

# EXHIBIT C



July 7, 2023

City of Snoqualmie  
38624 SE River Street  
Snoqualmie, WA 98065

Attn: Jeff Hamlin

Re: Snoqualmie Community Center Expansion Project

Dear Jeff,

Absher Construction+ALSC is pleased to offer a Phase 1 Services Proposal for the Snoqualmie Community Center Expansion Project. The narrative below describes the proposed services that are anticipated to be performed by Absher Construction+ALSC leading up to the establishment of a GMP.

## Phase 1 Services

This proposal assumes that Absher Construction will provide a comprehensive set of services necessary to prepare a GMP for construction. This includes programming, schematic design and design development in addition to budgeting, scheduling, value engineering, and constructability review. The following narrative is a more detailed description of the anticipated activities associated with the Phase 1 Services Proposal for the Community Center Expansion Project:

- **Programming/Concept Phase**  
During the programming/concept phase meetings will be held with project stakeholders to develop a deep understanding of the expanded Community Center. This phase is focused on the goals, culture and vision for the expanded center. To accomplish this the team will visit the site, study program requirements, develop diagrams to test understanding and establish an initial target value budget for design guidance.
- **Schematic Design**  
This phase develops accepted concepts related to site, floor plans, and modernizations to the existing facility, pool layout, exterior and interior building character and building systems. The target value budget will be updated as well initial project durations and site utilization planning.
- **Design Development**  
This phase will fully establish a project program and develop the design to a level that a GMP can be established for phase 2.
- **Project Team Meetings**  
We anticipate weekly or bi-weekly meetings involving at various times, and as needed, all stakeholders of the project including Owner, the architect, various consulting engineers and trade partners.
- **Phasing / Logistics / Safety Planning**  
Our team will develop a detailed site logistics plan that includes site access and utilization, hoisting approach and plan, crew parking, truck routing, and interface with the surrounding neighborhood. This will include a detailed crane study that shows crane location. We will develop a comprehensive, site specific safety plan and approach that includes all on-site activities, all personnel working on the project and activities as they apply to the construction activities.



- **Target Value Design Estimate, On Going Estimating**  
We will prepare an initial Target Value Design (TVD) budget as well as on-going real time budget updating with design progression. At the end of Design Development we will prepare a GMP based on the most current set of documents. Budgeting and Estimating will be based on detailed quantity take-off, historical costs, in-house estimated costs, partner subcontractors and the open subcontractor market place.
- **Constructability Review**  
We will review the drawings to check for interdisciplinary coordination, accuracy of detail references, dimensional accuracy, ability of the design to be built in the most cost effective manner and overall drawing error check. These activities are performed by multiple staff associated with the project.
- **Site Investigations and Review of Existing Conditions**  
It is critical that we have a thorough knowledge and understanding of the existing building, site and surrounding conditions. We will visit the site to take photos and digital scans, dimensions and review existing conditions such as streets, adjacent utilities, existing buildings, etc.
- **Scheduling**  
Led by the project Superintendent, we will develop and maintain a detailed Critical Path Method project schedule. The schedule will show all critical activities for construction work activities, material procurement, long lead items, submittals, timing for key decisions and more.

#### **Exhibit C – Scope of Services Fee**

- Exhibit C attached contains an itemized list of staff with applicable bill rates. It also includes a list of efforts we anticipate deploying during preconstruction.
- This proposal includes allowances for subconsultants to be verified with fee proposals.
- The Phase 1 Fee is divided into 3 tasks
  - Task 1 - Programming/Concept Phase = \$221,384
  - Task 2 – Schematic Design = \$592,264
  - Task 3 – Design Development = \$920,911
- This proposal does NOT include Washington State Sales Tax. WSST will be added to the billing invoice.

At this time, we are requesting authorization to proceed with Task 1 on a not-to-exceed value of \$100,000 until such time that costs have met the NTE value or a formal contract is in place for the entire value of Phase 1.

Thank you for the opportunity to present our Phase 1 Scope of Services Fee summary.

Respectfully,

Blaine Wolfe  
Project Executive  
Absher Construction

Cc: Doug Wiser  
Curt Gimmestad  
Rustin Hall

## Snoqualmie Community Center Expansion Project

### Preconstruction Services Summary

Estimated MACC/GMP/LS: \$24,900,000

Bid Date: 6-Jun-23

Pre-Con Notice to Proceed: 5-May-23

Pre-Con Complete: 31-Dec-23

Pre-Construction Duration (Months): 7.89

Site Construction NTP: TBD

Site Work Complete: TBD

Vertical Construction Start: TBD

Project Substantial Completion: TBD

**PRECONSTRUCTION SERVICES FEE**

(Washington State Sales Tax not included)

