



Local Public Agency Engineering Services Agreement

Station 16±00 to Station 24±00	
Local Public Agency County Section Number Job Numb	
Local Public Agency	
Marshall County Highway Department Project Number Contact Name Patrick Sloan, PE SECTION PROVISIONS Local Street/Road Name Key Route Length Structure Number Harvest Road/2350E TR 128 0.1 O62-4702 Location Termini Station 16+00 to Station 24+00 Project Description Removal & replacement of a three span channel beam bridge (Existing SN 062-4702) and approach roawork thereto. Engineering Funding AMFT/TBP State Other AGREEMENT FOR	
Project Number	ber
Patrick Stoan, PE (309) 238-7623 psloan@marshallcountyillinois. SECTION PROVISIONS	
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2 · · · · · · · · · · · · · · · · · · ·	
CONSULTANT	
Prime Consultant (Firm) Name Contact Name Phone Number Email	
Willett, Hofmann & Associates, Inc. Brian Converse (815) 284-3381 bconverse@willetthofmanr	
Address City State Zip Co	in.com
809 E. 2nd Street Dixon IL 6102	Code

Since the services contemplated under the AGREEMENT are professional in nature, it is understood that the ENGINEER, acting as an individual, partnership, firm or legal entity, qualifies for professional status and will be governed by professional ethics in its relationship to the LPA and the DEPARTMENT. The LPA acknowledges the professional and ethical status of the ENGINEER by entering into an AGREEMENT on the basis of its qualifications and experience and determining its compensation by mutually satisfactory negotiations.

WHEREVER IN THIS AGREEMENT or attached exhibits the following terms are used, they shall be interpreted to mean:

Regional Engineer Deputy Director, Office of Highways Project Implementation, Regional Engineer, Department of

Transportation

Resident Construction Supervisor Authorized representative of the LPA in immediate charge of the engineering details of the

construction PROJECT

A full time LPA employee authorized to administer inherently governmental PROJECT activities In Responsible Charge

Company or Companies to which the construction contract was awarded

Contractor

AGREEMENT EXHIBITS

The following EXHIBITS are attached hereto and made a part of hereof this AGREEMENT:
X EXHIBIT B: Project Schedule
EXHIBIT: Direct Costs Check Sheet (attach BDE 436 when using Lump Sum on Specific Rate Compensation)

I. THE ENGINEER AGREES,

- 1. To perform or be responsible for the performance of the Scope of Services presented in EXHIBIT A for the LPA in connection with the proposed improvements herein before described.
- The Classifications of the employees used in the work shall be consistent with the employee classifications and estimated staff
 hours. If higher-salarled personnel of the firm, including the Principal Engineer, perform services that are to be performed by
 lesser-salarled personnel, the wage rate billed for such services shall be commensurate with the payroll rate for the work
 performed.
- 3. That the ENGINEER shall be responsible for the accuracy of the work and shall promptly make necessary revisions or corrections required as a result of the ENGINEER'S error, omissions or negligent acts without additional compensation. Acceptance of work by the LPA or DEPARTMENT will not relieve the ENGINEER of the responsibility to make subsequent correction of any such errors or omissions or the responsibility for clarifying ambiguitles.
- That the ENGINEER will comply with applicable Federal laws and regulations, State of Illinois Statutes, and the local laws or ordinances of the LPA.
- 5. To pay its subconsultants for satisfactory performance no later than 30 days from receipt of each payment from the LPA.
- 6. To invoice the LPA, The ENGINEER shall submit all invoices to the LPA within three months of the completion of the work called for in the AGREEMENT or any subsequent Amendment or Supplement.
- 7. The ENGINEER or subconsultant shall not discriminate on the basis of race, color, national origin or sex in the performance of this AGREEMENT. The ENGINEER shall carry out applicable requirements of 49 CFR part 26 in the administration of US Department of Transportation (US DOT) assisted contract. Failure by the Engineer to carry out these requirements is a material breach of this AGREEMENT, which may result in the termination of this AGREEMENT or such other remedy as the LPA deems appropriate.
- 8. That none of the services to be furnished by the ENGINEER shall be sublet, assigned or transferred to any other party or parties without written consent of the LPA. The consent to sublet, assign or otherwise transfer any portion of the services to be furnished by the ENGINEER shall be construed to relieve the ENGINEER of any responsibility for the fulfillment of this AGREEMENT.
- 9. For Preliminary Engineering Contracts:
 - (a) To attend meetings and visit the site of the proposed improvement when requested to do so by representatives of the LPA or the DEPARTMENT, as defined in Exhibit A (Scope of Services).
 - (b) That all plans and other documents furnished by the ENGINEER pursuant to the AGREEMENT will be endorsed by the ENGINEER and affixed the ENGINEER's professional seal when such seal is required by law. Such endorsements must be made by a person, duly licensed or registered in the appropriate category by the Department of Professional Regulation of the State of Illinois. It will be the ENGINEER's responsibility to affix the proper seal as required by the Bureau of Local Roads and Streets manual published by the DEPARTMENT.
 - (c) That the ENGINEER is qualified technically and is thoroughly conversant with the design standards and policies applicable for the PROJECT; and that the ENGINEER has sufficient properly trained, organized and experienced personnel to perform the services enumerated in Exhibit A (Scope of Services).
- 10. That the engineering services shall include all equipment, instruments, supplies, transportation and personnel required to perform the duties of the ENGINEER in connection with this AGREEMENT (See DIRECT COST tab in BLR 05513 or BLR 05514).

II. THE LPA AGREES

- To certify by execution of this AGREEMENT that the selection of the ENGINEER was performed in accordance with the Professional Services Selection Act (50 ILCS 510) (Exhibit C).
- 2. To furnish the ENGINEER all presently available survey data, plans, specifications, and project information.
- 3. To pay the ENGINEER:
 - (a) For progressive payments Upon receipt of monthly invoices from the ENGINEER and the approval thereof by the LPA, monthly payments for the work performed shall be due and payable to the ENGINEER, such payments to be equal to the value of the partially completed work minus all previous partial payments made to the ENGINEER.
 - (b) Final payment Upon approval of the work by the LPA but not later than 60 days after the work is completed and reports have been made and accepted by the LPA and DEPARTMENT a sum of money equal to the basic fee as determined in this AGREEMENT less the total of the amount of partial payments previously paid to the ENGINEER

shall be due and payable to the ENGINEER.

