



COST PROPOSAL OVERVIEW

The presentation will begin shortly

ADM 2033 – COST PROPOSAL OVERVIEW TRAINING - GOAL

Yep, you are reading it correctly – we only have one goal today.....

That is for every person who has joined us today to end this hour having gained insight on the preparation of the ADM 2033 cost proposal.....or to share insight on the preparation of the ADM 2033 cost proposal.



FIRM INPUT – FIRM AND ICR INFORMATION

- Firm Name
- Contract Number
- Attachment 2 (always)
- Firm Tax ID Number
- Date Prepared
- Home Office Overhead Rate (ICR)
- Field Office Overhead Rate (ICR)
- Project Specific Overhead Rate (ICR)
- Fee (Advertised in RFQ)
- Facilities Capital Cost of Money or FCCM (if applicable)

					Consultant/Subconsultant Name: Slate Rock Engineering, Inc.				
					Agreement Number: 08A3268				
					Attachment 2				
					Tax ID No.: 94-2365895				
					Date Prepared: 3/30/2021				
Home Office Personnel:									
	Fringe Benefit %		Overhead %		General Administration %		Combined %		
NORMAL	Included	+	Included	+	Included	=	138.15%		
OVERTIME	Included	+	Included	+	Included	=	138.15%		
Field Office Personnel:									
	Fringe Benefit %		Overhead %		General Administration %		Combined %		
NORMAL	Included	+	Included	+	Included	=	125.60%		
OVERTIME	Included	+	Included	+	Included	=	125.60%		
Project Specific									
	Fringe Benefit %		Overhead %		General Administration %		Combined %		
NORMAL	Included	+	Included	+	Included	=	125.60%		
OVERTIME	Included	+	Included	+	Included	=	125.60%		
							Fee	=	10.00%
							FCCM		0.27

FIRM INPUT – EMPLOYEE AND DIR INFORMATION

Input

- Name, Credentials
- Role on Project
- Prevailing Wage Classification and Group
- Exempt of Non-Exempt
- Full or Part Time
- Prevailing Wage Determination
- Field or Home Rate
- Applicable Shift Differential

Home Office	
Name/Classification	Home Office Personnel Field Office Personnel
Fred Flinstone, PE, QSD Inspector Construction Inspector, Grp 2 Exempt (OT @ ST Rate) Full Time SC-23-63-2-2020-2D	FIELD PW Work REGULAR SHIFT
Fred Flinstone, PE, QSD Inspector Construction Inspector, Grp 2 Exempt (OT @ ST Rate) Full Time SC-23-63-2-2020-2D	FIELD PW Work SPECIAL SHIFT
Fred Flinstone, PE, QSD Inspector Construction Inspector, Grp 2 Exempt (OT @ ST Rate) Full Time SC-23-63-2-2020-2D	FIELD PW Work MULTI SHIFT
Fred Flinstone, PE, QSD Inspector Exempt (OT @ ST Rate) Full Time	FIELD Non-PW

SOUTHERN CALIFORNIA	
SC-23-63-2-2020-2D	
Issued: August 22, 2020	
Effective: September 1, 2020	
Expires: June 30, 2021	