**\$ 1,734,558**

% of GMP: 6.97%

Average Cost per Month: \$ 219,831

	Phase 1 - Preconstruction & Design Services						Phase 2 - Construction		
	6/1/23 - 7/28/23		7/31/23 - 9/29/23		10/2/23 - 12/15/23		12/18/23 - 8/30/24		
	HRS	Task 1 - Programming / Concept Phase	HRS	Task 2 - Schematic Design Phase	HRS	Task 3 - Design Development Phase	HRS	Task 4 - Permitting, CD's & Construction	Total
Position									
VP of Operations	8	\$ 1,701	8	\$ 1,701	8	\$ 1,701	0	\$ -	\$ 5,104
Project Executive	32	\$ 5,502	50	\$ 8,596	56	\$ 9,628	0	\$ -	\$ 23,726
Project Manager	46	\$ 6,859	58	\$ 8,649	80	\$ 11,929	0	\$ -	\$ 27,437
Project Super.	20	\$ 3,243	40	\$ 6,487	52	\$ 8,433	0	\$ -	\$ 18,163
Project Engineer	28	\$ 3,236	46	\$ 5,317	64	\$ 7,397	0	\$ -	\$ 15,950
Project Scheduler	16	\$ 2,224	16	\$ 2,224	16	\$ 2,224	0	\$ -	\$ 6,673
VDC Technology Manager	0	\$ -	20	\$ 2,846	16	\$ 2,277	0	\$ -	\$ 5,122
VDC Engineer	0	\$ -	28	\$ 3,127	40	\$ 4,467	0	\$ -	\$ 7,594
Diversity & Inclusion Procurement Manager	2	\$ 238	4	\$ 475	4	\$ 475	0	\$ -	\$ 1,188
Safety Manager	0	\$ -	8	\$ 961	16	\$ 1,922	0	\$ -	\$ 2,883
Chief Estimator	56	\$ 8,661	44	\$ 6,805	44	\$ 6,805	0	\$ -	\$ 22,270
Estimator	68	\$ 9,057	280	\$ 37,293	360	\$ 47,948	0	\$ -	\$ 94,298
Director of Sustainability	2	\$ 229	2	\$ 229	2	\$ 229	0	\$ -	\$ 690
Subtotal Labor (Rounded)	278	\$ 40,950	604	\$ 84,709	758	\$ 105,435	0	\$ -	\$ 231,098

#### Preconstruction Support Services

Site Investigation Labor / Destructive Testing	\$ -	\$ 1,500	\$ 1,500	\$ -	\$ 3,000
Site Investigation Material / Labor / Sub.	\$ -	\$ 1,500	\$ 1,500	\$ -	\$ 3,000
Vehicles	\$ 1,000	\$ 1,000	\$ 1,000	\$ -	\$ 3,000
ALSC Basic Services Fee plus Remodel	\$ -	\$ 324,000	\$ 502,100	\$ -	\$ 826,100
ALSC Additional Services	\$ 102,000	\$ 92,000	\$ 209,300	\$ -	\$ 403,300
Kitchen Consultant Allowance	\$ 5,000	\$ 2,500	\$ 2,500	\$ -	\$ 10,000
Survey - Absher Direct, Allowance	\$ 20,000	\$ 10,000	\$ -	\$ -	\$ 30,000
Geotechnical - Absher Direct, Allowance	\$ 25,000	\$ 10,000	\$ -	\$ -	\$ 35,000
Test Pits, Borings, Etc. - Absher Direct, Allowance	\$ 5,000	\$ 3,500	\$ -	\$ -	\$ 8,500
Design Services Allowance (7%)	\$ 10,990	\$ 30,940	\$ 49,973	\$ -	\$ 91,903
IT Support	\$ 210	\$ 562	\$ 873	\$ -	\$ 1,645
State B & O Tax	\$ 1,051	\$ 2,811	\$ 4,371	\$ -	\$ 8,233
City License	\$ 630	\$ 1,687	\$ 2,623	\$ -	\$ 4,940
Bond	\$ -	\$ -	\$ -	\$ -	\$ -
Liability Insurance	\$ 1,695	\$ 4,534	\$ 7,049	\$ -	\$ 13,278
Fee (3.68% for OH+P)	\$ 7,858	\$ 21,022	\$ 32,687	\$ -	\$ 61,566
<b>Total by Phase</b>	<b>\$ 221,384</b>	<b>\$ 592,264</b>	<b>\$ 920,911</b>	<b>\$ -</b>	<b>\$ 1,734,558</b>