- (c) For Non-Federal County Projects (605 ILCS 5/5-409)
 - (1) For progressive payments Upon receipt of monthly invoices from the ENGINEER and the approval thereof by the LPA, monthly payments for the work performed shall be due and payable to the ENGINEER. Such payments to be equal to the value of the partially completed work in all previous partial payments made to the ENGINEER.
 - (2) Final payment Upon approval of the work by the LPA but not later than 60 days after the work is completed and reports have been made and accepted by the LPA and STATE, a sum of money equal to the basic fee as determined in the AGREEMENT less the total of the amount of partial payments previously paid to the ENGINEER shall be due and payable to the ENGINEER.
- 4. To pay the ENGINEER as compensation for all services rendered in accordance with the AGREEMENT on the basis of the following compensation method as discussed in 5-5.10 of the BLR Manual.

Method of Compensation:
Percent
Lump Sum
Specific Rate
⊠ Cost plus Fixed Fee: Fixed
Total Compensation = DL + DC + OH + FF Where: DL is the total Direct Labor, DC is the total Direct Cost, OH is the firm's overhead rate applied to their DL and FF is the Fixed Fee.
Where FF = (0.33 + R) DL + %SubDL, where R is the advertised Co

Where FF = (0.33 + R) DL + %SubDL, where R is the advertised Complexity Factor and %SubDL is 10% profit allowed on the direct labor of the subconsultants.

The Fixed Fee cannot exceed 15% of the DL + OH.

5. The recipient shall not discriminate on the basis of race, color, national original or sex in the award and performance of any US DOT-assisted contract or in the administration of its DBE program or the requirements of 49 CFR part 26. The recipient shall take all necessary and reasonable steps under 49 CFR part 26 to ensure nondiscrimination in the award and administration of US DOT-assisted contracts. The recipient's DBE program, as required by 49 CFR part 26 and as approved by US DOT, is incorporated by reference in this agreement. Implementation of this program is a legal obligation and failure to carry out its terms shall be treated as violation of this AGREEMENT. Upon notification to the recipient of its failure to carry out its approved program, the Department may impose sanctions as provided for under part 26 and may, in appropriate cases, refer the matter for enforcement under 18 U.S.C. 1001 and/or the Program Fraud Civil Remedies Act of 1986 (31 U.S.C 3801 et seq.).

III. IT IS MUTUALLY AGREED,

- To maintain, for a minimum of 3 years after the completion of the contract, adequate books, records and supporting documents to verify the amount, recipients and uses of all disbursements of funds passing in conjunction with the contract; the contract and all books, records and supporting documents related to the contract shall be available for review and audit by the Auditor General, and the DEPARTMENT; the Federal Highways Administration (FHWA) or any authorized representative of the federal government, and to provide full access to all relevant materials. Failure to maintain the books, records and supporting documents required by this section shall establish a presumption in favor of the DEPARTMENT for the recovery of any funds paid by the DEPARTMENT under the contract for which adequate books, records and supporting documentation are not available to support their purported disbursement.
- 2. That the ENGINEER shall be responsible for any all damages to property or persons out of an error, omission and/or negligent act in the prosecution of the ENGINEER's work and shall indemnify and save harmless the LPA, the DEPARTMENT, and their officers, agents and employees from all suits, claims, actions or damages liabilities, costs or damages of any nature whatsoever resulting there from. These indemnities shall not be limited by the listing of any insurance policy.
 - The LPA will notify the ENGINEER of any error or omission believed by the LPA to be caused by the negligence of the ENGINEER as soon as practicable after the discovery. The LPA reserves the right to take immediate action to remedy any error or omission if notification is not successful; if the ENGINEER fails to reply to a notification; or if the conditions created by the error or omission are in need of urgent correction to avoid accumulation of additional construction costs or damages to property and reasonable notice is not practicable.
- 3. This AGREEMENT may be terminated by the LPA upon giving notice in writing to the ENGINEER at the ENGINEER's last known post office address. Upon such termination, the ENGINEER shall cause to be delivered to the LPA all drawings, plats, surveys, reports, permits, agreements, soils and foundation analysis, provisions, specifications, partial and completed estimates and data, if any from soil survey and subsurface investigation with the understanding that all such materials becomes the property of the LPA. The LPA will be responsible for reimbursement of all eligible expenses incurred under the terms of this AGREEMENT up to the date of the written notice of termination.

- 4. In the event that the DEPARTMENT stops payment to the LPA, the LPA may suspend work on the project. If this agreement is suspended by the LPA for more than thirty (30) calendar days, consecutive or in aggregate, over the term of this AGREEMENT, the ENGINEER shall be compensated for all services performed and reimbursable expenses incurred prior to receipt of notice of suspension. In addition, upon the resumption of services the LPA shall compensate the ENGINEER, for expenses incurred as a result of the suspension and resumption of its services, and the ENGINEER's schedule and fees for the remainder of the project shall be equitably adjusted.
- 5. This AGREEMENT shall continue as an open contract and the obligations created herein shall remain in full force and effect until the completion of construction of any phase of professional services performed by others based upon the service provided herein. All obligations of the ENGINEER accepted under this AGREEMENT shall cease if construction or subsequent professional services are not commenced within 5 years after final payment by the LPA.
- 6. That the ENGINEER shall be responsible for any and all damages to property or persons arising out of an error, omission and/or negligent act in the prosecution of the ENGINEER's work and shall indemnify and have harmless the LPA, the DEPARTMENT, and their officers, employees from all suits, claims, actions or damages liabilities, costs or damages of any nature whatsoever resulting there from. These indemnities shall not be limited by the listing of any insurance policy.
- 7. The ENGINEER and LPA certify that their respective firm or agency:
 - (a) has not employed or retained for commission, percentage, brokerage, contingent fee or other considerations, any firm or person (other than a bona fide employee working solely for the LPA or the ENGINEER) to solicit or secure this AGREEMENT,
 - (b) has not agreed, as an express or implied condition for obtaining this AGREEMENT, to employ or retain the services of any firm or person in connection with carrying out the AGREEMENT or
 - (c) has not paid, or agreed to pay any firm, organization or person (other than a bona fide employee working solely for the LPA or the ENGINEER) any fee, contribution, donation or consideration of any kind for, or in connection with, procuring or carrying out the AGREEMENT.
 - (d) that neither the ENGINEER nor the LPA is/are not presently debarred, suspended, proposed for debarment, declared ineligible or voluntarily excluded from covered transactions by any Federal department or agency.
 - (e) has not within a three-year period preceding the AGREEMENT been convicted of or had a civil judgment rendered against them for commission of fraud or criminal offense in connection with obtaining, attempting to obtain or performing a public (Federal, State or local) transaction; violation of Federal or State antitrust statutes or commission of embezzlement, theft, forgery, bribery, falsification or destruction of records, making false statements or receiving stolen property.
 - (f) are not presently indicated for or otherwise criminally or civilly charged by a government entity (Federal, State, or local) with commission of any of the offenses enumerated in paragraph and
 - (g) has not within a three-year period preceding this AGREEMENT had one or more public transaction (Federal, State, local) terminated for cause or default.

