

Category	Category Description	Personnel Description	Bill Rate
I	CO-OP	Student Intern	55
II	ADMINISTRATION	Administrative Assistant I	65
		Administrative Assistant II	75
		Executive Assistant	85
III	AUTO CADD	CADD Tech I	75
		CADD Tech II	85
		Designer I	100
		Designer II	115
		Sr. Designer	135
IV	SURVEYING	Survey Technician	55
		Survey Intern I	75
		Survey Intern II / Survey Party Chief	85
		Survey Crew (2-Man)	135
		Professional Land Surveyor I	105
		Professional Land Surveyor II	130
		Professional Land Surveyor III	155
		Survey Crew (3-Man)	195
V	CONSTRUCTION	Project Rep I	65
		Project Rep II	75
		Project Rep III	85
		Project Rep IV	95
		Construction Manager I	115
		Construction Manager II	135
VI	ENVIRONMENTAL	Sr. Construction Manager	180
		Scientist I	85
		Scientist II	100
		Scientist III	135
VII	ENGINEERING	Sr. Scientist	195
		Engineer Tech I	65
		Engineer Tech II	75
		Engineer Tech III	85
		Engineer Tech IV	95
		Engineer Intern I	85
		Engineer Intern II	100
		Professional Engineer I	115
		Professional Engineer II	135
		Professional Engineer III	155
		Professional Engineer IV	180
VIII	PROJECT MANAGEMENT	Sr. Professional Engineer	195
		Project Associate I / Project Controller I	95
		Project Associate II / Project Controller II	115
		Deputy Project Manager	135
		Project Manager	155
IX	PROGRAM MANAGEMENT	Sr. Project Manager	195
		Client Program Manager	180
		Director / Division Manager	195
X	PRINCIPALS	Sr. Client Program Manager	215
		Principal	225
		Sr. Principal	275

SURVEYING MATERIALS & EXPENSES

1"x1"x48"		\$ 2.00/ea
Cane Poles		\$ 3.50/ea
Flagging		\$ 1.75/roll
Iron Rod Control Point		\$ 3.35/ea
Meals and Lodging		\$ at cost
Computer (CAD & Calculation Charge)		\$ 18.00/hour
Pin Flags		\$20.00/ bundle

OTHER EQUIPMENT & EXPENSES

ATV		\$ 50.00/day
UTV		\$ 100.00/day
Digital Camera		\$ 20.00/day
Video Camera		\$ 30.00/day
Standard Vehicle (0-240 miles)		\$ 70.00/day
Standard Vehicle (240+ miles)		\$ at Federal Rate/mile
Survey Vehicle		\$ 15.00/hr
Drone		\$150.00/day
Metal Detectors (Pipe Locator)		\$ 35.00/day
Interior/Exterior Rotary Laser Level		\$ 75.00/day
Radio		\$ 25.00/day
Fathometer		\$ 275.00/day
Distance Meter		\$ 125.00/day
Distance Meter (Total Station)		\$ 175.00/day
Digital Flow Meter		\$ 50.00/day
Handheld GPS		\$ 30.00/day
Nav-Beacon (GPS)		\$ 150.00/day
RTK (GPS)		\$ 500.00/day
Hypack Data Collection and Navigation System		\$ 300.00/day
Hydrographic (GPS)		\$ 500.00/day
Pirogue/Pond Hopper		\$ 30.00/day
16' - Boat w/ 50/hp		\$ 250.00/day
22' - Vessel w/ 200/hp		\$ 400.00/day
24' - Vessel w/ twin 150/hp		\$ 600.00/day
Robotic Total Station		\$200.00/ day
Echo Sounder		\$200.00/ day

TERMS AND CONDITIONS

1.0 Personnel Charges

- 1.1 Personnel time charges for technical, management, and direct project clerical and administrative support activities will be invoiced according to the applicable Category Rate.
- 1.2 All time is rounded to the nearest quarter hour.
- 1.3 The Category Rate Schedule is revised periodically; GIS will provide written notice of a revision within thirty (30) days of the effective date.
- 1.4 All field labor and equipment are subject to a four (4) hour minimum charge and are charged portal-to-portal, GIS's facility.
- 1.5 GIS Temporary (contract) personnel may be charged at the applicable Category Rate.
- 1.6 Personnel time charges for travel are invoiced at the applicable Category Rate at the actual time incurred.

2.0 Premium Charges

- 2.1 The Category Rate Schedule applies for all hours worked by exempt (salaried) personnel.
- 2.2 Overtime, Weekends & Holidays - Hours worked in excess of daily or weekly standards and/or weekends and holidays by non-exempt and hourly personnel may be subject to a contract specific premium.
- 2.3 Emergency Responses - Non-exempt and hourly personnel may be subject to a contract specific Category Rate premium.
- 2.4 Expert Testimony - Testimony about the nature or extent of GIS's services, preparation thereof, and/or standby time may be subject to a contract specific Category Rate premium.

3.0 Travel and Living Expenses

- 3.1 Travel expenses for transportation (including mileage reimbursement) and lodging expenses will be charged at cost plus 15%.
- 3.2 Meals and incidental expenses will be charged at a pre-determined daily rate (based on location) plus 15%.
- 3.3 Long-term, on-site project personnel are permitted to return home every three (3) weeks. These travel expenses will be invoiced at cost plus 15%.

4.0 Other Charges

- 4.1 Charges for equipment will be invoiced in accordance with GIS's Equipment Rates
- 4.2 Client shall be responsible for payment (without deduction or offset from the total contract amount) of any and all sales, use, value added, gross receipts, franchise and like taxes, and tariffs and duties, and all disposal fees and taxes, levied against GIS or its employees by any governing or taxing authority.

TERMS AND CONDITIONS (cont'd)

5.0 Reimbursable Expenses

5.1 All project related expenses including materials, purchased equipment, subcontractor costs, fees, duties, deposits, tolls, weight certificates, special permits, and associated federal, state, county, city taxes or surcharges and other costs incurred specifically for the project will be invoiced at cost plus 15%.

6.0 Invoicing and Terms of Payment

6.1 Invoices may be submitted as frequently as biweekly, however, on any project where total billings are expected to exceed \$1,000,000 or monthly billings are expected to exceed \$250,000, progress billings may be submitted as frequently as weekly.

6.2 Payment for services is due upon receipt of the invoice.

6.3 A service charge equal to 1.5% per month or the maximum lawful rate, whichever is lesser, may be charged on all account balances past due.