



February 17, 2021

Re: Welcome!

Hello Agoura Village Specific Plan (AVSP) Citizens Advisory Group (CAG) Member,

My name is Denice Thomas. I am the City of Agoura Hills Community Development Director and staff point of contact for the AVSP update process we are about to embark upon. I am very excited to have you on board and I look forward to your contribution. We have our first meeting Tuesday, February 23, 2021, at 6:00 p.m. via Zoom. Prior to the meeting you will receive the Zoom invitation.

By now you should have received electronic copies of the following documents:

- Agoura Village Specific Plan;
- Planning Principles approved by the City Council;
- CAG Rules of Engagement;
- Scope of Work; and
- Meeting Schedule.

In addition to the electronic resources, you will be given a hard copy of the materials discussed above. The instructions for picking the materials up will be in the email message you receive for us soon.

I want to take the opportunity to welcome you to this interactive process. We have quite a bit of work ahead of us but with your willingness to share your thoughts and your commitment to attending the meetings prepared and ready to work, I know we will deliver a thoughtful recommendation that Agoura Hills residents, businesses, and visitors can enjoy for many years to come.

If you have any questions, comments, or concerns, please do not hesitate to reach out to me at (818)597-7311 or by email at dthomas@agourahillscity.org.

Sincerely,

A handwritten signature in black ink that reads "Denice Thomas". The signature is written in a cursive style with a long, sweeping underline.

Denice Thomas, AICP
Director of Community Development

DRAFT Planning Principles
Agoura Village Specific Plan Update
 November 10, 2020

	Planning Principle	Reason	Supporting Documents
1	Revisit the existing vision of the AVSP to ensure it includes, among other things, primary goals of being pedestrian-friendly, bike-friendly, supportive of active transportation and alternate modes of transport, mindful of climate change impacts, COVID impacts, energy efficiency building standards, fire resiliency, and a village-concept that is connected with complimentary land uses.	Defining and/or clarifying the "vision" sets clear expectations for processing any and all proposed updates to the plan.	
2	Use the Vision and the updated market demand study for the Agoura Village Specific Plan to guide the AVSP update process.	Market Demand Studies show changes in market demand. The current AVSP land use mix is not aligned for current and/or anticipated future demands; however the AVSP vision and village character as a place where the community can/will gather are still viable with the appropriate mix of uses. Specifically, office-space demand should be analyzed to account for the effects of the COVID pandemic on the current and future need of that land use.	
3	AVSP vision identifies commercial as primary and residential as secondary. With new Market demand and Economic trends, consider adjusting the overall amount of commercial and residential allowed to create a viable mixed use plan.	New updated market demand studies and real estate development trends show that the current AVSP land use mix is no longer in alignment with the commercial and residential markets. The AVSP allocates too much development density to commercial uses (retail/office/light industrial) and does not allocate enough housing relative to current and future demand.	
4	Consider allowing mixed-use redevelopment of certain existing commercial properties, and/or relocating certain land uses and development density from the south side of Agoura Road to the north side to fulfill the vision of AVSP.	AVSP Zones between Agoura Road and Roadside allow commercial (retail/restaurant/office/miscellaneous services) and some residential uses. With changes in market demand, high vacancies and owner interest, and concerns surrounding potential environmental constraints on the south side of Agoura Road, redeveloping and/or relocating certain land uses and densities from some of these properties with a revised mix of residential and commercial could solve multiple challenges.	