Where the ENGINEER or LPA is unable to certify to any of the above statements in this clarification, an explanation shall be attached to this AGREEMENT.

- 8. In the event of delays due to unforeseeable causes beyond the control of and without fault or negligence of the ENGINEER no claim for damages shall be made by either party. Termination of the AGREEMENT or adjustment of the fee for the remaining services may be requested by either party if the overall delay from the unforeseen causes prevents completion of the work within six months after the specified completion date. Examples of unforeseen causes included but are not limited to: acts of God or a public enemy; acts of the LPA, DEPARTMENT, or other approving party not resulting from the ENGINEER's unacceptable services; fire; strikes; and floods.
 - If delays occur due to any cause preventing compliance with the PROJECT SCHEDULE, the ENGINEER shall apply in writing to the LPA for an extension of time. If approved, the PROJECT SCHEDULE shall be revised accordingly.
- 9. This certification is required by the Drug Free Workplace Act (30 ILCS 580). The Drug Free Workplace Act requires that no grantee or contractor shall receive a grant or be considered for the purpose of being awarded a contract for the procurement of any property or service from the DEPARTMENT unless that grantee or contractor will provide a drug free workplace. False certification or violation of the certification may result in sanctions including, but not limited to suspension of contract on grant payments, termination of a contract or grant and debarment of the contracting or grant opportunities with the DEPARTMENT for at least one (1) year but not more than (5) years.

For the purpose of this certification, "grantee" or "Contractor" means a corporation, partnership or an entity with twenty-five (25) or more employees at the time of issuing the grant or a department, division or other unit thereof, directly responsible for the specific performance under contract or grant of \$5,000 or more from the DEPARTMENT, as defined the Act.

The contractor/grantee certifies and agrees that it will provide a drug free workplace by:

- (a) Publishing a statement:
 - (1) Notifying employees that the unlawful manufacture, distribution, dispensing, possession or use of a controlled substance, including cannabis, is prohibited in the grantee's or contractor's workplace.
 - (2) Specifying actions that will be taken against employees for violations of such prohibition.
 - (3) Notifying the employee that, as a condition of employment on such contract or grant, the employee will:
 - (a) abide by the terms of the statement; and
 - (b) notify the employer of any criminal drug statute conviction for a violation occurring in the workplace no later than (5) days after such conviction.
- (b) Establishing a drug free awareness program to inform employees about:
 - (1) The dangers of drug abuse in the workplace;

(2) The grantee's or contractor's policy to maintain a drug free workplace;

(3) Any available drug counseling, rehabilitation and employee assistance program; and

(4) The penalties that may be imposed upon an employee for drug violations.

- (c) Providing a copy of the statement required by subparagraph (a) to each employee engaged in the performance of the contract or grant and to post the statement in a prominent place in the workplace.
- (d) Notifying the contracting, or granting agency within ten (10) days after receiving notice under part (b) of paragraph (3) of subsection (a) above from an employee or otherwise, receiving actual notice of such conviction.
- (e) Imposing a sanction on, or requiring the satisfactory participation in a drug abuse assistance or rehabilitation program.
- (f) Assisting employees in selecting a course of action in the event drug counseling, treatment and rehabilitation is required and indicating that a trained referral team is in place.

Making a good faith effort to continue to maintain a drug free workplace through implementation of the Drug Free Workplace Act, the ENGINEER, LPA and the Department agree to meet the PROJECT SCHEDULE outlined in EXHIBIT B. Time is of the essence on this project and the ENGINEER's ability to meet the PROJECT SCHEDULE will be a factor in the LPA selecting the ENGINEER for future projects. The ENGINEER will submit progress reports with each invoice showing work that was completed during the last reporting period and work they expect to accomplish during the following period.

- 10. Due to the physical location of the project, certain work classifications may be subject to the Prevailing Wage Act (820 ILCS 130/0.01 et seq.).
- 11. For Preliminary Engineering Contracts:
 - (a) That tracing, plans, specifications, estimates, maps and other documents prepared by the ENGINEER in accordance with this AGREEMENT shall be delivered to and become the property of the LPA and that basic survey notes, sketches, charts, CADD files, related electronic files, and other data prepared or obtained in accordance with this AGREEMENT shall be made available, upon request to the LPA or to the DEPARTMENT, without restriction or limitation as to their use. Any re-use of these documents without the ENGINEER involvement shall be at the LPA's sole risk and will not impose liability upon the ENGINEER.
 - (b) That all reports, plans, estimates and special provisions furnished by the ENGINEER shall conform to the current Standard Specifications for Road and Bridge Construction, Bureau of Local Roads and Streets Manual or any other applicable requirements of the DEPARTMENT, it being understood that all such furnished documents shall be approved by the LPA and the DEPARTMENT before final acceptance. During the performance of the engineering services herein provided for, the ENGINEER shall be responsible for any loss or damage to the documents herein enumerated while they are in the ENGINEER's possession and any such loss or damage shall be restored at the ENGINEER's expense.

AGREEMENT SUMMARY			
Prime Consultant (Firm) Name	TIN/FEIN/SS Number	Agreement Amount	
Willett, Hofmann & Associates, Inc.	36-2600957	\$103,573.00	

Subconsultants	TIN/FEIN/SS Number	Agreement Amount
Midwest Testing Services	36-2663562	\$7,930.00
	Subconsultant Total	\$7,930.00
	Prime Consultant Total	\$103,573.00
	Total for all work	\$111,503.00

AGREEMENT SIGNATURES

Executed by the LPA:		
		ublic Agency
Attest: Th	county of Marsha	all County Highway Department
By (Signature & Date)	411412	By/Signafure & Date)
Mums	rengen	Jenny W Lank
Local Public Agency	Local Public Agency Type	Title
Marshall County Highwa	Clerk	W. W. W. (2850Y)
(SEAL)		
Executed by the ENGINEER:	Prime Consultant (Firm) Name	
Attest:	Willett, Hofmann & Associates, I	nc.
By (Signature & Date)		By (Signature & Date)
Title		Title
Secretary		President & General Manager
APPROVED: Regional Engineer, Departme	nt of Transportation (Signature & Date)	

