	2.0 OT (COL 1 + 2.0)	Straight (COL 1 + COL 4)			Straight (Base)	1.5 OT (Varies)	2.0 OT (Varies)																				Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)				Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)	Straight (COL 11 - COL 9)

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.





# 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.