

**ACTUALS NOT TO EXCEED TABLE (ANTE)**

<b>The Acme Environmental Group 1234 Poultry Drive Rooster, WA 98101</b>									
Job Classifications	Direct Labor Rates		Overhead 125%		Fixed Fee 25%		All Inclusive Hourly Billing Rate		
	Low	NTE	Low	NTE	Low	NTE	Low	NTE	
Principal Geologist	\$ 50.00	\$ 63.00	\$ 62.50	\$ 78.75	\$ 12.50	\$ 15.75	\$ 125.00	\$ 157.50	
Sr. Environmental Engineer	\$ 25.00	\$ 31.50	\$ 31.25	\$ 39.38	\$ 6.25	\$ 7.88	\$ 62.50	\$ 78.75	
Environmental Engineer	\$ 20.00	\$ 26.25	\$ 25.00	\$ 32.81	\$ 5.00	\$ 6.56	\$ 50.00	\$ 65.63	
Sr. Scientist	\$ 25.00	\$ 31.50	\$ 31.25	\$ 39.38	\$ 6.25	\$ 7.88	\$ 62.50	\$ 78.75	
Scientist	\$ 20.00	\$ 26.25	\$ 25.00	\$ 32.81	\$ 5.00	\$ 6.56	\$ 50.00	\$ 65.63	
Industrial Hygienist (Cert)	\$ 30.00	\$ 36.75	\$ 37.50	\$ 45.94	\$ 7.50	\$ 9.19	\$ 75.00	\$ 91.88	
Industrial Hygienist (Non)	\$ 18.00	\$ 24.15	\$ 22.50	\$ 30.19	\$ 4.50	\$ 6.04	\$ 45.00	\$ 60.38	
Environmental Compliance Spec.	\$ 24.00	\$ 29.40	\$ 30.00	\$ 36.75	\$ 6.00	\$ 7.35	\$ 60.00	\$ 73.50	
Asbestos Inspector/Designer	\$ 15.00	\$ 18.90	\$ 18.75	\$ 23.63	\$ 3.75	\$ 4.73	\$ 37.50	\$ 47.25	
Engineering Aide	\$ 13.00	\$ 15.75	\$ 16.25	\$ 19.69	\$ 3.25	\$ 3.94	\$ 32.50	\$ 39.38	
CAD / Graphics Designer	\$ 12.00	\$ 17.85	\$ 15.00	\$ 22.31	\$ 3.00	\$ 4.46	\$ 30.00	\$ 44.63	
Admin. Level III	\$ 10.00	\$ 13.65	\$ 12.50	\$ 17.06	\$ 2.50	\$ 3.41	\$ 25.00	\$ 34.13	

*Invoiced labor rates may be less than the Low rate shown but may not exceed the NTE rate.*

**THIS IS AN EXAMPLE ONLY**

## **Instructions:**

List job classifications that you propose as part of the project team. (Note: Classifications that are not listed are not eligible for payment.)

*Direct Labor (DL) Rates Column:* List the Low and Not to Exceed (NTE) hourly dollar rates. The NTE rate typically uses historical rates plus a small percentage for anticipated future DL rate increases. This additional percentage is part of the negotiation process, but is typically 1% - 5%.

*Overhead (OH) Rate Calculation Column:* List the Low and Not to Exceed (NTE) OH hourly dollar amounts. To calculate the OH hourly dollar amount multiply the Low and NTE direct labor (DL) rate times the negotiated OH Rate percentage.

*Note:* if you are anticipating using a Home or Field office you must submit ANTE for both Home and Field using the most current CPA audited or WSDOT reviewed overhead rates. Each consultant must provide written billing procedures specifically detailing how and when their field rate will be applied. These procedures must be consistent with the methodology used to compute the field overhead rate for the fiscal year used to negotiate both OH rates. These procedures provide the project office the necessary tools to monitor that the correct OH rate is being billed.

*Fixed Fee (FF) or Profit Calculation Column:* List the All Inclusive Low and Not to Exceed (NTE) Fixed Fee hourly dollar amounts. To calculate the FF hourly dollar amount multiply the Low and NTE direct labor hourly rate times the negotiated FF percentage.

**No other text shall be present on the ANTE Table other than that which is shown in the example.**