

January 13, 2021

Mr. Randy Anhorn  
Nine Mile Creek Watershed District  
12800 Gerard Drive  
Eden Prairie, MN 55346

**Re: 2021 Hourly Rates**

Dear Mr. Anhorn:

As part of our May 1, 2020 proposal to provide engineering services to the Nine Mile Creek Watershed District (NMCWD), Barr provided a 2020-2022 rate schedule and a summary of hourly rates for key team members for 2020, 2021, and 2022. This information was subsequently referenced as Exhibit A in the June 2020 agreement for engineering services between Nine Mile Creek Watershed District and Barr Engineering Co. A copy of Exhibit A is enclosed.

As discussed in Exhibit A, hourly rates listed for 2021 were based on typical year-to-year increases reflecting individual professional growth and/or changes in cost of living. Barr closely reviews hourly rates (and associated salaries) on an annual basis to reflect individual staff's growth in skills, experience and expertise, as well as market conditions. While actual 2021 billing rates are greater than those listed in Exhibit A for several individuals due to changes in position/responsibility and/or recent market corrections, we will honor the hourly billing rates identified in Exhibit A for general engineering services and services by task order—and we will remain committed to building project teams to keep costs within designated budgets.

For Barr staff anticipated to work on NMCWD projects in 2021 but not specifically included in Exhibit A, 2021 billing rates will remain within the 2020-2022 rate schedule. Barr's rate schedule summarizes the range of billing rates for each of our staffing categories. In many cases, the billing rates listed represent a wide range, based on varying levels of experience and expertise of staff within these categories. When building a team for NMCWD projects, appropriate staff are selected with consideration for both applicable experience and staff billing rates to make sure that the District receives high-value services for a reasonable cost.

Please also accept this letter as notification that we have renewed our professional and general liability insurance.

We remain committed to providing superior technical expertise, sound advice and attention to you and your organization's needs, and ask for your feedback if you feel we aren't measuring up to those goals. We appreciate your confidence in Barr and look forward to being of continued service. If you have any questions about our rate schedules or our work for you, please contact me.

Sincerely,

A handwritten signature in cursive script that reads "Janna Kieffer".

Janna M. Kieffer  
Vice President

Enclosure

**Exhibit A**  
**2020 – 2022 Rate and Fee Schedule**

## 1.6 Barr's 2020 fee schedule

Barr's 2020 fee schedule, presented below, summarizes the range of billing rates for each of our staffing categories. In many cases, the billing rates listed represent a wide range, based on varying levels of experience and expertise of staff within these categories. When building a team for Nine Mile Creek Watershed District projects, appropriate staff will be selected with consideration for both applicable experience and staff billing rates to make sure that the District receives high-value services for a reasonable cost.

Description	Rate (U.S. dollars)
Support Personnel I .....	\$50-90
Support Personnel II .....	\$95-150
Technician I .....	\$60-90
Technician II .....	\$95-120
Technician III .....	\$125-150
Engineer/Scientist/Specialist I .....	\$65-90
Engineer/Scientist/Specialist II .....	\$95-120
Engineer/Scientist/Specialist III .....	\$125-150
Engineer/Scientist/Specialist IV .....	\$155-180
Consultant/Advisor .....	\$185-250
Principal .....	\$145-295

## 1.7 Barr individual team member billing rates

The table below shows proposed hourly billing rates for Barr staff who have been assigned as key team members for both the daily consulting engineering services and all portions of the specific-project pool. They are sorted alphabetically by first name. The table includes billing rates for the 2020-2021 time period, as requested in the request for letters of interest, as well as 2022 hourly rates, should an agreement extend into 2022. Hourly rates listed for 2021 and 2022 are based on typical year-to-year to increases to reflect individual professional growth and/or changes in cost of living. Barr closely reviews hourly rates (and associated salaries) on an annual basis to reflect individual staff's growth in skills, experience and expertise, as well as market conditions. While actual 2021 and 2022 billing rates may vary from those listed in the table below, we will honor these hourly billing rates throughout the life of the agreement—and we will remain committed to building project teams to keep costs within designated budgets. Given the uncertainty of our current times, we also recognize the potential economic implications resulting from COVID-19 and want to express our flexibility and willingness to renegotiate future rates as needed throughout the life of an agreement.

