

California State Water Resources Control Board
Underground Storage Tank Cleanup Fund Cost Guidelines

Unit Costs

2006 Revised Personnel Labor Rates

The following information is presented as a supplement to the information on page 10 of the October 2001 Cost Guidelines and may be used as guidance for labor costs incurred after October 1, 2006.

Shown below are typical professional labor rates for consultant personnel. Individual companies may use different titles and descriptions for employees.

There are two major contributors to excessive personnel costs:

- The first contributor is the use of high billing rate personnel (e.g., Senior Engineer/Geologist) to perform tasks that require a lower level of expertise. It is very important to use only the appropriate staff level for the tasks performed. Some consultants, either through staffing difficulties, scheduling problems, or a lack of staff may use a higher billing staff to perform tasks commonly performed by a lower billing staff person. This is acceptable if the billing rate is adjusted downward to correspond to the task performed.
- The second contributor is an unreasonably high level of effort required to perform common tasks. The level of effort the Fund would typically expect for common tasks is described in the Project Costs Section.

Reimbursement will be limited to the actual value and level of the work performed, irrespective of the title of the employee. Fund staff will make the final determination of eligibility for all costs submitted for reimbursement.

The following typical billable rates include: labor, benefits, taxes, overhead/general & administrative (G&A), profit, and ancillary charges such as copies, faxes, telephones, postage, paper clips, binders, cellular phone charges, computer charges (CADD, word-processing, mapping), etc.

Typical Personnel Labor Rates	
Professional Staff Title/Classification	Billable Rate (\$/hr)
Principal Engineer/Geologist	145.00
Project Manager	120.00
Senior Engineer/Geologist	120.00
Project/Associate Engineer/Geologist	105.00
Staff Engineer/Geologist	90.00
Senior Technician	80.00
Technician	70.00
Drafts Person	65.00
Clerical	55.00

Note: These billable rates can also be used to update the "Rate" columns of the various tables in the Project Costs Section.