

**Amendment No. 1**  
**Exhibit C**  
**Rapid City, South Dakota**  
**Water Utility System Master Plan and Hydraulic Model Recalibration/Update**  
**Professional Services Rate Schedule**

Name	Role	Hourly Billing Rate			
		2018	2019	2020	2021
<b>Project Team Members</b>		<b>Black &amp; Veatch</b>			
Paul Boersma	Project Principal	\$251	\$251	\$259	\$267
Shawn LaBonde	Project Manager	\$216	\$216	\$223	\$230
Variable	Quality Control Reviewer - Senior	\$216	\$216	\$223	\$230
Karen Burgi	Quality Control Reviewer - Mid	\$201	\$201	\$207	\$213
Variable	Quality Control Reviewer - Junior	\$186	\$186	\$191	\$197
Bo Johnston	Task Leader - Senior	\$173	\$173	\$178	\$183
Ed Koval	Task Leader - Hydraulic Modeling & Planning	\$161	\$161	\$165	\$170
Variable	Task Leader - Junior	\$149	\$149	\$153	\$158
Variable	Staff Engineer - Senior	\$143	\$143	\$147	\$152
Variable	Staff Engineer - Mid	\$131	\$131	\$135	\$139
Variable	Staff Engineer - Junior	\$119	\$119	\$123	\$126
Variable	Technical Specialists - Senior	\$216	\$216	\$223	\$230
Chris Tadanier	Technical Specialists - Mid	\$205	\$205	\$212	\$218
Amanda Zarazua	Technical Specialists - Junior	\$191	\$191	\$197	\$203
Brian Lendt	GIS Specialist - Senior	\$149	\$149	\$153	\$158
Rachel Yeager	GIS Specialist - Mid	\$138	\$138	\$142	\$146
Variable	GIS Specialist - Junior	\$127	\$127	\$131	\$134
Variable	CAD Graphics and Tech Support - Senior	\$165	\$165	\$170	\$175
Variable	CAD Graphics and Tech Support - Mid	\$138	\$138	\$142	\$146
Variable	CAD Graphics and Tech Support - Junior	\$110	\$110	\$114	\$117
Mike Dowell, John Watkins	Project Support Assistant - Senior	\$137	\$137	\$141	\$145
Sandie Masters	Project Support Assistant - Mid	\$116	\$116	\$119	\$123
Stephanie Lee	Project Support Assistant - Junior	\$95	\$95	\$98	\$101
<b>Project Team Members</b>		<b>Banner Associates</b>			
Variable	Project Principal	\$177			
Variable	Task Leader - Senior	\$141			
Variable	Task Leader - Mid	\$135			
Variable	Task Leader - Junior	\$130			
Variable	Project Engineer - Senior	\$109			
Variable	Project Engineer - Mid	\$102			
Variable	Project Engineer - Junior	\$93			
Variable	Staff Engineer - Senior	\$87			
Variable	Staff Engineer - Mid	\$78			
Variable	Staff Engineer - Junior	\$66			
Variable	CADD Drafting and GIS Specialist - Senior	\$103			
Variable	CADD Drafting and GIS Specialist - Mid	\$74			
Variable	CADD Drafting and GIS Specialist - Junior	\$56			
Variable	Project Support Assistant - Senior	\$86			
Variable	Project Support Assistant - Mid	\$66			
Variable	Project Support Assistant - Junior	\$46			
<b>Project Team Members</b>		<b>FMG Engineering</b>			
Variable	Technical Advisor	\$164			
Variable	Civil Engineer - Senior	\$126			
Variable	Civil Engineer - Mid	\$109			
Variable	Civil Engineer - Junior	\$93			
Variable	CAD Technician	\$93			
Variable	GIS Specialist	\$93			
Variable	Registered Land Surveyor	\$93			
Variable	Survey Crew Chief	\$71			
Variable	Survey Technician	\$71			
Variable	Project Support Admin	\$60			
<b>Project Expenses</b>		Direct Project Expenses		At-Cost; No Markup	
		Engineer's Subconsultants		At-Cost; No Markup	
		Vehicle Mileage		US Federal Government Rate	
		Telephone Costs		No-Charge	
		Technology Costs (computer use, office equipment, etc.)		No-Charge	
		Travel Costs		At-Cost; No Markup	