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	Planning Principle	Reason	Supporting Documents
5	Coordinate with the City's 6th Cycle Housing Element Update and ensure that AVSP provides the opportunity for the City to meet its Regional Housing Need Allocation established by the Department of HCD.	Per Kosmont analysis, multi-family apts/condos have the highest value and strongest market demand, which allows the City to meet its affordable housing goals with inclusionary requirements.	
6	Ensure that the AVSP is consistent with and enables implementation of the City/County Fire and Emergency Evacuation Plan.	Recent fires and concerns related to fire safety and evacuation plans.	
7	Clarify how building height is measured and amend the AVSP to follow the City zoning regulation regarding building height being measured from finished grade, instead of natural grade.	There has been continuous challenges with the way AVSP measures building heights. AVSP uses "natural grade" as the starting point whereas the City zoning code uses "finished grade". Clarifications are necessary to avoid confusion and disagreements, using the City zoning code definition would clarify matters greatly. Clarify and describe subterranean parking methodology in the AVSPU.	
8	Reconsider allowable building heights along Agoura Rd. and Kanan Rd. frontages to maximize and/or preserve viewsheds to the surrounding hills and open space.	Resolve concerns about building character of Agoura Village along Agoura Rd. and Kanan Rd. Prevent construction of monolithic buildings.	
9	Eliminate or provide clarification on the "bonus density" in the residential category in all zones.	Reconsider if the AVSP Density Bonus is still desired. If the density bonus is continued, then clarification is needed of what amount of public amenities would be considered to be above and beyond normal development and define how much would be necessary to meet the expected threshold.	
10	Consider allocating specific number of housing units per parcel, as opposed to per zone.	Ensure intended distribution of housing stock throughout the village, and to protect against "housing grabs" wherein developers that are "first-in" grab 100% of the housing unit allowance, leaving no stock available for other developments within the same zone.	

DRAFT Planning Principles
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	Planning Principle	Reason	Supporting Documents
11	Ensure that the AVSP supports Active Transportation and prioritizes appropriate circulation and connectivity consistent with the General Plan.	Lower density and constructing mixed-use development reduces the number of vehicle trips and vehicle trip length. The project should offer multiple access points to evenly distribute traffic on adjacent roadway facilities to maintain acceptable intersection and roadway operations, connectivity, and support the village vision in Agoura Hills.	City of Agoura Hills, General Plan (2010)
12	Collaborate with existing development applicants to accommodate these principles to the extent feasible. Consider incentive options to encourage developers to modify current plans to align with the updated AVSP.	Continue communicating with current applicants to coordinate/align proposed developments with the AVSP update.	
13	Incorporate clear and specific signage and lighting standards within the AVSP update.	Sections need updating. Consider how lighting standards on the private property dovetail with those in the public ROW. Revise signage/branding to be consistent with the vision for place-making, visitors and tourism.	
14	Consistency with Climate Action and Adaptation Plan (CAAP)	In order to achieve greenhouse gas emission reduction targets by the 2030 and 2045 compliance dates, construction for existing sites with potential for redevelopment, and all new development construction must conform to the City's current and future policies in line with the approved CAAP.	Climate Action and Adaptation Plan
15	Consider incorporating design standards that support a sustainable wildlife urban interface.	Sustainable wildland urban interface design reduces the impacts on local wildlife both during construction of the project and throughout the life of the development. Sustainable design standards could include, but are not limited to, such things as providing wildlife corridor access through walls and fences and restricting the use of rodenticides.	

AGOURA VILLAGE SPECIFIC PLAN UPDATE

CITIZENS ADVISORY GROUP PURPOSE AND PROCEDURES

OVERVIEW OF THE CITIZENS ADVISORY GROUP

PURPOSE

The Citizens Advisory Group (CAG) will work under the direction of City Council to provide input and guidance to the Agoura Village Specific Plan Update (AVSPU) planning team (City and consultants) using the Planning Principles established for the AVSPU, along with an understanding and consideration of any economic and legal constraints and consequences applicable to proposed changes. The CAG will work with staff and consultants throughout the AVSPU process and develop recommendations to the City Council.

TERM

The Citizens Advisory Group is an ad-hoc committee appointed by the City Council. “Ad-Hoc” means it is a limited-term committee and will cease upon determination by City Council. Participation by members is voluntary and temporary.

SELECTION

Individuals interested in being a CAG member will be required to complete an application. Following the close of the application period, applications will first be reviewed by the Land Use Economic Development Committee (LUEDC). The LUEDC will then present a recommended list of CAG members to be considered and approved at a General Meeting of the City Council.

STANDARDS OF DECORUM

The Citizens Advisory Group members are expected to participate with the spirit of cooperation and an open mind. This includes respecting the value of a facilitated discussion including speaking one at a time, respecting the time of others to be heard, and actively listening and learning from all members.

