

**EXHIBIT 14-C**

**2016 Rate Sheet  
Gutierrez Consultants, Inc.**

<b>Classification</b>	<b>Rate</b>
Principal	\$217
Engineer/Planner	\$180
Project Assistant	\$155

The individual hourly rate includes salary, overhead and profit. The hourly rate also includes ordinary expenses, including telecommunications, computer usage, and regular reproduction jobs. Other direct costs (ODCs) such as large reproduction jobs and travel expenses will be charged at actual cost plus 10%. Mileage will not be marked up. Subconsultants will be billed at actual cost plus 10%. Mileage rate will be that allowed by current IRS guidelines.