Name	Title	2020 rate	2021 rate	2022 rate
Aaron Mielke	Senior GIS/Environmental Consultant	\$145	\$150	\$155
Amy Meulebroeck	Senior GIS Specialist	\$120	\$125	\$130
Andrea Wedul	Senior Landscape Architect	\$110	\$115	\$120
Bob Dickson	Senior Survey Technician	\$105	\$110	\$115
Bob Obermeyer	Vice President, Senior Water Resources Engineer	\$180	\$185	\$190
Brandon Barnes	Water Resources Engineer	\$150	\$155	\$160
Brendan Dougherty	Senior Landscape Architect	\$100	\$105	\$110

Name	Title	2020 rate	2021 rate	2022 rate
Brian Burgner	Senior Ecologist	\$110	\$115	\$120
Brie Meyer	Senior Applications Developer	\$140	\$145	\$150
Chris Bonick	Senior Water Resources Scientist	\$130	\$135	\$140
Cory Anderson	Water Resources Engineer	\$140	\$145	\$150
Dan Fetter	Vice President, Senior Civil Engineer	\$205	\$210	\$215
Dan Tix	Senior Wetland Ecologist	\$150	\$155	\$160
Dave Melmer	Senior Environmental Technician	\$90	\$95	\$100
Eddie Anderson	GIS Specialist	\$90	\$95	\$100
Eric Fitzgerald	Senior Water Resources Civil Technician	\$95	\$100	\$105
Eric Lund	Senior Environmental Engineer	\$155	\$160	\$165
Erin Feehily	Landscape Architect	\$90	\$95	\$100
Evan Christianson	Senior Hydrogeologist	\$165	\$170	\$175
Fred Rozumalski	Senior Landscape Architect and Ecologist	\$160	\$165	\$170
Greg Fransen	Water Resources Scientist	\$130	\$135	\$140
Greg Nelson	Senior Project Designer	\$140	\$145	\$150
Greg Williams	Senior Water Resources Engineer	\$145	\$150	\$155
Greg Wilson	Senior Water Resources Engineer	\$170	\$175	\$180
Janna Kieffer	Vice President, Senior Water Resources Engineer	\$170	\$175	\$180
Jen Koehler	Senior Water Resources Engineer	\$145	\$150	\$155
Jim Staberg	Senior Survey Technician	\$120	\$125	\$130
John Hanson	Vice President, Senior Civil Engineer	\$175	\$180	\$185
John Novack	Senior Survey Technician	\$100	\$105	\$110
Josh Vosejkpa	GIS Specialist	\$90	\$95	\$100
Karen Chandler	Vice President, Senior Water Resources Engineer	\$180	\$185	\$190
Karen Kaul	Graphics Specialist	\$90	\$95	\$100
Karen Wold	Senior Environmental Scientist	\$135	\$140	\$145
Katie Turpin-Nagel	Water Resources Engineer	\$110	\$115	\$120
Keith Pilgrim	Senior Water Resources Scientist	\$160	\$165	\$170
Kurt Leuthold	Vice President, Senior Civil Engineer	\$190	\$195	\$200
Louise Heffernan	Water Resources Engineer	\$100	\$105	\$110

Name	Title	2020 rate	2021 rate	2022 rate
Lulu Fang	Water Resources Engineer	\$105	\$110	\$115
Maddie Hankard	Environmental Data Management Technician	\$80	\$85	\$90
Marcy Bean	Senior Landscape Architect	\$125	\$130	\$135
Mark Jacobson	Vice President, Senior Environmental Scientist	\$185	\$190	\$195
Matt Kumka	Senior Landscape Architect	\$125	\$130	\$135
Matt Metzger	Senior Civil Engineer	\$160	\$165	\$170
Maureen McFarlane	GIS Applications Specialist	\$105	\$110	\$115
Meg Rattei	Senior Biologist	\$140	\$145	\$150
Michael McKinney	Water Resources Engineer	\$115	\$120	\$125
Michelle Kimble	Senior Civil Engineer	\$145	\$150	\$155
Mike Strong	Senior GIS Specialist	\$120	\$125	\$130
Nathan Campeau	Vice President, Senior Water Resources Engineer	\$170	\$175	\$180
Pat Brockamp	Water Resources Engineer	\$115	\$120	\$125
Peter Hinck	Senior Water Resources Engineer	\$140	\$145	\$150
Rachel Mitcavish	GIS Specialist	\$90	\$95	\$100
Ray Wuolo	Vice President, Senior Hydrogeologist	\$230	\$235	\$240
Ron Koth	Senior Fisheries Ecologist	\$135	\$140	\$145
Sean Campbell	Water Resources Engineer	\$95	\$100	\$105
Shanna Braun	Senior Environmental Scientist	\$145	\$150	\$155
Shiyue Zhang	Landscape Designer	\$85	\$90	\$95
Tanya Roberts	Information Technology Specialist	\$160	\$165	\$170
Tim Anderson	Senior Water Resources Engineer	\$165	\$170	\$175
Tom MacDonald	Vice President, Senior Water Resources Engineer	\$175	\$180	\$185
Tyler Olsen	Water Resources Engineer	\$95	\$100	\$105