

EXHIBIT C

GRESHAM SMITH

SCHEDULE OF HOURLY RATES

FOR LAND PLANNING CONSULTING

The following classifications and associated hourly rates are general and will be used as guidelines for the services of disciplines offered. They are subject to be updated annually.

Professional Services Classification	Rate/Hour
Senior Principal	\$275.00
Principal	\$250.00
Project Manager	\$230.00
Senior Engineer	\$220.00
Senior Landscape Architect/Planner	\$200.00
Survey Manager	\$190.00
Project Engineer	\$190.00
Project Landscape Architect/Planner	\$160.00
Project Surveyor	\$140.00
Intern Engineer	\$150.00
Intern Landscape Architect	\$125.00
Intern Surveyor	\$125.00

Technical Services Classification	Rate/Hour
Senior Civil Designer	\$175.00
Senior CADD Technician	\$125.00
Civil Technician	\$105.00
Specification Writer	\$120.00
Assistant Project Manager	\$130.00
Sr. Administrative Assistant	\$150.00
Administrative Assistant	\$110.00
Sr. Survey Technician	\$115.00
Survey Technician	\$90.00

Miscellaneous Expenses	Rate
Automobile Travel	IRS Rate/mile
Drone (does not include flight crew labor)	\$200 per day
Other travel and subsistence expenses (lodging, meals, air travel, etc.)	At Current Rate
Printing, overnight mail, courier, long distance, postage, copies, etc.	At Current Rate
Subconsultant Services	Cost + 10%
Agency Review Fees	Cost + 10%