FIRM INPUT – EMPLOYEE AND DIR INFORMATION

Input

- Prevailing Wage Rate per DIR
- Employee Actual Rate
- Employee Actual Fringe

Name/Classification	Home Office Personnel Field Office Personnel	Prevailing Wage Rate established by State DIR (only applicable for prevailing wage work)						Employee Actual Rate (fringe benefits vary year over year)							
		Base Salary			Fringe Benefits	Total Base Salary + Fringe Benefits			Base Salary			Actual Fringe	Total = Base + Fringe		
		Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT		Straight	1.5 OT	2.0 OT
Fred Flinstone, PE, QSD	FIELD	\$50.81	\$76.22	\$101.62	\$28.99	\$79.80	\$105.21	\$130.61	\$101.09	\$101.09	\$101.09	\$19.79	\$120.88	\$120.88	\$120.88
Inspector		\$52.28	\$78.42	\$104.56	\$29.97	\$82.25	\$108.39	\$134.53	\$101.09	\$101.09	\$101.09	\$19.79	\$120.88	\$120.88	\$120.88
Construction Inspector, Grp 2	PW Work	\$52.28	\$78.42	\$104.56	\$29.97	\$82.25	\$108.39	\$134.53	\$102.61	\$102.61	\$102.61	\$19.79	\$122.40	\$122.40	\$122.40
Exempt (OT @ ST Rate)	REGULAR	\$52.28	\$78.42	\$104.56	\$29.97	\$82.25	\$108.39	\$134.53	\$105.69	\$105.69	\$105.69	\$19.79	\$125.48	\$125.48	\$125.48
Full Time	SHIFT	\$52.28	\$78.42	\$104.56	\$29.97	\$82.25	\$108.39	\$134.53	\$108.86	\$108.86	\$108.86	\$19.79	\$128.65	\$128.65	\$128.65
SC-23-63-2-2020-2D		\$52.28	\$78.42	\$104.56	\$29.97	\$82.25	\$108.39	\$134.53	\$112.13	\$112.13	\$112.13	\$19.79	\$131.92	\$131.92	\$131.92

Classification ^a (Journey person)	Basic Hourly Rate	Health and Welfare	Pension ^b	Vacation and Holiday ^c	Training	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate ^d (1½ x)	Saturday Overtime Hourly Rate ^e (1½ x)	Sunday/Holiday Overtime Hourly Rate ^f (2 x)
Group 1	\$49.03	\$11.85	\$12.15	\$3.55	\$1.05	\$0.39	8	\$78.02	\$102.535	\$102.535	\$127.05
Group 2	\$50.81	\$11.85	\$12.15	\$3.55	\$1.05	\$0.39	8	\$79.80	\$105.205	\$105.205	\$130.61
Group 3	\$52.81	\$11.85	\$12.15	\$3.55	\$1.05	\$0.39	8	\$81.80	\$108.205	\$108.205	\$134.61

GENERAL PREVAILING WAGE DETERMINATION MADE BY THE DIRECTOR OF INDUSTRIAL RELATIONS
PURSUANT TO CALIFORNIA LABOR CODE PART 7, CHAPTER 1, ARTICLE 2, SECTIONS 1770, 1773 AND 1773.1
FOR COMMERCIAL BUILDING, HIGHWAY, HEAVY CONSTRUCTION AND DREDGING PROJECTS

CRAFT: BUILDING/CONSTRUCTION INSPECTOR AND FIELD SOILS AND MATERIAL TESTER⁸

Determination:
SC-23-63-2-2020-2D

Issue Date:
August 22, 2020

Expiration date of determination:
June 30, 2021** The rate to be paid for work must be paid and should be incorporated in (415) 703-4774.

Localities:
All localities within Imperial, Inyo, Kern, Los Ventura Counties.

Wages and Employer Payments:

Classification ^a (Journey person)	Basic Hourly Rate	Health and Welfare	Pension ^b	Vacation and Holiday ^c	Training	Other	Hours	Total Hourly Rate	Daily Overtime Hourly Rate ^d (1½ x)	Saturday Overtime Hourly Rate ^e (1½ x)	Sunday/Holiday Overtime Hourly Rate ^f (2 x)
Group 1	\$49.03	\$11.85	\$12.15	\$3.55	\$1.05	\$0.39	8	\$78.02	\$102.535	\$102.535	\$127.05
Group 2	\$50.81	\$11.85	\$12.15	\$3.55	\$1.05	\$0.39	8	\$79.80	\$105.205	\$105.205	\$130.61
Group 3	\$52.81	\$11.85	\$12.15	\$3.55	\$1.05	\$0.39	8	\$81.80	\$108.205	\$108.205	\$134.61

