R-009-2025 minal R-214-2018 tract #084-2018

				K-nna
_	LEXINGTON-FAYETTE URBAN COUNTY	Date:	December 4, 2024	ži į
ည	z	Project:	Citation Boulevard P-IIIA	
	Page 1 of 2	Location:	Citation Boulevard	
To (Co HDR F	To (Contractor):	Contract No.	084-2018	
333 W.	333 W. Vine Street, Suit 1400	Original Contract Amt.	\$366,360.00	
Lexing	Lexington KY 40507	Cumulative Amount of	000	
		Previous Change Orders	00:00	
		Percent Change - Previous Change Orders		0.00%
		Total Contract Amount Prior to this Change Order	\$366,360.00	
		Contract Mod No.	1	
	You are hereby requested to comply with the following changes from the original contract and Scope of Work;	owing changes from the origina	al contract and Scope of Work;	
	Cure	Current Change Order		
Item No.	Description of changes-quantities, unit prices, change in completion date, etc.	Decrease in contract price	Increase in contract price	
7	Design Services for Citation Boulevard Phase - IIIA		\$85,020.00	
	Total decrease	\$0.00		
	Total increase		\$85,020.00	
	Net Amount of this Change Order	\$85,020.00		
	New Contract Amount Including this Change Order	\$451,380.00		
	Percent Change - This Change Order			23.21%
	Percent Change - All Change Orders			23.21%
	The time provided for the completion in the contract	_	and all provisions of the contract will apply hereto	
Recor	Recommended by the Character Character Second Secon	MProj. Engr.) Date	Date DEC 4, 2024	
Accep	Accepted by	(Contractor) Date	Date 12.4.24	
Appro	Approved by	(Director)	Date 12/10/24	
Appro	Approved by I Dundy Michel	(Commissioner)	Date 12/11/24	
Appro	Approved by Offinds) Porton	(Mayor or CAO)	Date 1/24/25	

	Page 2 of 2		
		PROJECT: Citation Boulevard Phase IIIA	
J	USTIFICATION FOR CHANGE	CONTRACT NO.: 084-2018	
		CONTRACT MOD: 1	
1.		orate design changes from Right-of-Way Acquisition, difications, modifications to alignment, and additional	
2.	Is proposed change an alternate	bid?Yes _X_No	
3.	Will proposed change alter the p	hysical size of the project?Yes _X_No	
	If "Yes", explain.		
4.	Effect of this change on other pr	ime contractors: N/A	
5.	Has consent of surety been obta	nined?Yes _X_Not Necessary	
6.	Will this change affect expiration	or extent of insurance coverage? X Yes No	
	If "Yes", will the policies be exter	nded? X Yes No	
7.	Effect on operation and mainten	ance costs: N/A	
8.	Effect on contract completion da Change Order Council Ratification	te: Completion date will be extended 360 days from on.	
Mav	or or CAO	Date	
- 7			

Attachment - A



Citation Boulevard Phase IIIA Contract Modification #1 Scope Summary

Survey: 48 hours

These hours are for the eventual staking of the revised right of way plats on PHIIIA:
 Parcel 136, 137, and 139.

Right of Way Plans: 190 hours

• These hours are for additional Right of Way Plan preparation work for the shifted alignment, the Red Cross Entrance, the Winburn Bus lane, the Asbury Lane Route addition, and the PHIIIA parcels edited by the Basin/Drainage: Parcel 102, 136, 137, 139, 145, and 149.

Final Plan Preparation: 193 hours

- These hours are for the Phase IIIA drainage changes and rerouting required for the addition of the basin, the shifted alignment, the addition of Asbury Lane.
- These hours are for the requested basin regrading to reduce footprint.
- These hours are for plan and design work related to the Red Cross Entrance and the Winburn School bus entrance.

QA/QC: 8 hours

• These hours are for detail checking, QC, and QA for the work mentioned above in the revised scope.



KENTUCKY TRANSPORTATION CABINET

Department of Highways

DIVISION OF PROFESSIONAL SERVICES ENGINEERING AND RELATED SERVICES FEE PROPOSAL

TC 40-2 Rev. 12/2022 Page 1 of 1

SECTION 1: PROJECT INFORMATION

DATE:	Dec 6, 2024	COUNTY:	Fayette	ITEM #:	7-447			
PROJECT:	Citation Boulevard Phase III-A							
DESC:	Contract Mod. #2	Contract Mod. #1: Align. Shift, Basin Edit, Drainage Impacts, Red Cross Ent., Win. School Ln, Asbury Ln.						

