

Z&K CONSULTANTS, INC.

STANDARD BILLING RATE SCHEDULE (2025)

Rates Effective January 1, 2025 through December 31, 2025

Future years subject to annual review for escalation, effective January 1 of each year, based on the Consumer Price Index (CPI) for the Riverside-San Bernardino-Ontario, CA region, not to exceed the published BLS index for All Urban Consumers.

ENGINEERING, MUNICIPAL, ENVIRONMENTAL, TRAFFIC, & SURVEYING SERVICES

STAFF	HOURLY RATE		
Principal	\$243.00	Structural Engineer	\$212.00
City Engineer	\$194.00	STAFF	HOURLY RATE
Senior Project Manager	\$178.00	SWPPP Practitioner	\$177.00
Project Manager	\$172.00	Specialty Professional/Discipline	\$238.00
Assistant Project Manager	\$142.00	Constructability Reviewer	\$192.00
Principal Engineer	\$188.00	Assistant Environmental Scientist	\$148.00
Project Designer III	\$159.00	Senior Planner	\$185.00
Project Designer II	\$141.00	Planner II	\$181.00
Project Designer I	\$138.00	Planner I	\$175.00
CADD Drafter III	\$156.00	Assistant Planner	\$135.00
CADD Drafter II	\$142.00	Senior Landscape Architect/Inspector	\$189.00
CADD Drafter I	\$138.00	Landscape Architect/Inspector	\$182.00
Administrative Assistant	\$132.00	Principal Architect	\$210.00
Plan Check Engineer IV	\$159.00	Senior Architect	\$204.00
Plan Check Engineer III	\$154.00	Architect	\$198.00
Plan Check Engineer II	\$147.00	3-Person Survey Crew	\$397.00
Plan Check Engineer I	\$138.00	2-Person Survey Crew	\$307.00
Senior Traffic Engineer	\$177.00	1-Person Survey Crew	\$208.00
Traffic Engineer	\$174.00	Assistant Surveyor (not Licensed)	\$178.00
Traffic Engineering Associate	\$168.00	Drone Operator with Camera	\$163.00
Traffic Engineering Technician	\$145.00	Community Relations	
Senior Grants Manager	\$182.00	Strategic Advisor	\$228.00
Grants Manager	\$178.00	Public Relations Officer	\$168.00
Senior Public Works Technician	\$148.00	Account Coordinator	\$143.00
Public Works/Permit Technician	\$130.00	Senior Graphic Artist	\$188.00
Senior Structural Engineer	\$235.00	Graphic Artist	\$158.00

PROJECT/CONSTRUCTION MANAGEMENT & INSPECTION SERVICES

STAFF	REGULAR TIME RATE¹	OVERTIME RATE (MON-FRI)²	OVERTIME RATE (SAT)¹	OVERTIME RATE (SUN/HOLIDAY)
Principal	\$242.00	—	—	—
Senior Construction Manager	\$188.00	—	—	—
QA/QC Manager	\$198.00	—	—	—
Senior Program Manager	\$184.00	—	—	—
Program Manager	\$176.00	—	—	—
Senior Project Manager	\$165.00	—	—	—
Project Manager	\$158.00	—	—	—
Assistant Project Manager	\$147.00	—	—	—
Resident Engineer	\$220.00	—	—	—
Assistant Resident Engineer	\$197.00	—	—	—
Construction Manager	\$178.00	—	—	—
Assistant Construction Manager	\$158.00	—	—	—
Labor Compliance	\$154.00	—	—	—
Project Administrator/Office Engineer	\$156.00	—	—	—
Traffic Signal/Electrical Specialist	\$192.00	—	—	—
Assistant Structures Representative/Structures Inspector	\$220.00	\$297.00	\$297.00	\$396.00
Senior Construction Inspector (Prevailing Wage) ^{3,5}	\$188.00	\$243.00	\$243.00	\$324.00
Senior Construction Inspector (Special Shift) ^{3,4,5}	\$196.00	\$279.00	\$279.00	\$372.50
Accessibility Expert/CASp Inspector	\$208.00	\$312.00	\$312.00	\$416.00
DSA/OSHPD Inspector of Record	\$202.00	\$303.00	\$303.00	\$402.00
Deputy Inspection (Prevailing Wage) ^{3,5}	\$189.00	\$283.50	\$283.50	\$378.00
Public Works Inspector (Non-Prevailing Wage) ⁵	\$172.00	\$258.00	\$258.00	\$344.00

NOTES & ASSUMPTIONS

Positions are subject to overtime rates billed at 1.5 times the regular rate for all time over eight (8) hours in a single day or work performed on Saturdays. Double time rates apply for work performed on Sundays and holidays. The hourly rates include wages, fringe benefits, and general and administrative overhead and fee, as well as typical supplies, tools, and equipment required to perform services. Construction management software is not included in the base rate.

1. The listed rate applies to the first four hours of overtime during the week and/or the first eight hours of overtime on Saturdays. All overtime beyond four hours during the week or eight hours on Saturdays is billed at the Sunday/holiday rate.
2. Prevailing Wage Rates are subject to increases per the State of California's Department of Industrial Relations Wage Rate Determinations. Z&K's billing rates will increase in line with the DIR increase, plus overhead and profit. The current rates are based on Determination SD-23-63-3-2023-2D, issued on 8/22/2023.
3. A Special Shift is defined as any shift starting after 5:00 PM and before 6:00 AM.
4. Minimum callout requirements for inspection staff are in line with Industrial Welfare Commission Order #16-2001:
 - **Cancellation of 8 hours scheduled inspection after inspector's arrival on site:** 4-hour minimum.
 - **Cancellation of 4 hours scheduled inspection after inspector's arrival on site:** 2-hour minimum.
5. For contracts involving public works inspection services, Z&K requires the awarding public agency to complete DIR form PWC-100 for Z&K as the prime contractor, specific to the awarded contract name and amount. A half-hour per week, per inspector, will be billed for labor compliance on all Prevailing Wage inspection assignments.

Overall Notes:

- **Reimbursable Expenses (Other Direct Costs):** Ordinary identifiable non-salary costs directly attributable to the project (e.g., regular commuter travel costs, standard equipment, tools, and software) are included in the estimated fee. Extraordinary expenses (such as oversized and/or color reproduction costs, vehicle identification decals, site facility hard phone lines or internet service, non-commuter project mileage, remote travel over 50 miles one-way, overnight postage/couriers, etc.) will be billed at actual cost plus 15% for overhead and administration. Travel costs to casting/fabrication yards or batch plants will include the hourly billing rate plus travel expenses as listed in the Caltrans Travel Guide (State rates). Mileage is billed at the current IRS rate (\$0.655/mile). An allowance for extraordinary charges is included as Other Direct Costs (ODC) in the fee table. Extraordinary charges beyond the estimated ODC allowance will not be billed unless specifically included in the contract or pre-approved by the Client in writing.
- **Fees for Subconsultant Services:** An appropriate number of hours for sub-consultant oversight will be added.
- **Web-Based Contract Administration:** Selected/specified cloud-based service billed at cost plus 15%.
- **Escalation:** Unless specified otherwise (such as for prevailing wage personnel), all billing rates are subject to annual review for Consumer Price Index escalation or 3%, whichever is greater.

Exclusions to Scope and Fee:

- Legal advice
- Specialized software (other than MS Office Suite and MS Project)