



**RANGE OF HOURLY RATES:
ALL NORTH REGION EMPLOYEES**

Effective January 1 - December 31, 2011

**ENGINEERING DESIGN AND
MUNICIPAL SERVICES GROUPS**

HOURLY RATE

Project Directors	\$190-220
Project Managers	165-200
Project Engineers	125-165
Technical Support	95-125
Administration	65-95

CONSTRUCTION / PROGRAM MANAGEMENT

HOURLY RATE

Project Directors	\$190-220
Project Managers	165-200
Construction Managers	165-190
Resident Engineers	150-180
Inspectors *	100-160
Administration	65-95

Notes: Rates are subject to adjustment due to promotions during the effective period of this schedule. A new rate schedule will become effective January 1, 2012 and on the 1st of January every year thereafter. Unless otherwise indicated in the cost proposal, hourly rates include most direct costs such as travel, equipment, computers, communications and reproduction (except large quantities such as construction documents for bidding purposes).

* Inspectors working in the State of California are subject to the Prevailing Wage Rates established for that area.