SECTION 2: BUDGET INFORMATION

FEE CONSIDERATIONS	PROPOSED HOURS	NEGOTIATED HOURS	VERAGE RATE	E	STIMATED COST
Survey	48		\$ 52.34	\$	2,512.32
Right-of-Way Plans	190		\$ 65.36	\$	12,418.40
Final Plans	193		\$ 65.36	\$	12,614.48
QA/QC	8		\$ 76.73	\$	613.84
				\$	290
				\$	14
				\$:=:
				\$	1 ,0 1
				\$	
				\$	-
TOTAL PRODUCTION HOURS & PAYROLL	439			\$	28,159.04

OVERHEAD (157	7.94 %)	\$ 44,474.39
PROFIT (1	5.00 %)	\$ 10,895.01
COST OF MONEY (0.45 %)	\$ 127.42

DIRECT COSTS	F	TNUOMA
Mileage	\$	487.20
Meals	\$	60.00
Survey Crew Travel Time	\$	816.50
Lodging	\$	-
Printing and/or Misc.	\$	4
TOTAL DIRECT COSTS	\$	1,363.70

SUBCONSULTANTS	AMOUNT
	<u>j</u>
TOTAL SUBCONSULTANTS	\$ -

TOTAL FEE	\$ 85,020

SECTION 3: SIGNATURE

*Rounded to the nearest dollar

FIRM NAME: HDR ENGINEERING, INC.	SIGNED BY: Kyle R.	Guthrie
	Vice President/Area Manager	
CONSULTANT SIGNATURE	TITLE	DATE
PROFESSIONAL SERVICES SIGNATURE	TITLE	DATE

TRANSPORTATION CABINET DEPARTMENT OF HIGHWAYS CLASSIFICATIONS AND DETERMINATION OF AVERAGE RATES

COUNTY PROJECT ITEM NO.

Fayette

Citation Boulevard Phase III-A

7-447

Position	12/6/2024 Rate	Es	scalated Rate 2.493%	% Classification		Cost
	Surv	ey			-	
Principal Project Manager	\$ 103.34	\$	105.92	10%	\$	10.59
Project Manager Sr. 1	\$ 61.20	\$	62.73	30%	\$	18,82
Graphic Designer Sr	\$ 48.45	\$	49.66	30%	\$	14.90
Survey Technician	\$ 26.14	\$	26.79	30%	\$	8.04
Average Rate				100%	\$	52.34
	Right Of W	ay P	lans			
Principal Project Manager	\$ 103.34	\$	105.92	10%	\$	10.59
Project Manager Sr. 2	\$ 74.16	\$	76.01	30%	\$	22.80
Project Engineer 2	\$ 51.98	\$	53.28	60%	\$	31.97
Average Rate				100%	\$	65.36
	Final P	lans				
Principal Project Manager	\$ 103.34	\$	105.92	10%	\$	10.59
Project Manager Sr. 2	\$ 74.16	\$	76.01	30%	\$	22.80
Project Engineer 2	\$ 51.98	\$	53.28	60%	\$	31.97
Average Rate				100%	\$	65.36
	QA/0	ЭC				
Principal Project Manager	\$ 103.34	\$	105.92	10%	\$	10.59
Project Manager Sr. 2	\$ 74.16	\$	76.01	80%	\$	60.81
Project Engineer 2	\$ 51.98	\$	53.28	10%	\$	5.33
Average Rate				100%	\$	76.73

Escalated rate increase based on midpoint of project. Maximum allowed salary increase is 5%.

Notice to Proceed
 Midpoint of Project
 Final Plans
 11/1/2024
 2/22/2025
 6/15/2025

Audited Rates as of: 8/24/2024
 Midpoint of Project 2/22/2025
 Days (7/29/2023 to Midpoint) = 182