**TOTAL PRECONSTRUCTION SERVICES (WSST not included): \$ 1,734,558**

#### Comments

Snoqualmie Community Center Expansion Project																
			VP of Operations	Project Executive	Project Manager	Project Super.	Project Engineer	Project Scheduler	VDC Technology Manager	VDC Engineer	Diversity & Inclusion Procurement Manager	Safety Manager	Chief Estimator	Estimator	Director of Sustainability	Total Hrs
			Curt Gimmestad	Blaine Wolfe	Keara Flynn	Joe Turner	Jacob Rauvola / Jason Gao	Dan McCooley	Kyle Absher	Staff	Stephanie Caldwell	Kent Lindsay	Adam Buckley	Staff	Stephanie Gowing	
Task 1 - Programming / Concept Phase		Cont. Ref.	Approximate Duration = (2 Months / 352 FTE WH)													
Task 1.1	Prepare Preconstruction Work Plan		incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	0.00
Task 1.2	Project Kickoff Meeting	GC's 2.1.4	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	0.00
Task 1.4	Owner/Design Team Meetings		4	20	20		20						8			72.00
Task 1.6	Existing Conditions Assessment		incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	0.00
Task 1.8	Site Visit(s)				4	4	4							4		16.00
Task 1.9	Identify Adjacencies (Public & Private)		incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	0.00
Task 1.12	Equity Inclusion Planning				2						2					4.00
Task 1.14	Prepare Cost Estimate	RFP 3.4	2	2	2								40	64		110.00
Task 1.15	Prepare Estimate A+C's Documentation	RFP 3.4	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	0.00
Task 1.19	Life Cycle Cost-benefit Analysis		incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	0.00
Task 1.22	Project Schedule	GC's 2.1.3			4	16		16								36.00
Task 1.26	Procurement Schedule		incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	0.00
Task 1.27	Design Team / Project Team Procurement	GC's 2.2.1		8	8								8			24.00
Task 1.28	Programming Design Support	RFP 3.4	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	0.00
Task 1.29	Schematic Design Support		incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	0.00
Task 1.30	Design Development Support		incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	0.00
Task 1.31	Construction Documents / IFC Support		incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	0.00
Task 1.32	Review XX% Drawings & Specifications		incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	0.00
Task 1.33	Constructability Review		incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	0.00
Task 1.34	Site Logistics Study				2		4									6.00
Task 1.35	Risk Management Planning		2	2	2											6.00
Task 1.37	Sustainability Planning & Reporting				2										2	4.00
Task 1.38	Preconstruction Concept Phase Report		incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	0.00
Task 1.39	Monthly Reporting	GC's 2.1.2	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	0.00
		Total Hours	8	32	46	20	28	16	0	0	2	0	56	68	2	278
		Cost per Hour	\$ 212.67	\$ 171.93	\$ 149.11	\$ 162.17	\$ 115.58	\$ 139.03	\$ 142.28	\$ 111.67	\$ 118.81	\$ 120.13	\$ 154.65	\$ 133.19	\$ 114.28	\$ 147.30
		Total \$ per FTE	\$ 1,701	\$ 5,502	\$ 6,859	\$ 3,243	\$ 3,236	\$ 2,224	\$ -	\$ -	\$ 238	\$ -	\$ 8,661	\$ 9,057	\$ 229	\$ 40,950
Task 2 - Schematic Design Phase		Precon Agmt. Ref.	Approximate Duration = (2 Months / 336 FTE WH)													
Task 2.2	Owner/Design Team Meetings		4	20	12		20									56.00
Task 2.4	Site Visit(s)		incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	0.00
Task 2.5	Community Outreach and Engagement			2	2		2				4					10.00
Task 2.6	Equity Inclusion Planning		incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	0.00
Task 2.7	Equity Reporting		incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	0.00
Task 2.19	Periodic Estimate Updates	RFP 3.4												40		40.00
Task 2.20	Prepare Cost Estimate	RFP 3.4		4	4	4							40	240		292.00
Task 2.21	Prepare Estimate Variance Report	RFP 3.4	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	0.00
Task 2.22	Budget Control Log	RFP 3.4	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	0.00
Task 2.23	Target Design Specific Estimate	RFP 3.4	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	0.00
Task 2.24	Update & Expand the Value Engineering Log	RFP 3.4	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	0.00
Task 2.25	Prepare Estimate A+C's Documentation	RFP 3.4	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	0.00
Task 2.26	Prepare Work Breakdown Structure		incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	0.00
Task 2.27	Life Cycle Cost-benefit Analysis		incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	0.00
Task 2.30	Project Schedule				2	8		16								26.00
Task 2.31	Project Phasing Plan		incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	0.00
Task 2.32	Design Team / Project Team Procurement	GC's 2.2.1	4	8	4								4			20.00
Task 2.33	Programming Design Support	RFP 3.4	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	0.00
Task 2.34	Schematic Design Support		incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	0.00
Task 2.35	Design Development Support		incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	0.00
Task 2.39	Constructability Review			8	16	16	16									56.00
Task 2.40	Site Logistics Study				2	4	4									10.00
Task 2.41	Subcontract / Bid Packaging Planning				4	2	4									10.00
Task 2.42	Procurement Schedule		incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	0.00
Task 2.43	Design-Build Trade Partner Engagement			4	4											8.00
Task 2.46	Building Information Modeling Integration Plan								4	4						8.00
Task 2.47	Virtual Design & Construction Support								16	24						40.00

Snoqualmie Community Center Expansion Project																
			VP of Operations	Project Executive	Project Manager	Project Super.	Project Engineer	Project Scheduler	VDC Technology Manager	VDC Engineer	Diversity & Inclusion Procurement Manager	Safety Manager	Chief Estimator	Estimator	Director of Sustainability	Total Hrs
			Curt Gimmestad	Blaine Wolfe	Keara Flynn	Joe Turner	Jacob Rauvola / Jason Gao	Dan McCooley	Kyle Absher	Staff	Stephanie Caldwell	Kent Lindsay	Adam Buckley	Staff	Stephanie Gowing	
Task 2.48	Risk Management Planning			2	2	2										6.00
Task 2.49	Quality Control / Quality Management Planning			2	2	2										6.00
Task 2.50	Sustainability Planning & Reporting				2										2	4.00
Task 2.51	Safety Procedures Manual				2	2						8				12.00
Task 2.52	Preconstruction Schematic Design Phase Report		incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	0.00
Task 2.53	Monthly Reporting	GC's 2.1.2	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	0.00
		Total Hours	8	50	58	40	46	16	20	28	4	8	44	280	2	604
		Cost per Hour	\$ 212.67	\$ 171.93	\$ 149.11	\$ 162.17	\$ 115.58	\$ 139.03	\$ 142.28	\$ 111.67	\$ 118.81	\$ 120.13	\$ 154.65	\$ 133.19	\$ 114.28	\$ 140.25
		Total \$ per FTE	\$ 1,701	\$ 8,596	\$ 8,649	\$ 6,487	\$ 5,317	\$ 2,224	\$ 2,846	\$ 3,127	\$ 475	\$ 961	\$ 6,805	\$ 37,293	\$ 229	\$ 84,709
Task 3 - Design Development Phase		Precon Agmt. Ref.	Approximate Duration = (2.5 Months / 408 FTE WH)													
Task 3.2	Owner/Design Team Meetings		4	24	16	4	24									72.00
Task 3.4	Site Visit(s)		incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	0.00
Task 3.5	Community Outreach and Engagement				4		4				4					12.00
Task 3.7	Equity Reporting		incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	0.00
Task 3.19	Periodic Estimate Updates	RFP 3.4											4	40		44.00
Task 3.20	Prepare Cost Estimate	RFP 3.4		4	2								40	320		366.00
Task 3.21	Prepare Estimate Variance Report	RFP 3.4	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	0.00
Task 3.22	Budget Control Log	RFP 3.4	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	0.00
Task 3.23	Target Value Design Estimate	RFP 3.4	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	0.00
Task 3.24	Update & Expand the Value Engineering Log	RFP 3.4	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	0.00
Task 3.25	Prepare Estimate A+C's Documentation	RFP 3.4	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	0.00
Task 3.26	Cash Flow Schedule		incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	0.00
Task 3.27	Subcontract / Bid Packaging Planning		incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	0.00
Task 3.28	Procurement Schedule		incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	0.00
Task 3.29	Design Team / Project Team Procurement	GC's 2.2.1	2	16	8		16									42.00
Task 3.32	Design Development Support		incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	0.00
Task 3.35	Life Cycle Cost-benefit Analysis		incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	0.00
Task 3.38	Project Schedule				4	16		16								36.00
Task 3.39	Project Phasing Plan				2	2										4.00
Task 3.42	Constructability Review			8	16	16	16									56.00
Task 3.43	Site Logistics Study				2	4	4									10.00
Task 3.44	Agency Coordination Meetings		incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	0.00
Task 3.45	Design-Build Trade Partner Engagement				16											16.00
Task 3.49	Virtual Design & Construction Support								16	40						56.00
Task 3.50	Risk Management Planning		2	2	2	2										8.00
Task 3.51	Quality Control / Quality Management Planning			2	4	4										10.00
Task 3.52	Sustainability Planning & Reporting				2										2	4.00
Task 3.53	Safety Procedures Manual				2	4						16				22.00
Task 3.54	Preconstruction Design Development Phase Report		incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	0.00
Task 3.55	Monthly Reporting	GC's 2.1.2	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	incl.	0.00
		Total Hours	8	56	80	52	64	16	16	40	4	16	44	360	2	758
		Cost per Hour	\$ 212.67	\$ 171.93	\$ 149.11	\$ 162.17	\$ 115.58	\$ 139.03	\$ 142.28	\$ 111.67	\$ 118.81	\$ 120.13	\$ 154.65	\$ 133.19	\$ 114.28	\$ 139.10
		Total \$ per FTE	\$ 1,701	\$ 9,628	\$ 11,929	\$ 8,433	\$ 7,397	\$ 2,224	\$ 2,277	\$ 4,467	\$ 475	\$ 1,922	\$ 6,805	\$ 47,948	\$ 229	\$ 105,435

