

DKS & Associates
Contract #402-S1611
Rate Schedule Comparison

Item	Amend II Rate (2019)	Amend III Rate (2022)	Percentage Change for Range
Principal	\$218.40 to \$286.00	---	.1% to 22.4%
Principal / Director	---	\$220.00 to \$350.00	
Senior Engineer/Planner	\$156.00 to \$218.40	\$185.00 to \$295.00	18.6% to 35.1%
Engineer/Planner	\$124.80 to \$156.00	\$155.00 to \$215.00	24.2% to 37.8%
Associate Engineer/Planner	\$109.20 to \$124.80	\$140.00 to \$195.00	28.2% to 56.25%
Assistant Engineer/Planner	\$93.60 to \$109.20	\$110.00 to \$165.00	17.5% to 51.1%
Graphics/CADD	\$83.20 to \$104.00	\$80.00 to \$170.00	-3.8% to 63.5%
Administrative	\$72.80 to \$93.60	\$80.00 to \$140.00	9.9% to 49.6%

The billing rate ranges provided for 2022 have a number of factors integrated that deviate from the prior 2019 approved rates. Besides 3 years of escalation (including recent surges in inflation), rates were updated to account for factors such as:

- DKS has grown as a company and added senior expertise in a number of positions, including graphics/communications teams and transportation technology team.
- The 2019 rate ranges were based on the small Sacramento team, while the 2022 rates include access to the full range of experts across the West Coast operations.
- Salary surveys, industry compensation trends, and cost of living data in Sacramento have all shown significant increases over the past several years. Through that time, DKS has managed costs by reducing overhead expenses and averaging less than 5% annual salary increase (outside of significant promotions).

The combination of these factors result in different ranges for the positions shown in the rate range table, but do not imply that at an individual level compensation/rate changes at DKS have deviated from industry norms.