Advisory Group members are expected to treat differences of opinion as a strength and respect all opinions discussed during meetings. No person attending an Advisory Group meeting shall intentionally disturb or distract from the conduct of the meeting.

The Advisory Group meetings shall be led by a facilitator. Individuals intentionally distracting from the meeting agenda or recognized person speaking shall be reminded to stop causing the disturbance or interfere with the conduct of the meeting. If the individual continues to be a disturbance to the meeting progress, the facilitator may make a formal request to the City Council, to permanently remove and/or replace that individual(s) from further participation in the Advisory Group.

MAKE UP OF ADVISORY GROUP

The Advisory Group is made up of no more than six (6) citizens or business owners from within the City of Agoura Hills, one (1) member from the unincorporated area of LA County proximate to Cornell Road and Malibou Lake, the Planning Commission Chair or his/her designee, and the two (2) Council members on the Land Use Economic Development Committee. In order to ensure a quorum exists should the need for a vote arise, the one (1) member from unincorporated LA County would be considered an ex-officio member, allowing for active participation in all discussions, but with no voting authority. Therefore, the Council-appointed ad hoc committee would consist of ten (10) members, with only nine (9) voting members.

ROLES OF MEMBERS

The Advisory Group will not be asked to formally vote on issues or items. Rather, CAG will be asked to consider information, provide input, listen to other members, and strive to find “consensus.”

If fundamental disagreements exist between Advisory Group members on central issues, then the complete range of perspectives will be presented to the City Council for further consideration.

For purposes of the Advisory Group, consensus is not defined as 100 percent agreement on all issues, but rather requires that all members understand that most often “consensus” is a result of compromise and collaboration. Furthermore, although 100 percent agreement may not always be achieved, a common understanding can be reached so the process can continue to move forward.

MEETINGS

SCHEDULING

The Advisory Group will meet between February 2021 and October 2021. It is anticipated that the Advisory Group will meet approximately five (5) times. Additional meetings may be scheduled at the direction of City Staff or Council dependent on the project schedule.

Citizens Advisory Group Schedule
February 2021
April 2021
June 2021
August 2021
October 2021

DATE/TIME/LOCATION

The Advisory Group shall meet on the scheduled dates at times most convenient to a majority of CAG members, staff and consultant. Meetings may be conducted virtually via Zoom or in person, COVID restrictions permitting, at a location to be determined and as available.

ATTENDANCE

Attendance is expected at every Advisory Group meeting. If a member cannot attend a meeting, that member should inform the designated CAG facilitator 24-hours prior to the meeting.

FACILITATION

City staff or consultants will facilitate the meetings. The facilitator may intervene to keep the discussion moving, to conclude an item or topic, or to encourage equitable participation.

To respect all members' time, each meeting will focus on a specific topic related to the Agoura Village Specific Plan Update. When topics, ideas, or concerns that are not directly related to the AVSP come up during a meeting, Staff or consultant will note the thought for further consideration and follow-up outside of the CAG.

MINUTES

Notes will be taken at each meeting by staff or consultants. At the end of each meeting, Staff or consultants will review the notes with the group to confirm major themes, key take-aways, determine whether anything is missing, and summarize proposed action items. Differences of opinion on major issues will be noted providing the key feedback of all members. Meetings will be documented with meeting notes. These will be working notes, not verbatim minutes, and will be included in the Advisory Group's Administrative Record.

Task Summary

TASK	DESCRIPTION
1	Collect and Review All Relevant Data
2	Collect and Review Most Recent Consultant Work
3	Prepare a Summary of Planning Principles to Guide the AVSP Update
4	City Council Study Session to Confirm Planning Principles and Establish Citizen Advisory Group
5	Citizens Advisory Group
6	Coordinate with Traffic and Economic/Market Consultants
7	Prepare Draft Focused AVSP Update
8	City Council Study Session(s) to Review Draft AVSP Update
9	Community Input
10	Prepare AVSP Update
11	Coordination of CEQA Analysis of AVSP Update by Other
12	Public Hearings
13	Final Draft AVSP



July 14, 2020

Transmitted via email: nhamburger@ci.agoura-hills.ca.us

Nathan Hamburger, Acting City Manager
City of Agoura Hills
30001 Ladyface Court
Agoura Hills, CA 91301

**RE: Agoura Village Specific Plan Update
Proposed Scope of Services**

Dear Nathan,

Thank you for trusting RRM Design Group (RRM) to continue assisting the City of Agoura Hills to update the Agoura Village Specific Plan (AVSP). Based on our conversations and the public workshops that have been conducted recently, we have summarized our understanding of the City's goals for the update and a corresponding scope of work, schedule, and associated professional fees.