[illegible]



## Exhibit C

Snoqualmie Community Center Expansion Project

Snoqualmie, WA

## **Phase 1 Scope of Services**

<b>Task 1 Programming / Concept Phase Task Expanded Description</b>
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- 1.1 **Prepare Preconstruction Work Plan:** Preparation of a preconstruction work plan for review and approval by the Owner or their representative.
- 1.2 **Project Kickoff Meeting:** The purpose of this meeting will be to review the goals and objectives of the project, discuss the project approach, milestones and deliverables. On-line weekly coordination meetings will be held with the client team and the core design team members.
- 1.4 **Owner/Design Team Meetings:** Attend Owner/Design Team Meetings.
- 1.6 **Existing Conditions Assessment:** Review record drawings and investigate existing conditions. Recommend investigations to verify existing conditions and systems.
- 1.8 **Site Visit(s):** Visit site to verify existing conditions and systems.
- 1.9 **Identify Adjacencies (Public & Private):** The preconstruction team will support the assessment and evaluation of relevant adjacencies that present a critical impact of influence to the project. These adjacencies may inform the design in many significant ways including construction execution, phasing and sequencing, accessibility, levels of service, as well as civil and structural implications.
- 1.12 **Equity Inclusion Planning:** As a project develops so do opportunities, as project specific community outreach evolves so does the pool of project participants. As these efforts mature the equity inclusion plan will be updated to ensure we are capitalizing on opportunity.
- 1.14 **Prepare Cost Estimate:** Estimating effort based on gross project areas utilizing summary level CSI line items in addition to definable bid-scopes. The estimate will be complete to include project contingencies, applicable overhead mark ups such as builder's risk insurance, liability insurance, city and state business & occupation tax and general contractor fee.
- 1.15 **Prepare Estimate A+C's Documentation:** This document will outline the assumptions made in the assembly of the current cost estimate.
- 1.19 **Life Cycle Cost-benefit Analysis:** Prepare a life cycle cost-benefit analysis for Owner and designer review and implementation.
- 1.22 **Project Schedule:** Develop & maintain a preliminary project schedule. Summary level schedule focused on significant features of work, systems and collated scopes of work defining an initial construction path. Project development information during the preconstruction phase such as document development, estimate deliverables, permit submission and other critical elements necessary to meet the intended start of construction will be scheduled.
- 1.26 **Procurement Schedule:** Prepare an initial project specific procurement schedule.
- 1.27 **Design Team / Project Team Procurement:** Procure design team, subconsultants, design-build trade partners, third-party participants, etc.
- 1.28 **Programming Design Support:** Contractor support during design partner programming period.
- 1.29 **Schematic Design Support:** Contractor support during design partner schematic design period.
- 1.30 **Design Development Support:** Contractor support during design partner design development period.



- 1.31 **Construction Documents / IFC Support:** Contractor support during design partner construction documents / IFC period.
- 1.32 **Review XX% Drawings & Specifications:** Summary review of the drawings and specifications prepared by the design team. This is less extensive than a design and constructability review and intended to offer a high-level review of the current project documentation.
- 1.33 **Constructability Review:** Establish a Bluebeam constructability session for the entire project team, establish time frames, provide process guidance, and collate comments into a tabular report for review and resolution tracking.
- 1.34 **Site Logistics Study:** Provide a site utilization plan establishing a secure site boundary, access and egress points, material storage and handling, refuse and recycle location, temporary facility locations, hoisting, truck routing, parking, office locations and similar. Identify potential constraints and provide resolutions. Identify adjacent impacts, required easements and temporary uses.
- 1.35 **Risk Management Planning:** Participate in the development and maintenance of the risk management plan.
- 1.37 **Sustainability Planning & Reporting:** Review project sustainability opportunities and requirements. Plan, implement, monitor and track sustainability requirements. Report on progress and opportunities to meet or exceed sustainability goals for the project.
- 1.38 **Preconstruction Concept Phase Report:** This report assembles the outcomes this phase of the development work produced in a cohesive electronic document available to all project stakeholders.
- 1.39 **Monthly Reporting:** This report assembles the work produced on a monthly basis in a cohesive electronic document available to all project stakeholders.

