Tulalip Tribes | Hibulb Cultural Center Mechanical System Replacement | Design-Builder Fee Matrix (RFP Attachment E)

For use with AIA A104-2017, Tulalip Standard Form of Agreement Between Owner and Contractor with Design-Build (RFP Attachment A). Rates proposed here are carried into Agreement Exhibit F (Labor and Trade Rates) and Exhibit G (Equipment Rates). Enter data only in blue cells. Do not alter formulas or labels. Issued November 6, 2026.

GENERAL RULES FOR COMPLETING THIS SCHEDULE

1. Rates fixed, quantities estimated. Staff, craft labor and equipment rates proposed here are fully burdened, include escalation through the end of the Contract Time, and are fixed at the GMP Amendment. The GMP carries those rates times the estimated months, hours and quantities, and the Design-Builder bills the time and use actually charged.

2. Self-performed craft labor. Union craft wages, fringes and burden follow the applicable collective bargaining agreements. Craft rates entered in Section F become Agreement Exhibit F. Foremen and general foremen who are covered by the collective bargaining agreement are craft labor and are billed at Section F rates, not as staff in Section C.

3. No adder on labor. Small tools, consumable supplies, safety supplies and PPE are not added to labor rates (Agreement Section 3.4.2.3; Exhibit A Section A.1.2.6). They are carried in the GMP as the Section E percentage of self-performed craft labor and reimbursed at actual cost up to that amount.

4. Other general conditions are listed on the Anticipated GC List tab, are carried in the GMP as estimates and are reimbursed at actual cost. A cost included in a staff, craft or equipment rate cannot also be charged as another general condition.

5. Role titles vary between firms. Price each role against the description on the Role Definitions tab.

6. Submission. Submit this Fee Matrix two ways: the completed Excel file, unprotected and in its original format, and a PDF of all tabs printed from that same file and signed in the certification block at the end of this tab. If the Excel file and the signed PDF differ, the signed PDF governs. The Proposal Form (Attachment D) governs over this Fee Matrix.

Proposer / Firm Name:

PROJECT ASSUMPTIONS | Owner provided basis for evaluation (formulas below reference these cells)

Assumption	Value	Source
Assumed Cost of the Work for construction (excluding design and preconstruction, Section B)	$1,500,000	Owner estimate for evaluation only. The actual Cost of the Work is set in the GMP.
Assumed self-performed craft labor share of the Cost of the Work	35.00%	Used only to compute a common base for the Section E percentage.
Assumed self-performed craft labor (for evaluation)	$525,000	Calculated. Do not edit.
Assumed Construction Start	02/01/2027	Refer to the RFP Schedule as needed.
Assumed Substantial Completion	11/30/2027	Refer to the RFP Schedule as needed.
Assumed Construction Duration (Months)	10	Calculated from the dates above. Do not edit.

SECTION A | DESIGN-BUILDER'S FEE | Agreement Section 3.4.2

Description	Basis	Fee Percentage	Fee Base ($)	Fee ($)	Clarifications / Basis (required)
Design-Builder's Fee (Fee Percentage x Fee Base)	% of Cost of the Work		$1,500,000	-	

The Fee is the Fee Percentage times the Cost of the Work (Agreement Section 3.4.2.1) and includes all home office costs, overhead, profit, the Project Executive and principals, corporate accounting, payroll, IT and software, and the corporate safety program. No Fee is applied to bonds, insurance, permit and plan review fees, the TERO fee, or Work attributable to the Design-Builder's errors, omissions or fault (Section 3.4.2.2). Design and preconstruction services are paid as the stipulated amount under Agreement Section 3.3.2.1, outside the Cost of the Work defined in Exhibit A, so no Fee is applied to them. The Proposer's overhead and profit on those services is included in the Section B lump sum, and the Fee Base is the Assumed Cost of the Work for construction.

Subtotal | Design-Builder's Fee					-	

SECTION B | DESIGN AND PRECONSTRUCTION SERVICES | Agreement Section 3.3 and Exhibit D

The Section B subtotal is the Proposer's lump sum design and preconstruction cost. Enter it on the Proposal Form (Attachment D); it becomes the stipulated amount for design and preconstruction services through Construction Documents (Agreement Section 3.3.2.1). B.1 design services (all engineering, drawings, specifications, energy code compliance, controls design and sequences of operation, permit documents and design support during construction) are priced as a percentage of the Assumed Cost of the Work. B.2 is a lump sum for the envelope assessment, testing and report (OPR Section 4.8; K-26). B.3 shows the hours and rates of the Design-Builder's own staff for preconstruction (existing conditions survey, estimating, GMP development); it shows how the lump sum was built and is not billed hourly.