182 Days + 365 = 0.499 Years
0.499 Years x 5% per year 2.493% = Escalation Rate

COUNTY	Fayette	PROJECT TYPE			
ROUTE	Citation Boulevard Phase III-A	CONSULTANT		HDR Enginee	ring, Inc.
	Contract Mod. #1: Align. Shift, Basin Edit, Drainage	REVIEWED BY			gr.
DESC	Impacts, Red Cross Ent., Win. School Ln, Asbury Ln.	NETIEWED BY			
DESC	The stay is a state with the stay and the stay and				
		PREPARED BY			
TEM NO.	7-447	DATE		12/6/2024	
	SURVEY				
No	TEM	CREW	UNIT	AMOUNT HR	S/UNIT HOUR
No.			UNII	AMOUNT TIN	3/UNIT HOUR
1	Control - (existing)		Mile	T 1	
2	Utilities - (data gathering, identification & contact)	1	No.		
3	Drainage - (sink holes, streams, pipes, etc.) CONTROL	11	Mile		
4	Horizontal	2	Mile		
5	Vertical	2	Mile		
6	Process data	1	Mile		
0	PLANIMETRIC SURV		livine		
7	Planimetric location (specify complete, pickup or update)	2	Mile		
8	Subsurface Utility Engineering, Quality Levels C & D	1	Mile		
9	Subsurface Utility Engineering, Quality Level B	1	LS		
10	Subsurface Utility Engineering, Quality Level A	1	LS		
11	Process data		Mile		
- ''-	TERRAIN SURVE		liville		
12	DTM data collection (Items 11-18 not required if used)	2	Acre		
13	Verify terrain model accuracy	2	Mile		
14	Tie-ins	2	No.		
15	Drainage situations survey (Bridge)	2	No.		
16	Drainage situations survey (Culvert)	2	No.		
17	Drainage pipe section (non-situation size)	2	No.		
18	Flood plain data	2	No.		
19	Railroad Surveys	2	No.		
20	Additional necessary DTM data (specify pickup or update)	2	Acre		
21	Process data	1	Mile		
	ESTABLISH PROPERTY LINES				
22	Contact & Interview Property Owners	1	Parcel		
23	Field tie property lines/corners	2	Parcel		
	STAKING		J. 5 5.		
24	Stake centerlines, approaches, detours	2	Mile		
25	Stake core holes - structures (unit is per structure)	2	No.		
26	Stake core holes - roadway (unit is per core hole)	2	No.		
	SURVEY MISCELLANE				
27	Determine roadway elevations (Crown and EP)	2	Mile		
28	Environmental areas	2	No.		
29	Set Property Corner Pins for R/W Acquisition	2	Parcel	3	8
	SURVEY TOTAL	1/			

vio.	ПЕМ	UNIT	AMOUNT HRS/UNIT	HOURS
30	Computer setup	LS		
31	Prepare existing manuscripts	Mile		
32	Establish approximate property lines and ownership	Parcel		
33	Study and develop typical sections	No.		
34	Study and develop horizontal alignments	Mile		
35	Study and develop vertical alignments	Mile		
36	Create and evaluate proposed roadway models	Mile		
37	Design entrances	No.		
38	Pre-size pipes (all alternates)	No.		
39	Pre-size culverts (all alternates)	No.		
40	Pre-size bridges (all alternates)	No.		
1a	Conduct Traffic Engineering Analysis (Basic; Highway Capacity Manual Procedures)	Intersection		
1b	Conduct Traffic Engineering Analysis (Advanced; Micro-simulation)	Intersection		
42	Study and development of interchange	No.		
43	Study and development of intersection	No.		
44	Study and develop maintenance of traffic plan	LS		
45	Plot/print copies of plans for team meeting and inspections	LS		
46	Calculate preliminary quantities and develop cost estimates	Alt.		
47	Revise plans and estimates	LS		
48	Preliminary Right of Way with taking areas	Parcel		_
49	Prepare Design Executive Summary	LS		
50	Develop/document "Avoidance Alternatives to Water Related Impacts"	LS		
	PRELIMINARY LINE & GRADE MISCELLANEOUS			
51				
52				
53				
54				
55				