<b>Task 2 Schematic Design Phase Task Expanded Description</b>
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- 2.2 **Owner/Design Team Meetings:** Attend Owner/Design Team Meetings
- 2.4 **Site Visit(s):** Visit site to verify existing conditions and systems.
- 2.5 **Community Outreach and Engagement:** Planning, implementation, execution and monitoring a community outreach and engagement plan focused on developing sbe, dba, MBE, WBE & MWBE contracting opportunities.
- 2.6 **Equity Inclusion Planning:** Planning, implementation, execution and monitoring equity inclusion focused on sbe, dba, MBE, WBE & MWBE contracting opportunities.
- 2.7 **Equity Reporting:** Create contracting opportunity log based on a specific project detailed by scopes of work required to complete a project. Early planning and monitoring to ensure the project maximizes sbe, dba, MBE, WBE & MWBE participation.
- 2.19 **Periodic Estimate Updates:** Provide various cost studies as a support function of project development.
- 2.20 **Prepare Cost Estimate:** This formal cost estimate is an update to the prior estimate(s) provided. Bid-scope-worksheet detail will be added to the detail breakdown matching the document evolution.

- 2.21 **Prepare Estimate Variance Report:** This report will compare the current estimate against previous cost estimates articulating newly added, revised or removed scopes of work.
- 2.22 **Budget Control Log:** The BCL will be an evolving document that tracks project cost evolution from our initial estimate through a GMP or final estimate.
- 2.23 **Target Value Design Estimate:** This estimate will be a collaborative effort between the owner, design team, consultants (as necessary) and Absher to identify target-values in specific scopes of work in an effort to align project costs with available project dollars.
- 2.24 **Update & Expand the Value Engineering Log:** Update and expand the previously prepared value engineering log.
- 2.25 **Prepare Estimate A+C's Documentation:** This document will outline the assumptions made in the assembly of the current cost estimate.
- 2.26 **Prepare Work Breakdown Structure (for estimating and/or scheduling purposes):** Develop a work breakdown structure (WBS) with the Owner, Architect and project stakeholders to be used in estimating, scheduling or both.
- 2.27 **Life Cycle Cost-benefit Analysis:** Update the previously prepared life cycle cost-benefit analysis for Owner and designer review and implementation.
- 2.30 **Project Schedule:** Update the preliminary project schedule with increasing detail in line with project development. At this stage a clear critical path will be established.
- 2.31 **Project Phasing Plan:** Update project phasing plan.
- 2.32 **Design Team / Project Team Procurement:** Procure design team, subconsultants, design-build trade partners, third-party participants, etc.
- 2.33 **Programming Design Support:** Contractor support during design partner programming period.
- 2.34 **Schematic Design Support:** Contractor support during design partner schematic design period.
- 2.35 **Design Development Support:** Contractor support during design partner design development period.
- 2.39 **Constructability Review:** Establish a new Bluebeam constructability session for the entire project team, establish time frames, provide process guidance to new team members, collate comments into a tabular report for review and resolution tracking.
- 2.40 **Site Logistics Study:** Update the site utilization plan confirming the secure site boundary, access and egress points, material storage and handling, refuse and recycle location, temporary facility locations, hoisting, truck routing, parking, office locations and similar. Identify potential constraints and provide resolutions. Identify adjacent impacts, required easements and temporary uses.
- 2.41 **Subcontract / Bid Packaging Planning:** Prepare a bid packaging plan in line with document and contract development.
- 2.42 **Procurement Schedule:** Update initial project specific procurement schedule.

- 2.43 Design-Build Trade Partner Engagement:** Prepare an RFP for the selection of specific design-build trade partners, issue RFP, track responses, evaluate responses, conduct trade partner interviews, make recommendations on hiring design-build trade partners.
- 2.46 Building Information Modeling Integration Plan:** Prepare a project specific BIM work plan that formulates the working relationship between the design team, GC and trade partners with respect to utilizing this technology. Participate in meeting with owner and design team to identify BIM related goals, services, file management, process mapping, and software systems.
- 2.47 Virtual Design & Construction Support:** Identify and implement VDC opportunities such as drone data flights, laser scanning, BIM coordination and support, Synchro integration, virtual reality support and similar.
- 2.48 Risk Management Planning:** Continued development and maintenance of the established risk management plan.
- 2.49 Quality Control / Quality Management Planning:** Continued development and maintenance of a quality control & quality management plan for all preconstruction activities. The quality control and quality management plan for construction during the preconstruction period will be developed in response to document development.
- 2.50 Sustainability Planning & Reporting:** Review project sustainability opportunities and requirements. Plan, implement, monitor and track sustainability requirements. Report on progress and opportunities to meet or exceed sustainability goals for the project.
- 2.51 Safety Procedures Manual:** Prepare and submit a draft safety procedures plan at the end of the DD phase.
- 2.52 Preconstruction Schematic Design Phase Report:** This report assembles the outcomes this phase of the development work produced in a cohesive electronic document available to all project stakeholders.
- 2.53 Monthly Reporting:** This report assembles the work produced on a monthly basis in a cohesive electronic document available to all project stakeholders.