Description	Basis	Percentage / Hours	Base or Rate ($)	Headcount	Total ($)	Clarifications / Basis (required)
B.1 Design services (all disciplines)	% of Assumed Cost of the Work		$1,500,000		-	
B.2 Building envelope assessment, testing and report	Lump sum				-	
B.3 Project Manager	Hours x hourly rate			1	-	
B.3 Estimator	Hours x hourly rate			1	-	
B.3 Detailer / VDC Coordinator	Hours x hourly rate			1	-	
B.3 Superintendent or General Foreman (existing conditions walk and constructability)	Hours x hourly rate			1	-	
B.3 Controls / BAS Project Manager	Hours x hourly rate			1	-	
B.3 (insert additional rows as needed)	Hours x hourly rate			1	-	
Subtotal | Lump Sum Design and Preconstruction Cost (enter on the Proposal Form, Attachment D)					-	

SECTION C | CONSTRUCTION PHASE GENERAL CONDITIONS STAFF | Exhibit A Section A.1.2.2

Monthly, fully burdened rates for salaried and non working supervisory staff. Total Months should not exceed the assumed construction duration (10 months) unless the Clarifications column explains. % of Time is the share of the person's working time charged to this Project. Total = Headcount x Total Months x Monthly Rate x % of Time. Working foremen and general foremen covered by a collective bargaining agreement are craft labor (Section F), not staff. Rates include each person's phone, computer and assigned vehicle.

Description	Headcount	Total Months	Monthly Rate ($)	% of Time	Total ($)	Clarifications / Basis (required)
Project Manager				100%	-	
Project Engineer / Assistant Project Manager				100%	-	
Superintendent (salaried, non working)				100%	-	Enter only if separate from the craft general foreman.
Detailer / VDC Coordinator				100%	-	
Controls / BAS Project Manager				100%	-	
Startup and Commissioning Coordinator				100%	-	Coordinates startup, TAB and the Owner's Cx Agent; craft startup technicians are in Section F.
Closeout Manager				100%	-	Required no later than 45 days before Substantial Completion through Final Completion (Supplementary Conditions Part XI).
Safety Coordinator (site)				100%	-	

TERO Coordinator / Project Administrator				100%	-	
(insert additional rows as needed)				100%	-	

Covered by the Design-Builder's Fee and not priced here: Project Executive; principals; corporate accounting, payroll and IT; corporate safety program; estimating and VDC software.

Subtotal | Construction Phase General Conditions Staff	**-**

SECTION D | MAJOR EQUIPMENT AND FACILITIES FOR GENERAL SITE USE | Exhibit A Section A.1.5.2 and Exhibit G

Equipment is a Design-Builder means and methods item; the list is not a requirement. Design-Builder owned equipment is billed at monthly rates prorated daily and may not exceed 60% of replacement cost or 60% of equivalent third party rates (Exhibit A Section A.1.5.2.1). For one time rentals (for example a crane to set equipment), enter the rate and 1 in Total Months and describe it in the Clarifications column. Hand tools, small power tools, consumables and PPE are in Section E.

Description	Qty	Total Months	Monthly Rate ($)	Owned or Rented	Total ($)	Clarifications (replacement cost for owned items)
Jobsite office (trailer or Owner provided space)					-	Owner may provide a project office in the building; if so, enter 0 and state it.
Storage container(s)					-	
Pool / site pickup truck(s)					-	
Aerial work platforms (scissor or boom lifts)					-	
Forklift or telehandler					-	
Crane for equipment setting (one time)					-	
(insert additional rows as needed)					-	
Subtotal | Major Equipment and Facilities					**-**	

SECTION E | SMALL TOOLS, CONSUMABLE SUPPLIES, SAFETY SUPPLIES AND PPE | Exhibit A Section A.1.5.1

Enter one percentage of self-performed craft labor. At the GMP the percentage times the craft labor carried in the GMP becomes the amount carried for these items, reimbursed at actual cost up to that amount. It is not an adder to labor rates. State the basis (historical average on comparable union mechanical projects) in the Clarifications column.