Local Public Agency Prime Consultant (Firm) Name County Section Number

Marshall County Highway Departr Willett, Hofmann & Associates, Marshall 23-01121-00-BR

EXHIBIT A SCOPE OF SERVICES

To perform or be responsible for the performance of the engineering services for the LPA, in connection with the PROJECT herein before described and enumerated below

Administration & Project Management

Compilation & Evaluation of Data

Bench Loop & H/V Controls

Route and Topo Survey

Hydraulic Survey

Download & Tin Model Cleanup

Permits

Bridge Condition Report

Hydrologic & Hydraulic Calculations

Preliminary Bridge Design & Hydraulic Report

Pavement Roadway & Drainage Design

Structure Design

Specifications

Quantities & Checking

QA/QC

Soil Borings

Establish Existing ROW & Section Line

ROW Plats & Legals

ROW Staking & Pinning

Local Public Agency	Prime Consultant (Firm) Name	County	Section Number
Marshall County Highway D	epartr Willett, Hofmann & Associates,	Marshall	23-01121-00-BR
	EXHIBIT B PROJECT SCHEDULE	DAS	
Start Date: 10/1/2023			

EXHIBIT D COST ESTIMATE OF CONSULTANT SERVICES (CECS) WORKSHEET

FIXED RAISE

Section Number 23-01121-00-BR	Date (8/29/2023	8D23
County	Prepared By Brian K. Converse, PE, SE	Job Number WHA Job No: 1868D2:
Local Public Agency Marshall County Highway Department	Prime Consultant (Firm) Name Willett, Hofmann & Associates, Inc.	Consultant / Subconsultant Name Willett, Hofmann & Associates, Inc. Note: This is name of the consultant the CECS is being completed for. This name appears at the top of each tab

Remarks

Removal and Replacement of a three span channel beam bridge (SN 062-4702). Right of way title work will be supplied by the County.

PAYROLL ESCALATION TABLE

OVERHEAD RATE COMPLEXITY FACTOR % OF RAISE			% of Contract	35.29%	%00.99
		EAR	Months	မ	11
MONTHS		ESCALATION PER YEAR	Last Date	4/1/2024	3/1/2025
17 10/1/2023 4/1/2024	2/28/2025	ESCAL	First Date	10/1/2023	4/2/2024
CONTRACT TERM START DATE RAISE DATE	END DATE		Year	0	4

The total escalation =

Local Public AgencyCountySection NumberMarshall County Highway DepartmentMarshall23-01121-00-BRConsultant / Subconsultant NameJob NumberWillett, Hofmann & Associates, Inc.WHA Job No. 1868D23

PAYROLL RATES

EXHIBIT D COST ESTIMATE OF CONSULTANT SERVICES (CECS) WORKSHEET FIXED RAISE

MAXIMUM PAYROLL RATE	86.00
ESCALATION FACTOR	1.29%

CLASSIFICATION	IDOT PAYROLL RATES ON FILE	CALCULATED RATE
President & General Manager	\$89.30	\$86.00
Principal Engineering Manager	\$67.09	\$67.96
Engineering Manager	\$65.24	\$66.08
Civil Engineer IV	\$49.60	\$50.24
Civil Engineer III	\$44.89	\$45.47
Civil Engineering Intern II	\$39.77	\$40.28
Civil Engineering Intern I	\$35.14	\$35.59
Engineering Intern	\$24.37	\$24.69
Principal Architectural Manager	\$59.93	\$60.71
Architect Manager	\$58.58	\$59.34
Architect IV	\$53.85	\$54.55
Architect III	\$49.09	\$49.73
Arthitectural Intern II	\$43.17	\$43.73
Architectural Intern I	\$28,85	\$29.22
Architectural Intern	\$23.00	\$23.30
Principal PLS Manager	\$59.05	\$59.81
PLS Manager	\$51.90	\$52.57
PLS IV	\$45.00	\$45.58
PLS III	\$35.62	\$36.08
Technician IV	\$37.88	\$38.37
Technician III	\$29.60	\$29.98
Technician II	\$27.65	\$28.01
Technician I	\$26.30	\$26.64
Survey Worker Foreman	\$31.52	\$31.93
Survey Worker	\$22.15	\$22.44
Survey Worker Intern	\$22.00	\$22,28
Administrative Assistant	\$22.64	\$22.93

Local Public Agency	County	Section Number
Marshall County Highway Department	Marshall	23-01121-00-BR
Consultant / Subconsultant Name		Job Number
Willett, Hofmann & Associates, Inc.		WHA Job No. 1868D23

SUBCONSULTANTS

EXHIBIT D COST ESTIMATE OF CONSULTANT SERVICES (CECS) WORKSHEET

NAME	Direct Labor Total	Contribution to Prime Consultant
Midwest Testing Services, Inc.	7,930.00	793.00
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	A Complete the server	
NO		<u> </u>
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	The state of the s	······································
		3
To the term of the second of t		5
r ger game and a silver		**

Total 7,930.00 793.00

NOTE: Only subconsultants who fill out a cost estimate that splits out direct labor may be listed on this sheet.

Local Public Agency	
Marshall County Highway Department	_
Consultant / Subconsultant Nan	n
Willett, Hofmann & Associates, Inc.	_

County	
Marshall	

Section Number
23-01121-00-BR
Job Number
WHA Job No. 1868D23

DIRECT COSTS WORKSHEET

List ALL direct costs required for this project. Those not listed on the form will not be eligible for reimbursement by the LPA on this project. EXHIBIT D COST ESTIMATE OF CONSULTANT SERVICES (CECS) WORKSHEET