FIRM INPUT – PAY AND ESCALATION

Input

- Effective Date of Hourly Rate
 - Include any Prevailing Wage Increases
- Escalation (Advertised in RFQ)
- Employee Actual Rate
- Hourly Range for Class – Not Typically Used

STATE OF CALIFORNIA - DEPARTMENT OF TRANSPORTATION
 COST ACCOUNTING
 DRUMS CONTRACT - ON A FEE ON DELTA, WITH PREDETERMINED INCREASE, DIRECT LABOR METHOD OF ACCOUNTING
 AOM 2010 (Rev. 10/20/10)

SOUTHERN CALIFORNIA
 02-21-2021 00:00:00
 Month Reported: 2021
 Effective: September 1, 2020
 Expires: 06/30/2021

Contractor Subcontractor Name: N/A, Inc.
 Agreement Number: 04/2018
 Attachment 2
 Tax ID No.: 08-0780725
 Date Prepared: 3/26/2021

Loaded Billing Rate Calculations:
 Non-Exempt Employee Loaded Billing Rate
 1) Straight Time (ST) Loaded Billing Rate = (Actual Hourly Rate + ST Delta Fringe * (1 + Field CH) * (1 + Fee))
 2) ST Loaded Billing Rate = (1 + ST Base PW Rate * ST Base PW Rate) * (1 + Field CH) * (1 + Fee)
 General Employee Loaded Billing Rate - Computed for PW, ST
 3) Straight Time (ST) Loaded Billing Rate = (Actual Hourly Rate + ST Delta Fringe * (1 + Field CH) * (1 + Fee))
 4) ST Loaded Billing Rate = (1 + ST Base PW Rate * ST Base PW Rate) * (1 + Field CH) * (1 + Fee)
 Exempt Employee Loaded Billing Rate - Not Computed for ST (See Note)
 5) ST Loaded Billing Rate = Actual Hourly Rate * (1 + Home CH) * (1 + Fee)
 6) ST Loaded Billing Rate = (1 + ST Base PW Rate * ST Base PW Rate) * (1 + Field CH) * (1 + Fee)
 7) ST Loaded Billing Rate = (1 + ST Base PW Rate * ST Base PW Rate) * (1 + Field CH) * (1 + Fee)