PROJECT UNDERSTANDING

The AVSP was adopted by the City in 2009. Prior to the adoption of the Plan, the City had conducted extensive pre-planning work for over a decade going back into the mid-1990's. Subsequent to the Plan's adoption, the City has revisited the contents and validity of the Plan more than once to ensure they understand the communities and that the Plan contents and directives are still viable in the current market conditions. The most recent reexamination began in the fall of 2019. As a result of the recent review of the Plan contents and viability, the City Council wishes to move forward with a focused update to the Specific Plan with the following directives:

- The Council is still supportive of the AVSP and the vision; however, economic conditions have changed, and the AVSP is now a bit out of step with the market. The plan needs to be adjusted in terms of how much development is permitted within the Plan area and the distribution of various land uses such as residential, commercial, office, hotel, open space, etc.
- The Council wishes to review and potentially adjust the Plan's design guidelines and development standards including building heights, street-front design, parking standards, setbacks, and other design guidelines and development standards

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a California corporation • Lenny Grant, Architect C26973 • Robert Camacho, PE 76597 • Steve Webster, LS 7561 • Jeff Ferber, LA 2844



- The Council also wishes to review traffic issues that have changed since the Plan was adopted including:
 - Design and traffic control system for the Kanan/Agoura Road intersection
 - Fire evacuation route/traffic issues
 - Better connections between the Southern AVSP area and the North side of the City
- The Council wants to convene a Citizens Advisory Group (CAG) as a part of the AVSP update process to assist in reviewing plan revisions and serve the Council in an advisory role
- The Council wishes to continue involving the community and decision makers during this COVID pandemic time in a way that maximizes constructive input and is safe and COVID friendly
- The Council would like to have the focused AVSP update process completed in one year

The following scope of work has been prepared to follow these Council directives.

SCOPE OF SERVICES

The following scope of work will guide the update process. It has been written in conjunction with City staff to best lay out a process for a focused update of the existing AVSP. The scope of work includes deliberate opportunities for the community at large and a Council appointed advisory committee to assist professional staff and planners update the AVSP in accordance with clear direction from the City Council. The following scope of work is generally organized in the order in which the project will proceed.

Task 1: Collect and Review All Relevant Data

RRM will collect and review community, Council, and staff input from the latest round of review beginning fall of 2019 provided by the City. We will provide a memorandum summarizing the data to be posted on the City website for the Agoura Village Specific Plan Update. This summary will be part of the basis for the focused update.

Deliverables:

- *RRM will prepare a summary of the most recent community, Council, and staff input.*



Task 2: Collect and Review Most Recent Consultant Work

RRM will review the most recent consultant work (Kosmont, KHA, Environmental, etc.) provided by the City. We will also review recent development applications to understand what is currently being proposed, how it relates to the existing AVSP vision and standards, and the status of each application. RRM will summarize the key take-aways and note any AVSP standards that may be an obstacle to redevelopment in the current market.

Deliverables:

- *RRM will prepare a summary of our review of the consultant work and active development applications*

Task 3: Prepare a Summary of Planning Principles to Guide the AVSP Update

In coordination with City staff, RRM will prepare a summary of suggested planning principles that addresses the most recent City Council, staff, community, and consultant input and analysis. The planning principles will guide the focused AVSP update process. In addition, RRM will provide a matrix identifying aspects of the AVSP that merit reexamination to create a Plan that is in step with current and future market conditions and provides flexibility for the City and applicants to achieve the desired vision of the Plan. In this task RRM will provide photographs or prepare graphics to assist the Council in better envisioning the draft planning principles intent.