11/25/2024

No.	ПЕМ	PERSONS	UNIT	AMOUNT	HRS/UNIT	HOURS
56	Utility Coordination Meeting	2	No.			
57	Develop Utility Relocation Layout Sheets (1"=200"		Mile	_		
58	Develop Utility Relocation Plans (1"=50')		Mile			
	UTILITY COORDINATION	ON MISCELLANEOUS				
59						
	UTILITY COORDINATION TOTAL					
	RIGHT OF V	NAV DI ANG				_
No.	RIGHT OF V	TEM TEM	UNIT	AMOUNT	HRS/UNIT	HOURS
60	Deed research		Parcel	0		
61	Establish property and ownership		Parcel	0		
62	Calculate Right of Way		Parcel	6	4	2
63	Prepare legal descriptions		Parcel	6	6	3
	Complete Right of Way summary sheet		Parcel	6	1	
64	Complete right of Way Summary Sheet		12.		4	
	Generate Right of Way strip map (scale 1" = 100)	Sheet	1	4	
65)	Sheet	1 1	8	
64 65 66 67	Generate Right of Way strip map (scale 1" = 100			1 1		1
65 66	Generate Right of Way strip map (scale 1" = 100 Prepare Right of Way Plans Submittal Right of Way revisions after Right of Way submitts R/W PLANS MIS	al	LS	1 1	8	1
65 66 67 68	Generate Right of Way strip map (scale 1" = 100 Prepare Right of Way Plans Submittal Right of Way revisions after Right of Way submitts R/W PLANS MIS Deed Research for Existing Alignments	al	LS	1 1	8	1
65 66 67 68 69	Generate Right of Way strip map (scale 1" = 100 Prepare Right of Way Plans Submittal Right of Way revisions after Right of Way submitts R/W PLANS MIS Deed Research for Existing Alignments Deed Research for Existing Parcels	al SCELLANEOUS	LS LS	1 1	8	1
65 66 67 68 69 70	Generate Right of Way strip map (scale 1" = 100 Prepare Right of Way Plans Submittal Right of Way revisions after Right of Way submitts R/W PLANS MIS Deed Research for Existing Alignments Deed Research for Existing Parcels Prepare Legal Descriptions for Right of Way trans	al SCELLANEOUS	LS LS	1 1	8	
65 66 67 68 69 70 71	Generate Right of Way strip map (scale 1" = 100 Prepare Right of Way Plans Submittal Right of Way revisions after Right of Way submitts R/W PLANS MIS Deed Research for Existing Alignments Deed Research for Existing Parcels	al SCELLANEOUS	LS LS LS Parcel	1 1 1	8	1
65 66	Generate Right of Way strip map (scale 1" = 100 Prepare Right of Way Plans Submittal Right of Way revisions after Right of Way submitts R/W PLANS MIS Deed Research for Existing Alignments Deed Research for Existing Parcels Prepare Legal Descriptions for Right of Way trans	al SCELLANEOUS	LS LS LS Parcel Parcel	1 1 1 1	8 16	
65 66 67 68 69 70 71	Generate Right of Way strip map (scale 1" = 100 Prepare Right of Way Plans Submittal Right of Way revisions after Right of Way submitts R/W PLANS MIS Deed Research for Existing Alignments Deed Research for Existing Parcels Prepare Legal Descriptions for Right of Way trans	al SCELLANEOUS	LS LS LS Parcel Parcel	1 1 1 1	8 16	

Mo	Tru	UNIT	AMOUNT	HRS/UNIT	HOUDS
No.	ITEM Computer setup	LS	AMOUNT	HR5/UNII	
81	Update existing topography and terrain model	Mile			
82	Refine alignments (horizontal & vertical)	Mile	0.5	16	
83		No.	0.5	10	
84	Develop pavement design Finalize templates & transitions	No.	3	2	
85		Mile	0.5		
	Develop final roadway model				
86	Develop proposed design	Mile	0.5	Line and the same	
87	Generate plan sheets (scale 1" = 20")	Sheet	5		
88	Generate profile sheets (scale 1" = 20")	Sheet	5		
89	Detail cross sections (scale 1" = 5")	No.	12	1	1:
90	Design entrances	No.			
91	Revise roadway plans from soils report	Mile			
	DRAINAGE				
92	Develop pipe sections (< 54")	No.	10		
93	Develop drainage system map	Mile	0.5	16	
94	Develop drainage situation (bridge)	No.			
95	Develop drainage situation (culvert)	No.			
96	Develop blue line stream channel change (=> 200')	No.			
97	Drainage analysis (entrance pipes)	No.			
98	Drainage analysis (A < = 200 acres)	No.			
99	Drainage analysis (200 acres < A < 1.0 sq. mile)	No.			
100	Drainage analysis (A = > 1.0 sq. mile) level 1 analysis	No.			
101	Drainage analysis (A = > 1.0 sq. mile) level 2 analysis	No.			
102	Drainage analysis (A = > 1.0 sq. mile) level 3 analysis	No.			
103	Special drainage studies	No.			
104	Roadway ditches and channels	Mile			
105	Develop Erosion Control Plan	Mile			
106	Inlet spacing calculations	No.	14	1	
107	Storm sewers calculations	No.	14	1	
108	Perform scour analysis	No.			
109	Assemble preliminary and final drainage folders	LS	0	0	
110	Prepare advanced situation folder - bridge	No.			
111	Prepare advanced situation folder - culvert	No.			
	DRAINAGE MISCELLANEOUS				
112					
113					
114		LS			
115					