Name/Classification	Home Office Personnel	Field Office Personnel	Prevailing Wage (only applicable)	Effective Date of Hourly Rate [RFQ date: 02/16/2021]		% Escalation Increase	Actual Hourly Rate	Hourly Range for Class
				From	To			
Lead Elec. PE, GSD	FIELD		\$101.09	3/1/2021	6/30/2021	---	\$ 101.09	N/A
Inspector			\$101.09	7/1/2021	2/28/2022	---	\$ 101.09	N/A
Construction Inspector, Grp 2	PW Work		\$102.61	3/1/2022	2/28/2023	1.50%	\$ 102.61	N/A
Emergency OT @ ST Rate	SWP		\$102.61	3/1/2022	2/28/2023	1.50%	\$ 102.61	N/A
Full Time			\$102.61	3/1/2022	2/28/2023	1.50%	\$ 102.61	N/A
OT @ 1.5x ST Rate			\$102.61	3/1/2022	2/28/2023	1.50%	\$ 102.61	N/A
Lead Elec. PE, GSD	FIELD		\$105.69	3/1/2023	2/29/2024	3.00%	\$ 105.69	N/A
Inspector			\$105.69	3/1/2023	2/29/2024	3.00%	\$ 105.69	N/A
Construction Inspector, Grp 2	PW Work		\$108.86	3/1/2024	2/28/2025	3.00%	\$ 108.86	N/A
Emergency OT @ ST Rate	SWP		\$108.86	3/1/2024	2/28/2025	3.00%	\$ 108.86	N/A
Full Time			\$108.86	3/1/2024	2/28/2025	3.00%	\$ 108.86	N/A
OT @ 1.5x ST Rate			\$108.86	3/1/2024	2/28/2025	3.00%	\$ 108.86	N/A
Lead Elec. PE, GSD	FIELD		\$112.13	3/1/2025	2/28/2026	3.00%	\$ 112.13	N/A
Inspector			\$112.13	3/1/2025	2/28/2026	3.00%	\$ 112.13	N/A
Construction Inspector, Grp 2	PW Work		\$101.09	3/1/2021	6/30/2021	---	\$ 101.09	N/A
Emergency OT @ ST Rate	SWP		\$101.09	7/1/2021	2/28/2022	---	\$ 101.09	N/A
Full Time			\$101.09	3/1/2022	2/28/2023	1.50%	\$ 102.61	N/A
OT @ 1.5x ST Rate			\$101.09	3/1/2022	2/28/2023	1.50%	\$ 102.61	N/A
Lead Elec. PE, GSD	FIELD		\$105.69	3/1/2023	2/29/2024	3.00%	\$ 105.69	N/A
Inspector			\$105.69	3/1/2023	2/29/2024	3.00%	\$ 105.69	N/A
Construction Inspector, Grp 2	PW Work		\$108.86	3/1/2024	2/28/2025	3.00%	\$ 108.86	N/A
Emergency OT @ ST Rate	SWP		\$108.86	3/1/2024	2/28/2025	3.00%	\$ 108.86	N/A
Full Time			\$108.86	3/1/2024	2/28/2025	3.00%	\$ 108.86	N/A
OT @ 1.5x ST Rate			\$108.86	3/1/2024	2/28/2025	3.00%	\$ 108.86	N/A

OPERATING ENGINEER: All Classifications and All Shifts
 The above Determinations are currently in effect and will expire on June 30, 2021**.

Effective on July 1, 2021, there will be an increase of \$2.45 to be allocated to wages and/or fringes.

There will be no further increases applicable to these determinations.

3/1/2024	2/28/2025	3.00%	\$ 108.86	
3/1/2025	2/28/2026	3.00%	\$ 112.13	

FIRM INPUT – STANDARD AND CONTRACT SPECIFIC NOTES

Input

■ Standard notes

- Note I Prevailing Wage Notification (* or **)
- Employees Actual Hourly Rate on Date of RFQ
- Travel Time

■ Contract Specific Footnotes

- Typically related to specific employee situations (voluntary reduced rates, contract employees, etc.)

Contract Specific Footnotes (by Consultants):	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26
1																										
2																										
3																										
4																										

Notes for Consultants:

- Note employee classifications that are subject to prevailing wage requirements with one asterisk (*) or two (**). Prevailing Wage specified is based on DIR determination, including known Predetermined increase(s), as of date of RFQ/RFP advertisement.
- The employees' actual hourly rates shown in this cost proposal are the rates that were effective as of the RFQ/RFP advertisement date. Caltrans Contract Manager's pre-approval is required to add staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates as of the RFQ/RFP advertisement date (02/16/2021). Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnel listed on this cost proposal having similar experience, and requires prior-approval from the Caltrans Contract Manager.
- Travel Time:** California minimum wage laws require an employer to count employee travel time as hours worked whenever it requires employees to travel, no matter when the travel occurs. This includes any time employed.
- If an employee's travel time to a transportation center (airport, bus station, train station, etc.) is about the same as the travel time to the employee's usual workplace, the employer may begin counting the employee's travel time as hours worked once he or she arrives at the transportation center. CA DLSE 46.2
- Employers must also count as hours worked time spent by employees traveling from a central reporting location to their actual work location. CA DLSE 46.2
- Employers are permitted to pay employees a lower wage rate for waiting or standby time than they do for time when employees are performing actual job duties. The employer must notify employees they will be paid the lower wage rate before the travel begins. CA DLSE 46.3.2

Managers/Supervisors: Up to a maximum of 8 hours will be charged for work time or any combination of travel and work time (On Weekdays) Billing rate for travel time= Loaded Rate Formula "C" above.