Deliverables:

- *RRM will prepare a of summary of draft planning principles and supporting graphics*

Task 4: City Council Study Session to Confirm Planning Principles and Establish Citizen Advisory Group

RRM will work with City staff to prepare for and attend a City Council Study Session to present the summary of community input and draft planning principles. This study session is intended to allow the Council to provide leadership and guidance on the update process, identify key areas of focus, confirm planning principles, and establish a present project schedule. The Council will also provide staff with guidance on the establishment of the Citizens Advisory Group (CAG) including size, composition, charge, term of service, authority, and goals of the CAG. This will start the AVSP update process off with clear direction and expectations set by the City Council.

Deliverables:

- *RRM will prepare for, attend, and support staff for the Council study session. Study session will be held via video meeting*



Task 5: Citizens Advisory Group

RRM will meet up to five times with the CAG to get input regularly and obtain guidance throughout the process. This task includes the preparation of PowerPoint and other supplemental presentation and communication graphics and materials. The CAG activities will be guided by the planning principles and directives provided by the City Council in establishing the CAG.

Deliverables:

- *RRM will prepare a of summary of the most recent community, Council, and staff input*

Task 6: Coordinate with Traffic and Economic/Market Consultants

RRM will coordinate, as needed, with staff, traffic, economic, and environmental consultants involved in the update to gather their recommendations for updating various sections of the AVSP. This may involve multiple virtual meetings, coordination, and conversations to accurately capture the revisions that are necessary and desired to uphold the planning principles provided by the Council. We assume an average up to twenty-four (24) hours of coordination.

Deliverables:

- *RRM will confer, coordinate, meet, and obtain direction and guidance from staff and consultant team for necessary and desired revisions to the AVSP. Meetings will be held via video meeting*

Task 7: Prepare Draft Focused AVSP Update

RRM will prepare a summary of recommended revisions to the existing AVSP. The update will be guided by the Council's planning principles, input from the CAG, and guidance and input from consultants and staff. It will include all chapters, graphics, and relevant portions of the current document that may need to be revised to implement the planning principles approved by the Council. This summary will be presented to staff and Council prior to making any revisions to the document.

Deliverables:

- *RRM will prepare a summary of recommended focused revisions to the AVSP. We will make one (1) additional revision based on initial staff review and comments prior to meeting with CAG and the Council. Meetings will be held via video meeting*

Task 8: City Council Study Session(s) to Review Draft AVSP Update

RRM will prepare for, attend, and facilitate up to two City Council study sessions to review and take input on the focused AVSP update. This task includes the preparation of PowerPoint and other supplemental presentation and communication graphics and materials.



Deliverables:

- *RRM will assist staff prepare for and facilitate up to two (2) Council study sessions. Meetings will be held via video meeting*

Task 9: Community Input

RRM will work with staff to develop a detailed plan to maximize community input within the established budget. This will include a strategy for notification (public announcements, flyers, social media), estimated costs, and assumptions related to each event, point of contact for each meeting, and method for collecting feedback. There are a number of tools, beyond traditional community workshops, that can be employed to reach a broader community including: key stakeholder meetings, mobile applications with online and real-time surveys, project website hosting pre-recorded videos and providing an educational platform and forum to collect feedback, polls using social media platforms, etc. The intent is to educate and receive input on the focused AVSP update.

Deliverables:

- *A refined engagement plan will be established with staff and presented to Council at the study session*

Task 10: Prepare AVSP Update

RRM will build on input received to date to compile an updated Administrative Draft AVSP for staff review. It will incorporate input received from the community, CAG, Council, staff, and consultants, as well as updated graphics necessary due to the revisions. Following the completion of the Administrative Draft and receipt of the single set of redlined comments from the City, RRM will produce a Screencheck Draft document. At this point, all the City's comments will have been integrated and this draft will provide an additional internal review opportunity prior to development of the Public Review Draft. Following receipt of any remaining clean-up comments from the City, RRM will prepare the Public Review Draft.

Deliverables:

- *RRM will provide an electronic copy of the Administrative, Screencheck, and Public Review draft documents and will participate in a conference call to discuss the changes*

Task 11: Coordination of CEQA Analysis of AVSP Update by Others

RRM will coordinate with staff and environmental consultants to provide necessary graphics and input to support AVSP CEQA compliance. RRM will coordinate with the City Housing Element update (RHNA 6th Edition) during the process of the AVSP update.



