



Actual Not to Exceed (ANTE) Table Information

Most WSDOT Consultant Agreements use an ANTE Table to establish the allowable billing rates for the prime and any sub-consultants. The ANTE Table is comprised of four main parts; the job classification, direct labor not-to-exceed (NTE), Indirect Cost Rate (ICR), and fixed fee. The enclosed information discusses ANTE Table development and update for WSDOT Agreements.

Job Classification	Direct Labor Hourly Rate NTE	ICR 120%	Fixed Fee 30%	-All-Inclusive Hourly Billing Rate NTE
Engineer 1	\$45	\$54	\$13.50	\$112.50

1. ANTE Table Job Classifications

The job classifications on the ANTE are generally project specific based on the budget and hours estimate. The job classifications listed shall be consistent for all WSDOT agreements. Changes to classifications (add/delete) during the annual period is considered on a case-by-case basis.

2. ANTE Table Direct Labor NTE

The ANTE specifies the direct labor NTE for each job classification listed on the ANTE Table. The employee's actual labor rate is the starting point for negotiating the billed labor rate, up to the NTE for the respective job classification used. Proposals may estimate total labor by using average wage rates, but actual services are billed using the employee's actual payroll rate within the respective job classification direct labor NTE.

3. ANTE Table ICR Establishment/Update

For WSDOT Agreements, the Internal Audit Office (IAO) reviews a firm's ICR schedule for compliance with the Federal Acquisition Regulations (FARs). The ICR entered into the agreement shall be current and approved by WSDOT IAO. Depending on the payment provision of the agreement, the consultant shall update their ICR annually.

Consultants are to submit their yearly ICR package to the Consultant Services Office (CSO) for review and approval within 180-days of the FYE. CSO will in turn request IAO review the firm's ICR schedule for compliance with FARs.



4. ANTE Table Fixed Fee

The profit/fixed fee is negotiated between the consultant and WSDOT as a percentage of direct labor and generally set for the life of the agreement. The fee percentage is determined using a weighted guideline. See appendix AA of the Consultant Services Manual for more information on how the fixed fee is established.

5. ANTE Table Update

As mentioned in section 3, the agreement may require an annual update within 180-days of the FYE. This is also an opportunity for the firm to verify the job classifications. If a firm wishes to add job classifications to its ANTE, be prepared to support the basis for the direct labor NTE is reasonable.

The firm may also have an opportunity to renegotiate the direct labor NTEs. We want to reiterate this is a negotiation not a guarantee. CSO reviews a variety of factors before agreeing to a direct labor NTE increase such as prevailing market rates and wages, the employee cost index, and historical cost information.

If you have questions about ANTE Table development or updates, contact the Consultant Services Office at consultantrates@wsdot.wa.gov.