Exempt staff: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed as follows: Billing rate for travel time= Loaded Rate Formula "C" above, if working on a public works project.

When performing Non-Prevailing Wage duties on this project during the regular work day, the Billing rate for travel time= Loaded Rate Formula "T" above.

All travel time, outside of the regular work day, will be billed without the application of overhead rate as follows: Billing Rate = (Actual Hourly Rate) * (1 + Fee) + (Delta Base + Delta Fringe) * (1 + Fee)

Non-Exempt staff: During regular work day, actual travel time not to exceed 8 hours in any one day or one way travel will be billed at the Straight Time rate (i.e., without the application of the 1.5X or 2.0X multiplier for Overtime), as follows: Billing rate for travel time= Loaded Rate Formula "A" above.

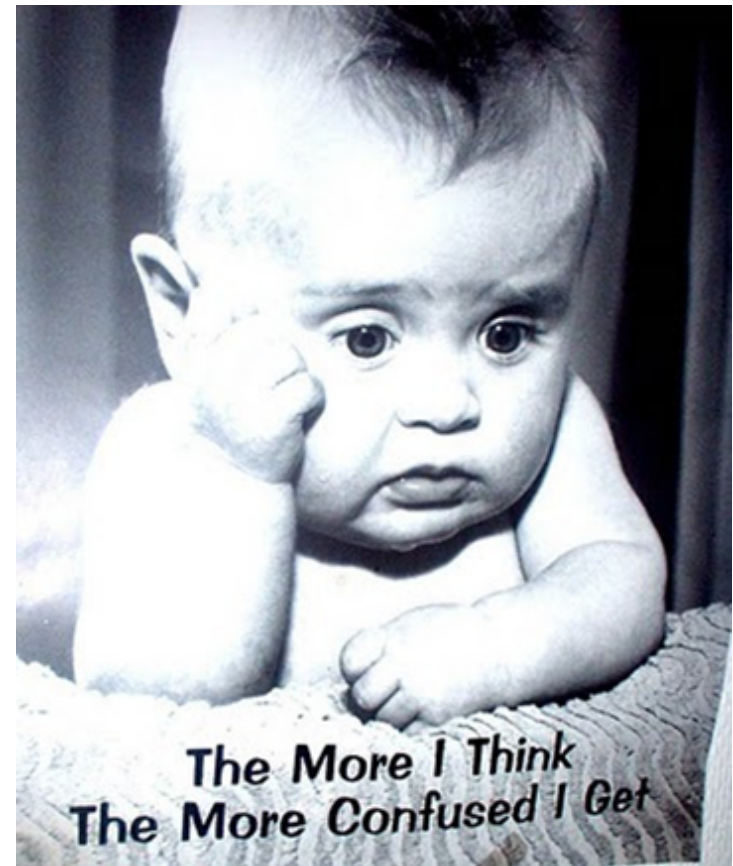
are effective as of the RFQ/RFP advertisement date. Caltrans Contract Manager's pre-approval is required to add staff not previously listed on the cost proposal. The billing rates for these employees, including those that fall under general classifications, will be calculated and reimbursed based on their actual hourly rates as of the RFQ/RFP advertisement date (02/16/2021). Hourly rates for new employees hired after the date of this cost proposal will not exceed (or shall be in line with) the rates of similar personnel listed on this cost proposal having similar experience, and requires prior-approval from the Caltrans Contract Manager.

Travel Time: California minimum wage laws require an employer to count employee travel time as hours worked whenever it requires employees to travel, no matter when the travel occurs. This includes any time employed.

SO, WHAT HAPPENS NEXT?

All of the information you have entered,
becomes part of a complicated
formula.....

Which results in.....