ITEM	ALLOWABLE	QUANTITY	CONTRACT RATE	TOTAL
Lodging (per GOVERNOR'S TRAVEL CONTROL BOARD)	Actual Cost (Up to state rate maximum)		e is	\$0.00
Lodging Taxes and Fees (per GOVERNOR'S TRAVEL CONTROL BOARD)	Actual Cost		1.3	\$0.00
Air Fare	Coach rate, actual cost, requires minimum two weeks'			\$0.00
Vehicle Mileage	notice, with prior IDOT approval Up to state rate maximum		12 10	\$0.00
(per GOVERNOR'S TRAVEL CONTROL BOARD) Vehicle Owned or Leased	\$32.50/half day (4 hours or less) or \$65/full day	1	2 4	\$0.00
Vehicle Rental	Actual Cost (Up to \$55/day)			\$0.00
Tolls	Actual Cost		2 ²⁷ A	\$0.00
Parking	Actual Cost		12. 23	\$0.00
Overtime	Premium portion (Submit supporting documentation)		Mi Sasa	\$0.00
Shift Differential	Actual Cost (Based on firm's policy)	30.00	3 8 1 7 5	\$0,00
Overnight Delivery/Postage/Courler Service	Actual Cost (Submit supporting documentation)		of the first	\$0.00
Copies of Deliverables/Mylars (In-house)	Actual Cost (Submit supporting documentation)			\$0.00
Copies of Deliverables/Mylars (Outside)	Actual Cost (Submit supporting documentation)	e 2 26 10 10 3751		\$0.00
Project Specific Insurance	Actual Cost	100		\$0.00
Monuments (Permanent)	Actual Cost			\$0.00
Photo Processing	Actual Cost			\$0.00
2-Way Radio (Survey or Phase III Only)	Actual Cost	No.	First the state of	\$0.00
Telephone Usage (Traffic System Monitoring Only)	Actual Cost			\$0.00
CADD	Actual Cost (Max \$15/hour)			\$0.00
Web Site	Actual Cost (Submit supporting documentation)		1021	\$0.00
Advertisements	Actual Cost (Submit supporting documentation)			\$0.00
Public Meeting Facility Rental	Actual Cost (Submit supporting documentation)	1. 1. 1. 1.		\$0.00
Public Meeting Exhibits/Renderings & Equipment	Actual Cost (Submit supporting documentation)	12.51		\$0.00
Recording Fees	Actual Cost	- 15		\$0.00
Transcriptions (specific to project)	Actual Cost			\$0.00
Courthouse Fees	Actual Cost			\$0.00
Storm Sewer Cleaning and Televising	Actual Cost (Requires 2-3 quotes with IDOT approval)			\$0.00
Fraffic Control and Protection	Actual Cost (Requires 2-3 quotes with IDOT approval)			\$0.00
Aerial Photography and Mapping	Actual Cost (Requires 2-3 quotes with IDOT approval)			\$0.00
Utility Exploratory Trenching	Actual Cost (Requires 2-3 quotes with IDOT approval)	2 2 2 5		\$0.00
Festing of Soil Samples	Actual Cost	n ⁽¹ , ⊕ co		\$0,00
ab Services	Actual Cost (Provide breakdown of each cost)			\$0.00
quipment and/or Specialized Equipment Rental	Actual Cost (Requires 2-3 quotes with IDOT approval)		1 . 45.5.	\$0.00
				\$0.00
		i meta di		\$0.00
		95/2		\$0.00
		303	F & 0,	\$0.00
	1	OTAL DIREC	CT COSTS:	\$0.00

Marshall County Highway Department

Consultant / Subconsultant Name

Willett, Hofmann & Associates, Inc.

County

Section Number 23-01121-00-BR

Job Number WHA Job No. 1868D23

COST ESTIMATE WORKSHEET
EXHIBIT D COST ESTIMATE OF CONSULTANT SERVICES (CECS) WORKSHEET

167.63% OVERHEAD RATE

COMPLEXITY FACTOR

1	TASK	DIRECT COSTS (not included in			OVERHEAD &		VG 950VGES		
Total Direct Costs Total ====================================	Administration & Project Management	low totals)	STAFF HOURS	PAYROLL	FRINGE BENEFITS	FIXED FEE	OTHERS	TOTAL	% OF GRAND
Trocks y 14	Compilation & Evaluation of Data	V	2	132	222	44	L		7
14 446 747 147	Bench Loop & H/V Controls		2	91	152	30		388	0.36%
Contact Cont	Route and Tono Survey		14	446	747	27,		2/3	0.24%
Clearup Sign 1,505 1,414	the man in the second s	1 To	45	1 437	1007 0	4/		1,340	1.20%
Cleaning	nyurauric ourvey	191	33	200	2,408	474	85 G	4,319	3.879
Total Educations	Download & Tin Model Cleanup		300	320	1,606	316	9	2,880	2.58%
Controlled	Permits		0 8	4/9	802	158		1 439	1 200
Calculations 4 2 202 339 67 6 Hydraulic Report 6 Hydraulic Report 152 6.383 4.296 8.46 Dialinge Design 162 6.383 10,700 2,107 7.29 A Section Line 24 1,059 1,776 3,497 7.7 A Section Line 22 1,726 4,39 7.7 Is 24 1,029 1,726 3.49 Initiag 20 1,329 2,228 4.39 Is 1,136 1,136 1,903 375 Initiag 6 192 321 6 Initiag 6 192 321 6 Initiag 1,136 1,136 1,903 375 Initiag 1,136 1,136 1,903 375 Initiag 1,136 1,136 1,903 1 Initiag 1,136 1,136 1 1 Initiag 1,136 1,136 1	Bridge Condition Report		28	3,232	5,417	1,066		9 715	8 740/
& E Hydraulic Report 61 2,208 3,702 729 Draintage Design 152 6,383 10,700 2,107 Draintage Design 162 6,383 10,700 2,107 A Section Line 24 1,029 1,776 3,497 Is 24 1,029 1,726 349 Is 24 1,029 1,726 3,497 Is 24 1,029 1,726 3,497 Is 20 1,329 2,228 4,39 Is 36 1,136 1,645 3,24 Is 36 1,136 1,903 3,75 Initing 6 6 1,903 3,75 Initing 6 6 6 6 6 Initing 6 6 6 6 6 6 Initing 6 6 6 6 6 6 6 Initing 6 6 6 6 <td>Hydrologic & Hydraulic Calculations</td> <td></td> <td>4 6</td> <td>202</td> <td>339</td> <td>29</td> <td>(60,20,0)</td> <td>808</td> <td>0.75%</td>	Hydrologic & Hydraulic Calculations		4 6	202	339	29	(60,20,0)	808	0.75%
1	Prefiminary Br. Design & Hydraulic Report		\$4	2,208	3,702	729	,	6 630	1000
152 6.383 10,700 2,107	Pavement Roadway & Drainage Design		61	2,563	4,296	846		7 705	0.93%
## 10,597 17,764 3,497 1,297 1,300 262 248 1,300 262 3497 3,497	Structure Design		152	6,383	10.700	2 107		7,70	0.917
## Section Line ## Sec	Specifications	5 3.7 3.8	248	10.597	17 7EA	2, 101		18, 180	17.21%
Section Line 24 1,029 1,1350 2,022 340 1,329 2,228 439 1,329 2,228 439 1,329 2,228 439 1,329 2,228 439 324	O CONTROL O		17	707	1 220	784.0		31,858	28.57%
1,125 340 1,125 340 1,125 340 1,125 340 1,125 340 1,125 340 1,125 340 1,125 340 1,125 340 1,125 340 1,125 324	Cuantries & Checking		24	1000	000,1	797		2,386	2.14%
A Section Line	QAQC		1700	670'1	1,725	340		3.094	277%
V & Section Line C & 22 981 1,645 324 7 Is 36 1,136 1,903 375 7 Inning 1,136 1,903 375 6 7 Inning 1,136 1,903 375 6 6 6 6 7 6	Soil Borings		07	1,329	2,228	439	22	3.996	3.58%
18	Establish Existing ROW & Section Line		6	-	-	t		7.930	7 11%
1,136 1,903 375 1,903 375 1,903 375 1,903 375 1,903 375 1,903 375 1,903 375 1,903 375 1,903 1,90	ROW Plats & Legals		77 56	1861	1,645	324		2,950	2.65%
Direct Costs Total ====> \$0.00 192 321 63 63 63 63 64 64 64 64	ROW Staking & Pinning		9	1,136	1,903	375	84	3.414	3.06%
Direct Costs Total ====> \$0.00 Page 1821 Page 18			٥	192	321	63		576	0.52%
Direct Costs Total ====> Direct Costs Total ====> Direct Costs Total ====> \$0.00 \$27.027 \$44.180 \$7.027 \$44.180 \$7.027 \$44.180 \$7.027 \$44.180 \$7.027 \$44.180 \$7.027 \$44.180 \$7.027 \$7.02				•	•	٠	S	'	7700
Direct Costs Total ====> \$0.00 Page 1821 Page 18				•	:1	•			
Direct Costs Total ====> \$0.00 Page 1821 Page 1821 Page 1822 Page 18				1	•			•	
Direct Costs Total ====> \$0.00 Page 180				•	-	70		0.0	
Direct Costs Total ====> \$0.00 \$271 34.180 \$7.007					•	•			
Direct Costs Total ===> \$0.00 \$ \$21 \$44.80 \$ 57.00 \$				-	-	1	0.000	ľ	
Direct Costs Total ===> \$0.00 \$ \$21 \$4.180 \$ 57.007					1			1	
Direct Costs Total ===> \$0.00 \$ 52.00 F7.907				•	-	•		†	
Direct Costs Total ===> \$0.00 \$				3				'	
Direct Costs Total ===> \$0.00 \$				-	•	•			
821 34 180 57 207	Direct Costs Total ===>							\$793.00	0.71%
200.7	TOTALS		1500	100776				\$0.00	
11,284			07.1	100 th	57,307	11,284	7,930	111.503	100 00%