Deliverables:

- *Up to forty (40) hours of coordination support*

Task 12: Public Hearings

RRM will prepare for and attend up to two Planning Commission hearings and two City Council hearings throughout the project process.

Deliverables:

- *Prepare for and attend up to four (4) public hearings to assist City staff in presenting the AVSP update including preparation of PowerPoint presentation*

Task 13: Final Draft AVSP

This task is intended to allow for necessary coordination between the project team members and City staff throughout the project. Coordination will include all video conference, teleconference meetings, correspondence, record keeping, electronic file management, coordination with staff to keep the project website updated, and additional project coordination needed during the preparation of the documents. We assume an average of eight hours per month for up to twelve (12) months.

Deliverables:

- *Coordination as described above. Meetings will be held via video meeting*

Reimbursable Expenses

Incidental expenses incurred by RRM Design Group or any subconsultant it may hire to perform services for this project, are reimbursed by the Client at actual cost plus 10% to cover its overhead and/or administrative expenses. Reimbursable expenses include, but are not limited to, reproduction costs, postage, shipping and handling of drawings and documents, long-distance communications, fees paid to authorities having jurisdiction over the project, the expense of any additional insurance requested by Client in excess of that normally carried by RRM Design Group or its subconsultants, travel expenses (transportation/automobile/lodging/meals), and renderings and models. Reimbursable automobile travel mileage will be billed at the current IRS business standard mileage rate.

Estimated Fee:

- *\$2,500*



LIMITATIONS OF SCOPE AND EXCLUSIONS

Please note that the tasks to be performed by the RRM team are limited purely to those outlined above. Substantive changes requested by the Client or changes in the Client’s program or direction that are inconsistent with prior approvals are subject to additional services fees. Any additional services that RRM Design Group is asked to perform over and beyond those described above will be billed on a negotiated and Client-approved, fixed-fee, or hourly basis.

TASK AND FEE SUMMARY

TASK	DESCRIPTION	T&M (see footnote)
1	Collect and Review All Relevant Data	\$ 1,550
2	Collect and Review Most Recent Consultant Work	\$ 3,100
3	Prepare a Summary of Planning Principles to Guide the AVSP Update	\$ 5,860
4	City Council Study Session to Confirm Planning Principles and Establish Citizen Advisory Group	\$ 3,020
5	Citizens Advisory Group	\$ 19,200
6	Coordinate with Traffic and Economic/Market Consultants	\$ 3,240
7	Prepare Draft Focused AVSP Update	\$ 9,960
8	City Council Study Session(s) to Review Draft AVSP Update	\$ 4,960
9	Community Input	\$ 10,340
10	Prepare AVSP Update	\$ 45,600
11	Coordination of CEQA Analysis of AVSP Update by Other	\$ 5,200
12	Public Hearings	\$ 8,440
13	Final Draft AVSP	2,660
SUMMARY OF FEES:		\$ 123,130
Reimbursable Expenses:		\$ 2,500
ESTIMATED PROJECT TOTAL:		\$ 125,630

Fee Footnote

Estimated fees for tasks shown as “Time and Materials” (T&M) are provided for informational purposes. Amounts billed for these tasks, which will reflect actual hours worked, may be more or less than the estimate given.



Adjustment to Hourly Billing Rates

RRM reserves the right to adjust hourly rates on an annual basis.

If you have any questions or require clarification of the scope of services or fees outlined above, please do not hesitate to call us. Thank you again for this opportunity.

Sincerely,

RRM DESIGN GROUP

A handwritten signature in blue ink that reads 'Matt Ottoson'.

Matt Ottoson
Senior Planner

A handwritten signature in black ink that reads 'Erik Justesen'.