Description	Basis	Percentage	Craft Labor Base ($)		Amount ($)	Clarifications / Basis (required)
Small tools, consumable supplies, safety supplies and PPE	% of self-performed craft labor		$525,000		-	
Subtotal | Small Tools, Consumables, Safety Supplies and PPE					**-**	

SECTION F | SELF-PERFORMED CRAFT LABOR RATES | Exhibit A Section A.1.2 and Exhibit F (rates only, not in the evaluated total)

Enter fully burdened hourly rates for each craft classification the Design-Builder will self-perform, per the applicable collective bargaining agreement in effect at proposal. State the agreement and its next wage increase date. Wage increases under the agreement after the GMP are handled as the Agreement provides.

Classification	Straight Time ($/hr)	Overtime 1.5x ($/hr)	Double Time ($/hr)	Shift / Off Hours Premium		Collective bargaining agreement and next increase date
Pipefitter / Steamfitter Journeyman						
Pipefitter Foreman						
Pipefitter General Foreman						
Pipefitter Apprentice (average)						
Sheet Metal Journeyman						
Sheet Metal Foreman						

Sheet Metal Apprentice (average)						
HVAC Service / Startup Technician						
Controls / BAS Technician						
Refrigeration Technician (EPA 608 certified)						
(insert additional rows as needed)						

SECTION G | INSURANCE, BONDS, AND ITEMS REIMBURSED AT ACTUAL COST | Agreement Article 17 and Exhibit A Section A.1.6

No Fee is paid on insurance, bonds, permit and plan review fees, or the TERO fee (Agreement Section 3.4.2.2). Rates are applied to the Assumed Cost of the Work for evaluation. The Design-Builder provides pollution liability insurance (Agreement Section 17.1.9). The Owner provides Builder's Risk.

Description	Basis	Rate (%)	Base Amount ($)		Total ($)	Clarifications / Basis (required)
Payment and Performance Bonds	% of Cost of the Work		$1,500,000		-	
Design-Builder's Liability Insurance (CGL, automobile, umbrella)	% of Cost of the Work		$1,500,000		-	
Contractor's Pollution Liability Insurance (Agreement Section 17.1.9)	% of Cost of the Work		$1,500,000		-	
Professional Liability Insurance, if project specific (Exhibit D Section D.6.1)	% of Cost of the Work		$1,500,000		-	Enter only if not carried in the design services percentage in Section B.
(insert additional rows as needed)	% of Cost of the Work		$1,500,000		-	
Builder's Risk (premium paid by Owner)	*Owner cost*	*N/A*	*N/A*	*N/A*	-	*Owner procures Builder's Risk (Agreement Section 17.2.2; Supplementary Conditions Section 6.3.1). Not priced by the Proposer.*
Permit and plan review fees	*Actual cost*	*N/A*	*N/A*	*N/A*	-	*Paid by the Design-Builder and reimbursed at actual cost with no Fee (Exhibit A Section A.1.6.3). Not priced by the Proposer.*
TERO fee	*Actual cost*	*N/A*	*N/A*	*N/A*	-	*Paid by the Design-Builder to the TERO Department and reimbursed at actual cost with no Fee (Exhibit A Section A.1.6.10). Not priced by the Proposer.*
Subtotal | Insurance and Bonds					**-**	

SECTION H | INFORMATION ITEMS | Not included in the total

Item	Response	Clarifications
Anticipated GC List tab completed (Yes / No)		
Basis for the Section E percentage (projects and historical average)		
Escalation included in staff, craft and equipment rates (percent per year, and through what month)		
Collective bargaining agreements that apply to self-performed crafts		

TOTAL PROPOSED DESIGN-BUILDER COST FOR EVALUATION (Sections A, B, C, D, E and G)	-

This total is the Proposer's evaluated cost of Fee, design and preconstruction services, general conditions staff, major equipment, the Section E amount, and insurance and bonds, on the Owner's assumed basis. It is not the GMP. Craft labor, materials, subcontracts, other general conditions and Owner paid items are not in this total.

Legend:

Blue text	Proposer input cell.
Black text	Formula or label. Do not overwrite.
Grey / italic	Not priced by the Proposer.
Light yellow fill	Owner assumption or key percentage cell.
Yellow fill	Rows the Proposer may use, and the Proposer name cell.

CERTIFICATION | Sign the PDF copy submitted with the proposal

The undersigned certifies that the rates, percentages and amounts in this Fee Matrix are the Proposer's offer, remain valid for at least 90 days after the proposal due date, and were printed to the signed PDF from the same electronic file submitted with the proposal.

Proposer / Firm Name: _____

Printed Name and Title: _____

Signature: _____

Date: _____