<b>Task 3 Design Development Phase Task Expanded Description</b>
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- 3.2 Owner/Design Team Meetings:** Attend Owner/Design Team Meetings
- 3.4 Site Visit(s):** Visit site to verify existing conditions and systems.
- 3.5 Community Outreach and Engagement:** Planning, implementation, execution and monitoring a community outreach and engagement plan focused on developing sbe, dba, MBE, WBE & MWBE contracting opportunities.
- 3.7 Equity Reporting:** Create contracting opportunity log based on a specific project detailed by scopes of work required to complete a project. Early planning and monitoring to ensure the project maximizes sbe, dba, MBE, WBE & MWBE participation.
- 3.19 Periodic Estimate Updates:** Provide various cost studies as a support function of project development.

- 3.20 **Prepare Cost Estimate:** This formal cost estimate is an update to the prior estimate(s) provided. Bid-scope-worksheet detail will be added to the detail breakdown matching the document evolution.
- 3.21 **Prepare Estimate Variance Report:** This report will compare the current estimate against previous cost estimates articulating newly added, revised or removed scopes of work.
- 3.22 **Budget Control Log:** The BCL will be an evolving document that tracks project cost evolution from our initial estimate through a GMP or final estimate.
- 3.23 **Target Value Design Estimate:** This estimate will be a collaborative effort between the owner, design team, consultants (as necessary) and Absher to identify target-values in specific scopes of work in an effort to align project costs with available project dollars.
- 3.24 **Update & Expand the Value Engineering Log:** Update and expand the previously prepared value engineering log.
- 3.25 **Prepare Estimate A+C's Documentation:** This document will outline the assumptions made in the assembly of the current cost estimate.
- 3.26 **Cash Flow Schedule:** Prepare an initial cash-flow schedule for the owner's use.
- 3.27 **Subcontract / Bid Packaging Planning:** Prepare a bid packaging plan in line with document and contract development.
- 3.28 **Procurement Schedule:** Update initial project specific procurement schedule.
- 3.29 **Design Team / Project Team Procurement:** Procure design team, subconsultants, design-build trade partners, third-party participants, etc.
- 3.32 **Design Development Support:** Contractor support during design partner design development period.
- 3.35 **Life Cycle Cost-benefit Analysis:** Update the previously prepared life cycle cost-benefit analysis for Owner and designer review and implementation.
- 3.38 **Project Schedule:** Update the current project schedule to include increasing detail in line with project development. The critical path will be expanded with more detail.
- 3.39 **Project Phasing Plan:** Update project phasing plan.
- 3.42 **Constructability Review:** Establish a new Bluebeam constructability session for the entire project team, establish time frames, provide process guidance to new team members, collate comments into a tabular report for review and resolution tracking.
- 3.43 **Site Logistics Study:** Update the site utilization plan confirming the secure site boundary, access and egress points, material storage and handling, refuse and recycle location, temporary facility locations, hoisting, truck routing, parking, office locations and similar. Identify potential constraints and provide resolutions. Identify adjacent impacts, required easements and temporary uses.
- 3.44 **Agency Coordination Meetings:** Meetings with AHJ's such as city permitting agencies, state agencies, etc.

- 3.45 Design-Build Trade Partner Engagement:** Prepare an RFP for the selection of specific design-build trade partners, issue RFP, track responses, evaluate responses, conduct trade partner interviews, make recommendations on hiring design-build trade partners.
- 3.49 Virtual Design & Construction Support:** Identify and implement VDC opportunities such as drone data flights, laser scanning, BIM coordination and support, Synchro integration, virtual reality support and similar.
- 3.50 Risk Management Planning:** Continued development and maintenance of the established risk management plan.
- 3.51 Quality Control / Quality Management Planning:** Continued development and maintenance of a quality control & quality management plan for all preconstruction activities. The quality control and quality management plan for construction during the preconstruction period will be developed in response to document development.
- 3.52 Sustainability Planning & Reporting:** Review project sustainability opportunities and requirements. Plan, implement, monitor and track sustainability requirements. Report on progress and opportunities to meet or exceed sustainability goals for the project.
- 3.53 Safety Procedures Manual:** Prepare and submit a draft safety procedures plan at the end of the DD phase.
- 3.54 Preconstruction Design Development Phase Report:** This report assembles the outcomes this phase of the development work produced in a cohesive electronic document available to all project stakeholders. This report will include a draft subcontracting plan, construction phasing plan, draft advertisement for subcontractor work, draft subcontract forms, draft site logistics plan, draft safety plan, draft construction procedures manual, early procurement and award recommendations, preliminary subcontractor buyout and construction schedule and estimate.
- 3.55 Monthly Reporting:** This report assembles the work produced on a monthly basis in a cohesive electronic document available to all project stakeholders.

**End of Preconstruction Scope of Services**



6/12/2023  
Project Bill Rates

Snoqualmie Community Center Expansion Project		
Name	Position	Bill Rate
Curt Gimmestad	VP of Operations	\$ 212.67
Blaine Wolfe	Project Executive	\$ 171.93
Keara Flynn	Project Manager	\$ 149.11
Joe Turner	Project Super.	\$ 162.17
Staff	Assistant Super.	\$ 138.89
Jacob Rauvola / Jason Gao	Project Engineer	\$ 115.58
Dan McCooley	Project Scheduler	\$ 139.03
Kyle Absher	VDC Technology Manager	\$ 142.28
Staff	VDC Engineer	\$ 111.67
Stephanie Caldwell	Diversity & Inclusion Procurement Manager	\$ 118.81
Kent Lindsay	Safety Manager	\$ 120.13
Adam Buckley	Chief Estimator	\$ 154.65
Staff	Estimator	\$ 133.19
Stephanie Gowing	Director of Sustainability	\$ 114.28
Staff	Job Cost Accountant	\$ 82.99



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June 12, 2023

Absher Construction Co.  
1001 Shaw Rd E  
Puyallup, WA 98372

Attn: Blaine Wolfe

RE: Snoqualmie Community Center Expansion – Absher Project No. 636  
Letter of Agreement

Dear Blaine:

ALSC Architects is pleased to provide this letter of agreement to Absher Construction Company (ACC) for architectural services for the Snoqualmie Community Center Expansion project. This proposal letter is formatted with the intention of becoming an attachment to a DBIA 540 Standard Form of Agreement mutually negotiated by both parties.