Printed 9/6/2023 8:30 AM Page 1 of 1

BLR 05514 (Rev. 02/09/23) COST EST

Marshall County Highway Department

Consultant / Subconsultant Name

Willett, Hofmann & Associates, Inc.

County Marshall

Section Number 23-01121-00-BR

Job Number WHA Job No. 1868D23

AVERAGE HOURLY PROJECT RATES

EXHIBIT D COST ESTIMATE OF CONSULTANT SERVICES (CECS) WORKSHEET

					,								,		SHEET	~	R	4	
									=										
PAYROLL	AVG	TOTAL PROJ. RATES	J. RATES		Adminis	nistration & Project Management		Compilati	Compilation & Evaluation of Data		ench! o	Bench Loop & HW Controls	Controls	o o o	Doubs and Tong Summer		<u> </u>		-
	HOURLY	Hours	%	Wgtd	Hours	%	Wgtd	Hours	%	Wgtd	Hours	%		Hours	%	Watd	Hours	%	World
CLASSIFICATION	RATES		Part	Avg		Part.	Avg		Part.	Avg		Part			Part	Ava		Part	Ava
President & General Manager	86.00	0.0												ş:		77	77	י	SAV.
Principal Engineering Manager	67.96	8.0	0.97%	99.0									Ī				\int		
Engineering Manager	66.08	52.0	6.33%	4.19	2	100.00%	66.08												T
Civil Engineer IV	50.24	0.0						-						1	T				
Civil Engineer III	45.47	309.0	37.64%	17.11				2	100.00%	45.47	\dagger			100			<u> </u>		
Civil Engineering Intern II	40.28	60.0	7.31%	2.94				┢	+-					1	T		\int		
Civil Engineering Intern I	35.59	0.0									Ţ		1	: 18					
Engineering Intern	24.69	0.0			ů.						-						+		T
Principal Architectural Manager	60.71	0.0			8					Ì									
Architect Manager	59.34	0.0								T							*:	100	
Architect IV	54.55	0.0									£:			\dagger	T			23	T
Architect III	49.73	0.0																T	
Arthitectural Intern II	43.73	0.0						34		2.00								T	T
Architectural Intern I	29.22	0.0								T		T							
Architectural Intern	23.30	0.0			-			-				T			T		(32		
Principal PLS Manager	59.81	24.0	2.92%	1.75	Œ					-	2	14.29%	8.54				+		
PLS Manager	52.57	0.0						-		٠	H						†		
PLSIV	45.58	0.0								1.	200								
PLS III	36.08	0.0									19								Τ
Technician IV	38.37	144.0	17.54%	6.73						1	34.						3	T	
Technician III	29.98	84.0	10.23%	3.07														T	
Technician II	28.01	32.0	3.90%	1.09				(† 20									33		
Technician I	26.64	0.0	*				2515				-								
Survey Worker Foreman	31.93	0.66	12.06%	3.85			14.56		-		9	42.86%	13.68	45	100.00%	31.93	8	100.00%	31.93
Survey Worker	22.44	6.0	0.73%	0.16			20-44				-	42.86%	9.62	٥.			-		
Survey Worker Intern	22.28	0.0			¥ 49		2024			2									
Administrative Assistant	22.93	3.0	0.37%	0.08	,			i i		je.		 							
SINTOT			/9007	944.64	8			- 6							┢				
200		0.120	_	\$0.15¢	7.0	100.00%	\$00°08	0.5	100%	\$45.47	14.0	300L	\$31.84	45.0	100%	531.93	30.0	100%	\$31.93

BLR 05514 (Rev. 02/09/23) AVG 1

Marshall County Highway Department

Consultant / Subconsultant Name Willett, Hofmann & Associates, Inc.