COST PROPOSAL OUTPUT - DELTAS AND BILLING RATES

- Delta Total
- Delta Base
- Delta Fringe
- Loaded Hourly Billing Rates



Applicable DELTA (TOTAL) = Employee Total - DIR Total			Applicable DELTA Base = DIR Rate - Employee Base Rate			Applicable DELTA FRINGE = DELTA TOTAL - DELTA BASE (Employee - DIR)			Loaded Hourly Billing Rates		
Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	1.5 OT	2.0 OT	Straight	OT (1.5x)	OT (2x)
(\$5.21)	(\$30.62)	(\$56.02)	\$0.00	(\$15.73)	(\$41.13)	(\$5.21)	(\$14.89)	(\$14.89)	\$150.11	\$150.11	\$150.11
(\$7.66)	(\$33.80)	(\$59.94)	\$0.00	(\$17.93)	(\$44.07)	(\$7.66)	(\$15.87)	(\$15.87)	\$150.11	\$150.11	\$150.11
(\$6.75)	(\$32.89)	(\$59.03)	\$0.00	(\$17.02)	(\$43.16)	(\$6.75)	(\$15.87)	(\$15.87)	\$152.37	\$152.37	\$152.37
(\$4.91)	(\$31.05)	(\$57.19)	\$0.00	(\$15.18)	(\$41.32)	(\$4.91)	(\$15.87)	(\$15.87)	\$156.94	\$156.94	\$156.94
(\$3.01)	(\$29.15)	(\$55.29)	\$0.00	(\$13.28)	(\$39.42)	(\$3.01)	(\$15.87)	(\$15.87)	\$161.65	\$161.65	\$161.65
(\$1.06)	(\$27.20)	(\$53.34)	\$0.00	(\$11.33)	(\$37.47)	(\$1.06)	(\$15.87)	(\$15.87)	\$166.49	\$166.49	\$166.49
(\$5.71)	(\$31.37)	(\$57.02)	\$0.00	(\$16.48)	(\$42.13)	(\$5.71)	(\$14.89)	(\$14.89)	\$150.11	\$150.11	\$150.11
(\$8.16)	(\$34.55)	(\$60.94)	\$0.00	(\$18.68)	(\$45.07)	(\$8.16)	(\$15.87)	(\$15.87)	\$150.11	\$150.11	\$150.11
(\$7.25)	(\$33.64)	(\$60.03)	\$0.00	(\$17.77)	(\$44.16)	(\$7.25)	(\$15.87)	(\$15.87)	\$152.37	\$152.37	\$152.37
(\$5.41)	(\$31.80)	(\$58.19)	\$0.00	(\$15.93)	(\$42.32)	(\$5.41)	(\$15.87)	(\$15.87)	\$156.94	\$156.94	\$156.94
(\$3.51)	(\$29.90)	(\$56.29)	\$0.00	(\$14.03)	(\$40.42)	(\$3.51)	(\$15.87)	(\$15.87)	\$161.65	\$161.65	\$161.65
(\$1.56)	(\$27.95)	(\$54.34)	\$0.00	(\$12.08)	(\$38.47)	(\$1.56)	(\$15.87)	(\$15.87)	\$166.49	\$166.49	\$166.49
(\$6.21)	(\$32.12)	(\$58.02)	\$0.00	(\$17.23)	(\$43.13)	(\$6.21)	(\$14.89)	(\$14.89)	\$150.11	\$150.11	\$150.11
(\$8.66)	(\$35.30)	(\$61.94)	\$0.00	(\$19.43)	(\$46.07)	(\$8.66)	(\$15.87)	(\$15.87)	\$150.11	\$150.11	\$150.11
(\$7.75)	(\$34.39)	(\$61.03)	\$0.00	(\$18.52)	(\$45.16)	(\$7.75)	(\$15.87)	(\$15.87)	\$152.37	\$152.37	\$152.37
(\$5.91)	(\$32.55)	(\$59.19)	\$0.00	(\$16.68)	(\$43.32)	(\$5.91)	(\$15.87)	(\$15.87)	\$156.94	\$156.94	\$156.94
(\$4.01)	(\$30.65)	(\$57.29)	\$0.00	(\$14.78)	(\$41.42)	(\$4.01)	(\$15.87)	(\$15.87)	\$161.65	\$161.65	\$161.65
(\$2.06)	(\$28.70)	(\$55.34)	\$0.00	(\$12.83)	(\$39.47)	(\$2.06)	(\$15.87)	(\$15.87)	\$166.49	\$166.49	\$166.49
									\$150.11	\$150.11	\$150.11
									\$152.37	\$152.37	\$152.37
									\$156.94	\$156.94	\$156.94
									\$161.65	\$161.65	\$161.65
									\$166.49	\$166.49	\$166.49

