

## **Exhibit B Compensation**

### General

Consultant shall be paid for those Services performed pursuant to this Agreement inclusive of all reimbursable expenses (if applicable), in accordance with the terms and conditions herein. The Compensation Schedule below/attached states nature and amount of compensation the Consultant may charge the City:



## National Office Locations

### **Detroit, Michigan**

616.361.2664

### **Grand Rapids, Michigan**

616.361.2664

### **Asheville, North Carolina**

828.251.5550

### **Charlotte, North Carolina**

704.731.8080

### **Durham, North Carolina**

919.682.2870

### **Greenville, North Carolina**

252.329.0119



[weareprogressive.com](http://weareprogressive.com)



December 4, 2025

## City of Ann Arbor

### Fee Proposal

*(RFP # 25-60)*



# Fee Proposal

Fee Proposal	
Design Services for Ann Arbor	\$248,500
Reimbursable Expenses	\$8,000

Authorized Negotiator

Seth Horton  
Seth Horton (Dec 3, 2025 12:02:19 EST)

Seth Horton, PE  
Principal  
shorton@weareprogressive.com  
616.365.8565

Class 10 Personnel	Director, Principal	\$275/hour
Class 9 Personnel	Practice Leader, Principal / Team Leader, Project Principal, Senior Healthcare Planner, Senior Project Leader	\$225/hour
Class 8 Personnel	Director of Strategy and Transformation, Senior Construction Project Manager, Senior Engineer, Senior Planner, Senior Project Manager	\$195/hour
Class 7 Personnel	Construction Administrator, Project Manager II, Senior Architect, Senior Construction Superintendent, Senior Environmental Scientist, Senior Estimator, Senior Project Designer, Senior Surveyor	\$180/hour
Class 6 Personnel	Architect II, Engineer II, Estimator, Planner III, Project Designer, Senior Architectural Staff, Senior Engineering Designer, Senior interior Designer, Senior Landscape Architect	\$155/hour
Class 5 Personnel	Architect, Construction Project Manger, Engineer, Interior Designer III, Project Manager, Senior Engineering Technician	\$135/hour
Class 4 Personnel	Architectural Staff, Architectural Technician, Engineering Designer, Environmental Scientist II, Interior Designer II, Landscape Architect II, Planner II, Survey Technician	\$115/hour
Class 3 Personnel	Construction Observer, Construction Superintendent, Environmental Scientist, Interior Designer, Landscape Designer	\$100/hour
Class 2 Personnel	Engineering Technician, Field Scientist, Interior Design Staff, Planner, Project Assistant	\$85/hour
Class 1 Personnel	Intern	\$60/hour

**Reimbursable Expenses:**

1. Fees for Program, Financial or Procurement Management services when the Owner has engaged a supplier and Architect is subject to a fee.
2. Building permit fees and plan review fees as required by the authorities having jurisdiction over projects at cost plus 10%.
3. Outside services, consultants, travel and lodging at cost plus 10%.
4. Copies, telephone, cell phone voice and data charges and office supplies will be charged through a \$25 per month Misc. Office Expense charge. This charge will not be applied to invoices under \$1,000.
5. CAD black/white plotting at 25¢ per square foot; CAD color plotting at 35¢ per square foot; CAD low density color images at 40¢ each; and CAD high density color images at 60¢ each. Postage, shipping, and lab tests at cost. Files written to CD will be minimum \$100 per drawing or \$500 maximum. Passenger vehicle mileage on projects at the IRS Standard Rate (currently 70¢ per mile). Lodging, meals, and airfare at cost. Survey equipment at \$160 per day. Building scanner at \$600 per day. Traffic Counters at \$100 per count. Surveying supplies at 75¢ per stake.
6. Overtime expenses requiring higher than normal rates if authorized by owner.

**Notes:**

1. Invoices are due upon receipt. Unpaid invoices shall bear interest at a rate of 1 percent per month if not paid within 30 days of the date of the invoice.
2. Special media requests may be at higher rate.
3. Hourly staff charges and expenses subject to change annually.