County Marshall

Section Number 23-01121-00-BR

Job Number WHA Job No. 1868D23

AVERAGE HOURLY PROJECT RATES
EXHIBIT D COST ESTIMATE OF CONSULTANT SERVICES (CECS) WORKSHEET

											,				SHEET	2	٩	4	
PAYROLL	AVG	Down	Download & Tin Model Cleanup	Model .		Permits		Bridge	Bridge Condition Report	Report	Hydro	Hydrologic & Hydraulic Calculations	fraulic	Prelimir	Preliminary Br. Design &	esign &	Paven	Pavement Roadway &	way &
CI ASSIFICATION	HOURLY	Hours	%	Wgtd	Hours	%	Wgtd	Hours	%	Wgtd	Hours	%	Wgtd	Hours	%	Watd	Hours	S % N	World
President & General Manager	200		ran	Avg		Part	Avg		Part	Avg		Part.	Avg		Part	Avg		Part	Ava
Principal Engineering Manager	99.00	\int																	n
rinchai Ergineering Manager	95.79										210			-			_	2 63%	14
Engineering Manager	90.99							100 E	25.00%	16.52	4	8.33%	5.53	V	6 55%	133		2.02%	2
Civil Engineer IV	50.24										*		3		8,000	3			
Civil Engineer III	45.47				8	48.78%	22 18	~	75,00%	24.40	36	75 000,	3	1					
Civil Engineering Intern II	40.28	9						,	2000	2	8	73.00%	2,4	32	52.46%	23.86	84	31.58%	14.36
Civil Engineering Intern I	35.59							8						12	1		48	31.58%	12.72
Engineering Intern	24.69																		
Principal Architectural Manager	60.71				±1									+	1				
Architect Manager	59.34										1	1		7					
Architect IV	54.55														1				
Architect III	49.73																		
Arthitectural Intern II	43.73													+	1	1		1	
Architectural Intern I	29.22													†	1	1	1		
Architectural Intern	23.30	ñ			1.7										1		1	1	
Principal PLS Manager	59.81	8	100.00%	59.81				E			4							1	
PLS Manager	52.57	1						1									1		
PLSIV	45.58	-			- 1			8					T				ĵi.		
PLS III	36.08											\uparrow			1		J	1	
Technician IV	38.37				23	24.39%	9.36				ď	16 67%	9	ţ	, at 2	1	1		:
Technician III	29.98	197			22	24.39%	7.31	1000			2	2	3	╁	6,070	8 8	7	34.21%	13.13
Technician II	28.01	<u> </u>									0 41			╁	13.07%	08.6	24		
Technician I	26.64				3117										†			†	
Survey Worker Foreman	31.93							4						ं	\dagger	Ť	1		T
Survey Worker	22.44	.6									100				†		0.00	1	T
Survey Worker Intern	22.28				Ŷ.									100	T			1	
Administrative Assistant	22.93				7	2.44%	0.56			=				5	1.64%	0.38	1		Τ
TOTALS		8.0	100%	\$59.81	82.0	100%	\$39.41	0.4	100%	\$50.62	48.0	100%	\$46.04	2	_	Η.	ç	1	
												1	10.00	2:15	4	-	132.0	100%	\$42.UU

BLR 05514 (Rev. 02/09/23) AVG 2

Marshall County Highway Department

Consultant / Subconsultant Name Willett, Hofmann & Associates, Inc.