Erik Justesen
CEO/President, Principal
CA License No. 2608

Attachment: Exhibit A-I, Schedule I
Project Timeline

EXHIBIT A-1 SCHEDULE 1

Bill Rate Ranges

Subject to change effective March 1st each year

ARCHITECTURE

Architect	\$ 95 - \$ 155
Assistant Manager of Architecture	\$ 130 - \$ 195
Design Director	\$ 145 - \$ 235
Designer I	\$ 70 - \$ 100
Designer II	\$ 80 - \$ 125
Designer III	\$ 90 - \$ 150
Intern	\$ 45 - \$ 80
Job Captain	\$ 90 - \$ 150
Manager of Architecture	\$ 145 - \$ 255
Principal	\$ 180 - \$ 350
Project Architect	\$ 110 - \$ 185
Project Designer	\$ 110 - \$ 175
Project Manager	\$ 110 - \$ 185
Senior Architect	\$ 135 - \$ 220
Senior Designer	\$ 135 - \$ 210
Senior Project Manager	\$ 135 - \$ 230

ENGINEERING & SURVEYING

Construction Inspector	\$ 105 - \$ 155
Designer I	\$ 55 - \$ 95
Designer II	\$ 75 - \$ 120
Designer III	\$ 90 - \$ 135
Engineer I	\$ 85 - \$ 130
Engineer II	\$ 105 - \$ 160
Land Surveyor	\$ 115 - \$ 160
Manager of Engineering Services	\$ 170 - \$ 280
Manager of Surveying	\$ 150 - \$ 230
Party Chief	\$ 90 - \$ 140
Principal	\$ 180 - \$ 350
Project Engineer	\$ 125 - \$ 175
Project Manager	\$ 145 - \$ 230
Senior Designer	\$ 110 - \$ 185
Senior Land Surveyor	\$ 130 - \$ 195
Senior Party Chief	\$ 115 - \$ 180
Senior Project Engineer	\$ 135 - \$ 225
Supervisor of Surveying	\$ 135 - \$ 205
Survey Technician I	\$ 60 - \$ 90
Survey Technician II	\$ 75 - \$ 115
Survey Technician III	\$ 90 - \$ 155

Surveying Crew Rates

REGULAR

One person w/ GPS or Robotic Workstation	\$ 125 - \$ 155
Two person	\$ 175 - \$ 290
Three person	\$ 235 - \$ 390

PREVAILING WAGE

One person w/ GPS or Robotic Workstation	\$ 150 - \$ 180
Two person	\$ 225 - \$ 340
Three person	\$ 325 - \$ 490

INTERIOR DESIGN

Designer I	\$ 55 - \$ 85
Designer II	\$ 65 - \$ 115
Interior Designer I	\$ 75 - \$ 125
Interior Designer II	\$ 90 - \$ 150
Intern	\$ 45 - \$ 80
Senior Interior Designer	\$ 110 - \$ 195

LANDSCAPE ARCHITECTURE

Assistant Designer	\$ 70 - \$ 110
Associate Designer	\$ 80 - \$ 125
Designer	\$ 95 - \$ 135
Intern	\$ 45 - \$ 80
Landscape Architect	\$ 95 - \$ 145
Manager of Landscape Architecture	\$ 150 - \$ 240
Principal	\$ 180 - \$ 350
Principal Landscape Architect	\$ 135 - \$ 230
Senior Designer	\$ 105 - \$ 160
Senior Landscape Architect	\$ 110 - \$ 175

PLANNING

Assistant Planner	\$ 75 - \$ 115
Associate Planner	\$ 90 - \$ 150
Intern	\$ 45 - \$ 80
Manager of Planning	\$ 145 - \$ 240
Principal	\$ 180 - \$ 350
Principal Planner	\$ 140 - \$ 230
Senior Planner	\$ 115 - \$ 185

CORPORATE SERVICES

Accounting Specialist	\$ 60 - \$ 110
Business Development Coordinator	\$ 85 - \$ 135
Chief Executive Officer	\$ 195 - \$ 500
Graphic Designer	\$ 80 - \$ 135
Marketing Manager	\$ 110 - \$ 220
Marketing Specialist	\$ 90 - \$ 150
Office Coordinator	\$ 70 - \$ 125
Project Accountant	\$ 65 - \$ 135
Project Administrator	\$ 70 - \$ 125
Receptionist	\$ 40 - \$ 80