WHAT FACTORS IMPACT LOADED BILLING RATES

- Indirect Cost Rate
- Prevailing Wage Deltas
 - Direct Labor
 - Indirect Labor
 - ODC
- Premium Overtime
 - Direct Labor
 - Indirect Labor

Loaded Billing Rate Calculations:

Non Exempt Employee Loaded Billing Rates

A) Straight Time (ST) Loaded Billing Rate = [Actual Hourly Rate + ST Delta Base + ST Delta Fringe] * [(1 + Field OH) * (1 + Fee)]

B) ST Loaded Billing Rate + (1.5 Base PW Rate - ST Base PW Rate) * [(1+Field OH) * (1+Fee)] or ST Loaded Billing Rate + (2.0 Base PW Rate - ST Base PW Rate) * [(1+Field OH) * (1+Fee)]

Exempt Employee Loaded Billing Rates - Compensated for PW OT:

C) Straight Time (ST) Loaded Billing Rate = [Actual Hourly Rate + ST Delta Base + ST Delta Fringe] * [(1 + Field OH) * (1 + Fee)]

D) ST Loaded Billing Rate + (1.5 Base PW Rate - ST Base PW Rate) * [(1+Field OH) * (1+Fee)] or ST Loaded Billing Rate + (2.0 Base PW Rate - ST Base PW Rate) * [(1+Field OH) * (1+Fee)]

The PW Deltas (Base & Fringe) above for Loaded Billing Rates, are applicable for services covered under DIR determinations. Includes Exempt employees who are normally not paid for OT worked, per company policy

Exempt Employee Loaded Billing Rates - Not Compensated for OT (Uncompensated OT):

E) ST Loaded Billing Rate = Actual Hourly Rate * [(1 + Home OH) * (1 + Fee)]

F) No Overtime. (Columns are shaded out.)

Exempt Employee Loaded Billing Rates - Compensated for OT @ ST Rate:

G) ST Loaded Billing Rate = Actual Hourly Rate * [(1 + Home OH) * (1 + Fee)]

H) ST Loaded Billing Rate + (1.5 x 0) or ST Loaded Billing Rate + (2.0 x 0)



WHAT IS A PREVAILING WAGE DELTA?

Simply put, a prevailing wage delta is the difference between the employees **BASE HOURLY RATE + FRINGE BENEFITS** and the required **PREVAILING WAGE RATE + FRINGE BENEFITS**.....

Seems easy enough right?

But not so fast.....



WHAT IS A PREVAILING WAGE DELTA?

Every firm has their own accounting practices which dictate how PREVAILING WAGE DELTAS are accounted for in the LOADED BILLING RATE.

The options are:

- Direct Labor
- Indirect Labor
- ODC

Which leads us to APPLICABLE MULTIPLIER DELTA BASE and APPLICABLE MULTIPLIER DELTA FRINGE.....