Vo.	ПЕМ	UNIT	AMOUNT HR	S/UNIT	HOURS
16	Prepare layout sheet	LS			(
17	Prepare typical sections	No.			(
18	Prepare Interchange geometric approval	No.			C
19	Prepare intersection geometric approval	No.			C
20	Prepare coordinate control sheet	Mile	0.5	6	3
21	Prepare elevation developments	No.	1	8	8
22	Prepare striping plan	No.			C
23	Calculate final quantities	Mile	0.5	16	8
24	Complete general summary	LS	1	4	2
25	Complete paving summary	LS	1	4	
26	Complete drainage summary	LS	1	4	
27	Complete pavement under-drain summary	LS			
28	Prepare cost estimate	LS	1	4	
29	Plot/print copies of plans	LS	1	4	
30	Plan revisions	Mile	0	0	(
31	Prepare final construction plans submittal	LS	0	0	(
	MAINTENANCE OF TRAFFIC				
32	Write maintenance of traffic notes (TCP)	LS			(
33	Prepare construction phasing plans	Mile			(
34	Develop diversion plan sheets	Sheet			(
35	Develop diversion profile sheets	Sheet			(
36	Develop diversion cross sections	No.			(
37	Develop temporary drainage	No.			(
	FINAL PLANS MISCELLANEOUS	•			
38	Document available rock quantities	LS			(
39	Pavement Design Additional Investigation and Study	LS	1	4	- 4
40					(
41					(
42					(
43					(
	FINAL PLANS TOTAL				193

M-	MEETING	PERSONS	UNIT	AMOUNT	HRS/UNIT	HOUD
No. 150	Prelim. line and grade inspection		No.	AMOUNT	HKS/UNII	HOUR
150	Drainage inspection	2 2	No.			
152	Final inspection	2	No.	_		
153	Misc. project coordination meetings	2	No.	0	0	
154	Project team meetings	2	No.	0		
154	MEETINGS MISCEL		140.		U	
155	Value Engineering Study	LANLOUS	LS		I	
156	Constructability Review		LS			
	MEETINGS TO	OTAL	***			
	PUBLIC INVOL	VEMENT				
No.	ПЕМ	PERSONS	UNIT	AMOUNT	HRS/UNIT	HOUF
160	Develop and Maintain Mailing List		LS			
161	Prepare for Advisory Committee/Officials Meeting		No.			
162	Attend Advisory Committee/Officials Meeting	2	No.			
163	Prepare for Public Meetings/Hearings		No.			
164	Attend Public Meetings/Hearings	2	No.			
165	Prepare and Distribute Newsletter		No.			
166	Property owner coordination		No.			
	PUBLIC INVOLVEMENT M	ISCELLANEOUS				-
167						
168						
169						
	PUBLIC INVOLVEM	ENT TOTAL	13			
	QA/QC					
No.		TEM	UNIT	AMOUNT	HRS/UNIT	HOU
_	Plan review		LS	1	8	
180	Structure review			1		
_	OA/OC TO					

Page 6 of 7 11/25/2024

PRODUCTION-HOUR SUMMARY	
SURVEY TOTAL	48
LINE AND GRADE TOTAL	
UTILITY COORDINATION TOTAL	
RIGHT OF WAY PLANS TOTAL	190
FINAL PLANS TOTAL	193
MEETINGS TOTAL	
PUBLIC INVOLVEMENT TOTAL	(
QA/QC TOTAL	8
GRAND TOTAL	439



Andy Beshear GOVERNOR

Jim Gray SECRETARY

200 Mero Street Frankfort, Kentucky 406 01

MEMORANDUM

TO: Eric Pelfrey, Director

Division of Professional Services

Stephanie L. Banks, Audit Manager Stephanie & Banks FROM:

External Audit Branch

DATE: August 1, 2024

SUBJECT: **HDR Engineering Services**

Acceptance of 2023 Cognizant Rate

We have received a cognizant letter for HDR Engineering Services' (Company) year ended December 30, 2023 Statement of Direct Labor, Fringe Benefits, and General Overhead and Schedule of Facilities Capital Cost of Money Prepared in Accordance with the Federal Acquisition Regulation Part 31 from the Nebraska Department of Transportation.

We recommend the Kentucky Transportation Cabinet use the following rates:

Indirect Cost: 157.94% Facilities Capital Cost of Money: 0.4525%

We recommend the Kentucky Transportation Cabinet verify pay rates per classification to their payroll register at a later date.