### **Scope of Work – General Description**

The project consists of working with ACC, the City of Snoqualmie, representatives of the YMCA and other stakeholders and providing architectural programming, design and construction administration services to expand the existing Snoqualmie Community Center. The project will be broken into two phases. Phase 1 will include Programming/Pre-design, Schematic Design and Design Development. Phase 2 will include Bidding, Construction Documents, Construction Administration and Project Close-out.

This proposal is based on the project scope information provided in the ACC Request for Qualifications – Architectural Services document (RFQ) dated May 5, 2023 which is hereby attached to this proposal via reference. Per that document, the planned expansion will add approximately 24,000 s.f. to the existing building including a new pool, locker rooms, additional multi-purpose spaces, expansion of the cardio/fitness space, community meeting space, offices

support spaces and expansion of site amenities. The maximum MADCC budget for the project is \$24,900,000.00 and the total project budget is approximately \$29,800,000.00.

### **Proposed Services**

Services will be provided as generally described in the document, “Guidelines for Determining Architect/Engineer Fees for Public Works Building Projects” (A/E Guidelines) dated March 15, 2015 as published by the State of Washington Office of Financial Management. Services will also include the needed coordination time with ACC throughout all phases of the work.

Our proposed architectural services to support the scope of work identified above as follows:

#### **Phase 1: Programming, Schematic Design, Design Development**

1. Provide a Program Document for City approval, including:
  - a) Description of the planned project and its intended use
  - b) Description of the project location and community needs
  - c) Description of the facility operations and staffing
  - d) General building considerations describing the circulation, vehicle access, technology and communication, community use, community use, maintenance, and other considerations
  - e) Listing of individual activity areas describing area objectives, planned usage, types of activities, the relationship to other activities, the number of users and staff, duration of utilization, spatial requirements, support requirements, environmental variables, furniture and equipment, and other considerations
  - f) Supporting graphics including sketches, photos, catalog cuts and other sources as required to adequately describe/explain the programmatic requirements
2. Schematic Design Phase, Design Development Phase services will generally follow A/E Guidelines.



Phase 2: Construction Documents, Bidding, Construction Administration, Project Closeout

1. Bidding Phase services will be provided throughout the Design/Build buy-out process as opposed to a separate D/B/B phase as described in the A.E Fee Guidelines.
2. Construction Administration Phase and Project Closeout Phase services will generally follow A/E Fee Guidelines.

**Project Consultants**

This proposal includes Fees for ALSC architects broken out by phase. As consultants will be selected in the future, fee allowances for basic and extra services for consultant services are included as allowances. These allowances will be replaced via contract amendment with final fees pending final consultant selection and proposal negotiation and acceptance.

Absher and ALSC are in contract discussions. Blaine Wolfe, Absher Construction.

**Proposed Schedule**

We propose to start the work immediately upon execution of the DBIA agreement by June 13, 2023. Per the RFQ, Phase 1 services to be complete in December of 2023. Construction Documents to be complete in May 2024. Substantial completion by ACC to be achieved in Q3 of 2025. Delays outside of ALSC's control may cause delays in those completion dates.

Please note, this fee summary contemplates Phase 1 services only. Phase 1 is scheduled to be complete by 12/31/23. Blaine Wolfe, Absher Construction.

**Fees and Expenses**

Fees included in this proposal are detailed in the attachment "Fee Proposal Worksheet".



Scope direct to Absher. Please see fee summary cover sheet for allowances. Blaine Wolfe, Absher Construction.

These fees include the scope of work and tasks identified within this proposal. Slight deviations in scope may be included within the proposed fee. Tasks or deliverables not included in the information above are not included in the proposed fee.

Base fee includes design work for MEP. This scope to be covered by D/B MEP Trade Partners. - Blaine Wolfe, Absher Construction.

ACC to provide the following scopes of work:

- Surveying
- Geotechnical Engineering (Investigation, report, construction observation)
- Design-Build Mechanical, Electrical, Plumbing, Fire Protection trade partner selection. The following scopes of work are anticipated to be included within the DB MEPF trade partners design and construction services.
  - Low Voltage Systems
  - Audio Visual Systems
  - Access Control
  - Security
- Value Engineering participation and implementation (DB-led, not 3<sup>rd</sup> party)
- Constructability Review Participation and Implementation (DB-led, not 3<sup>rd</sup> party)
- Cost Estimating

By Absher, please see detailed back up to fee summary for inclusion. Blaine Wolfe, Absher Construction.

### Terms and Conditions

Fees are on a lump sum basis. Work will commence once written authorization is provided by ACC. ALSC will invoice monthly on a percent complete basis. Payments received more than 30 days past invoice will incur interest charges at the rate of 1% per month.

### Exclusions and Additional Services

Additional services beyond those included in the proposal are available for an additional fee calculated on an hourly basis utilizing the hourly rates in the attachments. Additional services will not be performed without prior written



approval from ACC representatives. ALSC will apply a 10% mark-up to invoices for additional services requested from and provided by other consultants.

### **Reimbursable Expenses**

Expenses and services not directly provided by ALSC will be invoiced monthly at one and 10/100 (1.10) times actual cost.