Applicable Multiplier Delta Base (Field)	=	2.4816
Applicable Multiplier Fringe (Field)	=	2.4816

Applicable Multiplier Delta Base (Field)	=	0.0000
Applicable Multiplier Fringe (Field)	=	0.0000

Applicable Multiplier Delta Base (Field)	=	1.0000
Applicable Multiplier Fringe (Field)	=	1.0000

WHAT IS A PREVAILING WAGE DELTA?

What does all this mean for our billing rates?

- Direct Labor – Deltas are applied a full multiplier which is made up of the firms ICR and the contact fee
- Indirect Labor – Deltas are not reimbursed on loaded billing rate as they are included in the ICR
- ODC – Deltas are a pass thru so the resultant multiplier would be a 1.00

Applicable Multiplier Delta Base (Field)	=	2.4816
Applicable Multiplier Fringe (Field)	=	2.4816

Applicable Multiplier Delta Base (Field)	=	0.0000
Applicable Multiplier Fringe (Field)	=	0.0000

Applicable Multiplier Delta Base (Field)	=	1.0000
Applicable Multiplier Fringe (Field)	=	1.0000

OVERTIME PREMIUM

■ Premium Overtime

- Direct Labor – premium overtime is included in overtime billing rate and applied with multiplier
- Indirect Labor – premium overtime is included in ICR and is not marked up or included in overtime billing rate
- Exempt Employees – Depending on the firm's Overtime Policy, exempt employees could receive no pay for overtime or regular/straight time pay. If an exempt employee is performing prevailing wage work, overtime deltas have to be paid.

Loaded Billing Rate Calculations:	
Non Exempt Employee Loaded Billing Rates	
A) Straight Time (ST) Loaded Billing Rate =	$[\text{Actual Hourly Rate} + \text{ST Delta Base} + \text{ST Delta Fringe}] * [(1 + \text{Field OH}) * (1 + \text{Fee})]$
B) ST Loaded Billing Rate + (1.5 Base PW Rate - ST Base PW Rate) * [(1+Field OH) * (1+Fee)] or ST Loaded Billing Rate + (2.0 Base PW Rate - ST Base PW Rate) * [(1+Field OH) * (1+Fee)]	
Exempt Employee Loaded Billing Rates - Compensated for PW OT:	
C) Straight Time (ST) Loaded Billing Rate =	$[\text{Actual Hourly Rate} + \text{ST Delta Base} + \text{ST Delta Fringe}] * [(1 + \text{Field OH}) * (1 + \text{Fee})]$
D) ST Loaded Billing Rate + (1.5 Base PW Rate - ST Base PW Rate) * [(1+Field OH) * (1+Fee)] or ST Loaded Billing Rate + (2.0 Base PW Rate - ST Base PW Rate) * [(1+Field OH) * (1+Fee)]	
<small>The PW Deltas (Base & Fringe) above for Loaded Billing Rates, are applicable for services covered under DIR determinations. Includes Exempt employees who are normally not paid for OT worked, per company policy.</small>	
Exempt Employee Loaded Billing Rates - Not Compensated for OT (Uncompensated OT):	
E) ST Loaded Billing Rate =	$\text{Actual Hourly Rate} * [(1 + \text{Home OH}) * (1 + \text{Fee})]$
F) No Overtime. (Columns are shaded out.)	
Exempt Employee Loaded Billing Rates - Compensated for OT @ ST Rate:	
G) ST Loaded Billing Rate =	$\text{Actual Hourly Rate} * [(1 + \text{Home OH}) * (1 + \text{Fee})]$
H) ST Loaded Billing Rate + (1.5 x 0) or ST Loaded Billing Rate + (2.0 x 0)	



ADM 2033 – COST PROPOSAL TRAINING – FINAL THOUGHTS

- Break it down
- Keep it simple
- Understand the intent of each section
- Know your firms accounting practices as they apply to the cost proposal sections
- Always know that there are people who are willing to help
- And last, but not least....IT DOES GET EASIER! 😊





Time For
Questions