County Marshall

Section Number 23-01121-00-BR

Job Number

AVERAGE HOURLY PROJECT RATES

EXHIBIT D COST ESTIMATE OF CONSULTANT SERVICES (CECS) WORKSHEET

CLASSIFICATION RATES Part Avgta President & General Manager 86.00 24 9.68% 6.40 Principal Engineering Manager 66.08 24 9.68% 6.40 Civil Engineer IV 50.24 120 48.39% 22.00 Civil Engineering Intern II 45.47 120 48.39% 22.00 Civil Engineering Intern II 40.28 22.00 22.00 Civil Engineering Intern II 40.28 24.69 22.00 Civil Engineering Intern II 49.73 24.69 24.69 24.69 Principal Architectural Intern II 49.73 24.69 24.69 24.69 24.69 Architectural Intern II 43.73 24.55 26.55 26.57 26.57 Architectural Intern II 29.21 29.81 25.25 20.97% 8.05 PLS Manager 52.57 20.97% 6.29 20.97% 6.29 Publician IV 29.98 52 20.97% 6.29	Hours 1 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9	%	Specifications	Quantitie	Quantities & Checking	cing	ď	QA/QC		Soil B	Soil Borings	Estab	Establish Existing ROW & Section Line	ROW &
Int & General Manager 86.00 I Engineering Manager 67.96 I Engineering Manager 66.08 24 9.68% I Engineer IV 50.24 I Good 24 9.68% I Good 24 9.68% I Good 24 9.68% I Architectural manager 35.59 I Architectural Manager 59.34 I Manager 59.34 I Hill 43.73 I Architectural Manager 59.22 I Architectural Manager 59.27 I Manager 59.27 I Hill 43.73 I PLS Manager 59.81 I Architectural manager 59.81 I Architectural manager 59.81 I Manager 52.57 I I I 29.98 52 20.97% I I I 29.98 52 20.97% I I I 29.98 52 20.97% I I I 10.50 I I I 10.50 I I I 10.50 I I 1		Part	Wgtd I	Hours	% v	Wgtd H	Hours	W %	Wgtd He	Hours %	-	Hours		1-
in Engineering Manager 66.08 24 9.68% gineer IV 50.24 120 48.39% gineer IV 45.47 120 48.39% gineering Intern II 40.28 24.69 10.28 24.69 24.69 24.69 24.69 24.69 24.69 24.69 24.69 24.69 24.69 24.69 24.69 24.69 24.69 25.34 25.55 25.34 24.69 25.25 25.35 25				1	╀		1	╀		-	Sec.	-	רמור	ñ.
Fining Manager 66.08 24 9.68% gineer IV 50.24 120 48.39% gineer III 45.47 120 48.39% gineer III 40.28 10.28 10.28 10.28 10.28 10.28 10.28 10.28 10.28 10.28 10.28 10.28 10.28 10.29						*	4	20.00% 13	13.59	1 12	<u> </u>			
gineer IV 50.24 120 48.39% gineer III 45.47 120 48.39% gineering Intern II 40.28 24.69 25.20 20.97% and Intern II 29.98 52 20.97% and III 29.98 52 20.97%		5.88%	3.89	10.4%			,£	╀	52.87		-			
gineer III 45.47 120 48.39% gineering Intern II 40.28 gineering Intern I 35.59 signeering Intern I 35.59 signeering Intern I 24.69 the Manager 60.71 the Manager 60.71 the Manager 60.71 the Manager 59.34 the III 49.73 the III 49.73 the III 29.81 the Manager 59.81 the Manager 59.87 the Manager 59.88 the Manager 59.87 the Manager 59.88 the Manager 59.87 the Manager 59.88 t						-	+	╀		100				
gineering Intern II 40.28 gineering Intern I 35.59 ring Intern 24.69 Architectural Manager 60.71 Architectural Manager 60.71 At Manager 59.34 At IV 54.55 At III 49.73 tural Intern II 29.22 tural Intern I 29.27 tural Intern I 29.87 an IV 38.37 52 20.97% an III 29.98 so on of the control of the		94.12%	42.80	12 5	50.00%	22.74		-						
gineering Intern 1 35.59 24.69 24.69 24.69 24.69 24.69 24.69 24.74 24.72 24.59 25.34 24.72 25.35 25.35 25.35 25.25		,	- 1	12 5	┝	20.14	201				-	_		
I Architectural Manager 60.71 60.71 60.71 60.71 60.71 40.83 4 40.73 60.84 40.73 60.84 60.71 60.71 60.72 60.73 60.82 60.81 60.82 60.87 60.88 60.88 60.87 60.88 60.87 60.88 60.87 60.88 60.87 60.87 60.88 60.87 60.8				12	┼	20						1		
### Architectural Manager				i g	-	14	200	-	æ					
t Manager 59.34 t IV 54.55 t III 49.73 tural Intern II 29.22 tural Intern I 29.22 tural Intern I 29.81 the SManager 52.57 tager 52.57 tager 52.697% tan III 29.98 52 20.97% tan III 29.98	V		37	1.		5 TV		-		ĺ.		29		
t IV 54.55 49.73 49.73 49.73 40.73 40.73 40.73 40.73 40.73 40.73 40.73 40.73 40.73 40.73 40.73 40.74 40.75 40.78 4			175						\vdash	2				
till 49.73 43.73 43.73 43.73 43.73 43.73 43.73 43.73 43.73 43.84 45.58 4	V.		***				1000							
bural Intern II 43.73 cural Intern I 29.22 cural Intern 23.30 I PLS Manager 59.81 In PLS Manager 52.57 A5.58 45.58 an IV 38.37 an III 29.98 52.97% 52.97%			674.7							100				
turral Intern 1 29.22 2.30 2.30 2.30 In Intern 23.30 59.81 52.57 2.30 2.30 2.30 2.30 2.30 2.30 2.30 2.30			243		-	_			-	20	-	L		
1 PLS Manager 59.81 59.81 104.00 10 10 10 10 10 10 10 10 10 10 10 10 1	15 B		22700	Y.	-		5	-		L	-	17		
In PLS Manager 59.81 52.57 and the state of	1 (a) 2 (a)		3.25	100	_				1,11	11.0				
nager 52.57 45.58 45.58 ian IV 38.37 52 20.97% ian III 29.98 52 20.97%			1.5		-	S			ý.			5	45.45%	27 19
16.08 36.08 20.97% an III 29.98 52 20.97%				1				-	-		+		2	21:12
Sign IV 38.37 52 20.97% cian III 29.98 52 20.97%	7.0		24		-	i.			-		-			
38.37 52 20.97% 29.98 52 20.97%				3 8					┞		-			
29.98 52 20.97%	St. 5455			0.0		74.	7							
	- S			*	-	in the	12.	_				. 1		
dindan ii	V 2 - 7.1		\$1.7°	1 1	_		1775		741			17.55		
Technician 1 26.64	77.1		27-		-	15			<u> </u>	E				
Survey Worker Foreman 31.93	11.	-		1	-	110	1.1			24.		12	54.55%	17.42
Survey Worker 22.44	100		1 5	*				_	-	. e	 			
Survey Worker Intern 22.28					-				,92	÷	-	L		
Administrative Assistant 22.93	100		g es			<i>.</i>	20 20 30 30							
TOTAL CT. C.	7	,	00	 6		- 0						-		

BLR 05514 (Rev. 02/09/23) AVG 3

Marshall County Highway Department

Consultant / Subconsultant Name

Willett, Hofmann & Associates, Inc.

County Marshall

Section Number 23-01121-00-BR

Job Number

AVERAGE HOURLY PROJECT RATES

EXHIBIT D COST ESTIMATE OF CONSULTANT SERVICES (CECS) WORKSHEET SHEET

								8			R				SHEET	4	გ	4	
PAYROLL	AVG	ROV	ROW Plats & Legals	egals	ROW	ROW Staking & P	& Pinning						1						
CLASSIFICATION	HOURLY RATES	Hours	% Part	Wgtd	Hours		Wgtd	Hours	% to	Wgtd	Hours	× 1	Wgtd	Hours	%	Wgtd	Hours	%	Wgtd
President & General Manage	86.00	9 27			7		P. C.			Ŝ	1	Tag L	SA BA	1	Part	Avg		Part	Avg
Principal Engineering Manag	L										2								
Engineering Manager	_				0			111 1											
Civil Engineer IV	50.24				200			1			11 2								
Civil Engineer III	45.47				10,000							1	1	: i	1				
Civil Engineering Intern II	40.28				57%								†	1	1				
Civil Engineering Intern I	35.59	7			100						10 10 10		1		1		1		
Engineering Intern	24.69				12			5 5				Ô	1	†	1		8		
Principal Architectural Mana	60.71							3					1						
Architect Manager	59.34							3865		1		T	1				34 100 11		
Architect IV	54.55				2000			37.				1							
Architect III	49.73	y ⁽³						1								1			
Arthitectural Intern II	43.73	9															1		
Architectural Intern I	29.22	10 20						57.600		T			1		1		50	1	
Architectural Intern	23.30														1				1
Principal PLS Manager	59.81	4	11.11%	6.65						Ī							2	1	1
PLS Manager	52.57	100						1		T			†	e e					
PLS IV	45.58	1								T			T		1		ď		
PLS III	36.08	1						100				†	T	1 0	1	1	1		
Technician IV	38.37			83							200	†		+	1			1	T
Technician III	29.98				1						3	1						1	
Technician II	28.01	32	88.89%	24.90							11 02		†	1 11	1			1	
Technician 1	26.64	200									ACT STATE		1				†	1	
Survey Worker Foreman	31.93	ļ.			9	100.00%	31.93	35				†			†		†	1	T
Survey Worker	22.44							88							†			1	
Survey Worker Intern	22.28	1000						* 1				1	T			1			T
Administrative Assistant	22.93							51					53.						
TOTALS	11	36.0	100%	\$31.54	6.0	100%	531 93	6	%	5	5	8	8	5	į	3	;	;	
								;	, ,	22:22	3	85	\$0.00	33	%n	\$0.00	0.0	%	\$0.00