### **Termination**

Either party may terminate the agreement for convenience after seven (7) days of written notice of intent to terminate. The Client shall be responsible for all costs and charges incurred up to the date of termination, including reasonable costs for ALSC to close the work and organize files. ALSC agrees not to charge for lost or anticipated profits on the work not completed and will provide copies of work files to the Client upon receipt of final payment.

### **Acknowledgment**

This proposal will remain valid for a period of 90 days.

On behalf of ALSC Architects I appreciate the opportunity to assist with this exciting project and look forward to getting started. Should you have any questions or require adjustment in the proposed scope of services, please call me at (509) 838-8568 ext. 224.

Respectfully,

A handwritten signature in black ink, appearing to read "Rustin L. Hall".

Rustin L. Hall, Principal  
ALSC Architects, P.S.



RLH:skm:2023-025

Attachments

					Phase 1				Phase 2					Notes:
	MACC	OFM Sched B%	Remodel %	Subtotal Full Project	Pre-Design	Schematic Design	Design Dev.	Total	Const. Documents	Bidding	Const. Admin	Project Closeout	Total	
Basic Services Fee:	\$ 22,200,000	0.0713	0.01	\$ 1,804,860										per OFM Guidelines
ALSC						\$ 232,000	\$ 294,100	\$ 526,100	\$ 318,000	\$ 24,500	\$ 345,600	\$ 24,400	\$ 712,500	
Structural						\$ 36,000	\$ 78,000	\$ 114,000	\$ 75,400	\$ 1,500	\$ 29,000	\$ 500	\$ 106,400	
Civil						\$ 6,000	\$ 13,000	\$ 19,000	\$ 12,000	\$ 1,500	\$ 2,000	\$ 500	\$ 16,000	
Electrical						\$ 20,000	\$ 52,000	\$ 72,000	\$ 46,000	\$ 1,500	\$ 8,000	\$ 2,500	\$ 58,000	
Mechanical/Plumbing						\$ 30,000	\$ 65,000	\$ 95,000	\$ 55,000	\$ 1,500	\$ 25,000	\$ 3,500	\$ 85,000	Includes Fire Protection
Sub-Total - Basic Service Fee						\$ 324,000	\$ 502,100	\$ 826,100	\$ 506,400	\$ 30,500	\$ 409,600	\$ 31,400	\$ 977,900	
Additional Services:														As identified in OFM Guidelines; incl ALSC mu
Pre-Design/Programming:														
ALSC					\$ 72,300			\$ 72,300						
Business Planning: Ballard*King					\$ 22,000			\$ 22,000						
Aquatics: WTI					\$ 7,700			\$ 7,700						
Aquatics: WTI						\$ 50,000	\$ 75,000	\$ 125,000	\$ 70,000	\$ 1,500	\$ 21,000	\$ 2,500	\$ 95,000	
ELCCA/LCCA						\$ 2,000	\$ 8,000	\$ 10,000	\$ 12,000				\$ 12,000	
Energy Modeling						\$ 6,000	\$ 10,000	\$ 16,000	\$ 10,400				\$ 10,400	
Sustainable Design						\$ 5,000	\$ 11,000	\$ 16,000	\$ 16,000	\$ 1,500	\$ 4,000	\$ 1,000	\$ 22,500	
Jurisdictional Support							\$ 5,000	\$ 5,000	\$ 6,000				\$ 6,000	
Early Bidding Packages														not included
Interior Design, Branding, Graphics						\$ 12,000	\$ 31,500	\$ 43,500	\$ 40,000	\$ 5,000	\$ 30,000	\$ 1,500	\$ 76,500	
Acoustical/AV						\$ 6,000	\$ 18,000	\$ 24,000	\$ 21,000	\$ 1,000	\$ 3,000	\$ 1,500	\$ 26,500	
Civil Engineering						\$ 3,500	\$ 15,000	\$ 18,500	\$ 15,000	\$ 500	\$ 3,000	\$ 500	\$ 19,000	
Communications														not included
Kitchen Consultant														not included
Landscape Design						\$ 7,500	\$ 12,000	\$ 19,500	\$ 15,000	\$ 500	\$ 3,000	\$ 500	\$ 19,000	
Door Hardware									\$ 8,800				\$ 8,800	
Hazardardous Material Abatement														not included
Specifications							\$ 23,800	\$ 23,800	\$ 40,000				\$ 40,000	
WSEC Review											\$ 2,750		\$ 2,750	
HVAC Balancing/Testing												\$ 27,500	\$ 27,500	
Commissioning/Training												\$ 22,000	\$ 22,000	
Sub-Total: Additional Service Fee					\$ 102,000	\$ 92,000	\$ 209,300	\$ 403,300	\$ 254,200	\$ 10,000	\$ 66,750	\$ 57,000	\$ 387,950	
Total A/E Fee Per Phase								\$ 1,229,400					\$ 1,365,850	
Total A/E Fee													\$ 2,595,250	

Please see Absher  
fee cover sheet that  
includes a \$10,000  
allowance for Kitchen  
Consultant.



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**2023 HOURLY RATES**

<b><u>CATEGORY</u></b>	<b><u>RATE</u></b>
PRINCIPAL	\$235.00
ASSOCIATE PRINCIPAL	\$170.00
SENIOR PROJECT DESIGNER	\$170.00
SENIOR PROJECT MANAGER	\$160.00
PROJECT MANAGER	\$135.00
PROJECT ARCHITECT II	\$130.00
ARCHITECTURAL DESIGNER II	\$125.00
PROJECT ARCHITECT I	\$115.00
INTERIOR DESIGNER	\$105.00
INTERN ARCHITECT/DRAFTSMAN	\$90.00
CLERICAL	\$70.00