This memorandum is intended solely for the use and information of the Company and the Kentucky Transportation Cabinet related to contracts employing the cost principles of the Federal Acquisition Regulations and should not be used for any other purpose.

SLB

Attachments





Andy Beshear GOVERNOR

Jim Gray SECRETARY

200 Mero Street Frankfort, Kentucky 40601

INTRA-DEPARTMENTAL MEMO

TO: Eric Pelfrey, Director

Division of Professional Services

Stephanie L. Banks St. Plance & Banks. Internal Audit Supervisor, External Audit Branch FROM:

Division of Audit Services

Office of Audits

DATE: September 23, 2024

SUBJECT: Schedule of Current Personnel

As of August 24, 2024

Below is a listing of current classification and pay rates for HDR Engineering Services. We verified these pay rates during our Cognizant Acceptance of their Year Ended December 30, 2023 Indirect Cost Rate. This information is subject to the federal privacy laws and should be used solely by the Kentucky Transportation Cabinet and the Federal Highway Administration.

Classification	Hourly Rate	Classification	Hourly Rate
Accounting	\$33.30 \$47.05 \$26.15 \$25\$43.66	ITS Technical LeaderLaboratory SupervisorLaboratory TechnicianMarketing	\$37.35 \$21.63 \$36.43
Archaeology Technician Bridge EIT Bridge Engineer Bridge Engineer Sr CAD Technician	\$37.97 \$46.91 \$81.61	Municipal Advisor Municipal Advisor Sr Planner Planner / Urban Designer Sr Power Delivery Team Lead	\$81.74 \$34.93 \$60.59
Communications Coordinator	\$33.74 \$49.04 \$66.53 \$eer\$59.64 ght\$89.70	Principal Project Manager Project Coordinator Sr. Project Engineer 1 Project Engineer 2	\$103.34 \$119.58 \$28.43 \$37.41 \$39.34
Construction Inspector 2	\$43.44	Project Engineer 3	\$62.18



Construction Inspector 3 \$54.57	Project Engineer 4 \$71.80
Designer Sr. 1 \$44.26	Project Mgr. / Sr. Bridge Eng. 1 \$77.87
Designer Sr. 2	Project Mgr. / Sr. Bridge Eng. 2 \$97.98
Easement Acquisition Designer \$44.42	Project Mgr. / Sr. Bridge Eng. 3 \$103.47
EIT 1 \$37.21	Project Mgr. / Sr. Project Eng. 1 \$54.95
EIT 2 \$41.52	Project Mgr. / Sr. Project Eng. 2 \$65.83
Engineering / Technology Lead \$108.16	Project Mgr. / Sr. Project Eng. 3 \$73.85
Engineering Coordinator \$35.74	Project Mgr. / Sr. Project Eng. 4 \$89.35
Environmental Lead\$94.90	Project Manager Assistant \$57.79
Environmental Planner 1\$34.00	Project Manager Sr. 1 \$61.20
Environmental Planner 2\$49.56	Project Manager Sr. 2 \$74.16
Environmental Project Manager \$53.70	Project Manager Sr. 3 \$91.82
Environmental Scientist \$32.26	Project Scheduler \$54.98
Environmental Scientist Sr\$74.36	Quality and Records Coordinator \$34.64
Facilities Design Manager \$54.22	Rail Project Engineer Sr \$80.22
Facilities Designer \$39.35	Railroad Specialist \$45.62
Geologist\$36.77	Real Estate Services Agent \$40.96
Geologist Sr \$57.40	Real Estate Services Technician \$26.98
Geotechnical Engineer \$40.68	Renewables Team Lead \$50.51
Geotechnical Engineer Sr \$57.53	ROW Agent \$43.27
Geotechnical Lead \$71.95	ROW Coordinator\$53.95
GIS Analyst \$30.61	ROW Project Manager \$60.67
GIS Analyst Sr \$57.70	Substation Team Lead \$49.77
GIS Application / Developer\$62.22	Survey Technician \$26.14
GIS Manager \$75.59	TIM Specialist \$55.29
Graphic Designer\$28.85	Transportation Planner 1 \$34.27
Graphic Designer Sr\$48.45	Transportation Planner 2 \$44.57
Intern	Transportation Planner Sr \$101.28

The average pay rates per classification have increased an average of 6.7%* per year over the last two years.

^{*}Rate is limited to a maximum of 5.00%.