

Exhibit C - Schedule of Rates

Task	Cost
Phase 1: Draft BEI	
Task 1.1 Client Communications and Project Management	\$ 44,538
Task 1.2 60% Restoration Designs	\$ 64,098
Task 1.3 Additional Topographic Survey (external)	\$ 23,650
Task 1.3a Topographic Survey Support	\$ 4,963
Task 1.4 Hydrology and Hydraulics Modeling	\$42,684
Task 1.5 Basis of Design Report	\$18,310
Task 1.6 Financial Securities Analysis and Schedule	\$5,352
Task 1.7 Development and Interim Management Plan	\$75,110
Task 1.8 Long-term Management Plan and Endowment Fund Analysis and Schedule	\$28,220
Task 1.9 Credit Evaluation	\$18,540
Task 1.10 Service Area Narratives and Figures	\$8,880
Task 1.11 Draft BEI and Supporting Exhibits	\$85,732
Task 1.12 Permitting Assistance	\$75,000
Task 1.13 Directed Services	\$56,056
Phase 2: Final BEI	
Task 2.1 Final Restoration Modeling	\$11,300
Task 2.2 Final 60% Restoration Design	\$8,458
Task 2.3 Final BEI Package	\$16,836
Phase 3: Construction Bid Packages Tasks	
Task 3.1 Draft 100% PS&Es	\$45,756
Task 3.2 Final 100% PS&Es	\$18,157
Phase 4: Implementation Support Services (optional)	
Task 4.1 Irrigation Design Guidance (optional)	\$8,349
Task 4.2 Plant Procurement Coordination (optional)	\$15,113
Task 4.3 Contractor Selection Support (optional)	\$16,170
Total without Optional Services:	\$651,621
Total with Optional Services	\$692,204



RATE SCHEDULE

Effective: January 1, 2023



Director/Principal.....	\$256-272
Senior Associate	\$237-256
Associate.....	\$210
Senior Scientist.....	\$185
Scientist.....	\$171
Senior Technician.....	\$147
Technician	\$123

Rates shown are per hour and subject to an annual adjustment each January 1st.

Necessary project expenses and subconsultants are billed at cost plus ten percent.

Landscape Design

Senior Restoration Designer	\$256
Sr Associate Landscape Architect.....	\$237
Associate Landscape Architect	\$210
Landscape Architect	\$185
Senior Landscape Designer	\$171
Landscape Designer II	\$147
Landscape Designer I	\$132

Environmental Planning

Environmental Planning Director.....	\$256
Senior Environmental Planner	\$256
Senior Open Space Planner	\$256
Sr Associate Environmental Planner	\$237
Associate Environmental Planner.....	\$210
Environmental Planner II	\$185
Environmental Planner I	\$171
Assistant Environmental Planner II	\$147
Assistant Environmental Planner	\$132

Conservation Strategies

Conservation Strategies Sr Project Mgr.....	\$256
Conservation Strategies Sr Associate	\$237
Conservation Strategies Associate.....	\$216
Conservation Strategies Sr Scientist.....	\$190
Conservation Strategies Scientist	\$173
Conservation Strategies Sr Technician	\$154
Conservation Strategies Technician.....	\$136

Engineering

Senior Engineer	\$256
Sr Associate Engineer	\$237
Associate Engineer.....	\$216
Engineer II	\$190
Engineer I	\$173
Assistant Engineer II	\$154
Assistant Engineer	\$136

GIS Mapping & Analysis

GIS Manager	\$237
GIS Professional II.....	\$198
GIS Professional	\$171
GIS Sr Technician	\$147
GIS Technician.....	\$132

Compliance Monitoring

(Overtime = Rate x 1.5)

Project Biologist.....	\$100
------------------------	-------

Field Specialists

Senior Field Technician.....	\$171
Field Technician	\$132
Junior Field Technician	\$106

Clerical Support	\$91
Expert Witness	Rate x 1.5