SDA
ARCHITECTS

Michael J. Sapp
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President

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Eric J. McCune
AIA, LEED AP

Karrie K. Smith
Office Manager

October 28, 2015

Mr. Tony Robyn
Assistant Dir. Planning & Zoning
Joplin City Hall, 4th Floor
602 S. Main
Joplin, Missouri 64801

Re: Joplin Public Library: Budget Alignment and Professional Services Fees per Contract Provisions.

Mr. Robyn,

Pursuant to previous discussions and letters regarding our request for an adjustment to our fees based on the project's budget/scope adjustments, we are writing to outline the provisions of the contract regarding this matter.

As you are aware, our original scope and fee is based on a $10M budget. That budget value included the building construction, *and* a significant portion of the FF&E components (Furniture Fixtures & Equipment);…and therefore the actual building itself was in the assumed range of $8.5M. This was based on the City's preliminary assumptions, internal calculations, and early understanding of the probable scope of the project. The City had therefore advised SDA to base our fee proposal on that preliminary scope and budget.

Exhibit D of the Contract, page 4, under "Additional Services", in general describes various circumstances in which a fee adjustment is justified, one of which is the following: (emphasis added)

> "Services necessitated by *a change in the initial information*, previous instructions or approvals given by the Owner, or a material change in the Project including, but not limited to, *size, quality, complexity, the Owner's schedule or budget* for Cost of the Work, or procurement or delivery method."

As noted above, the construction budget alone increased significantly. This increase created the additional scope, additional quality and complexity, and thus the increase in SDA's services, as has been previously discussed, documented, and analyzed with an hourly breakdown. A more detailed analysis of the extent of the scope change is described in our letter to CBC dated September 15, 2015, as well as the Analysis Chart submitted with that letter, per request of the City, to show the impact on the projected staff hours.

Please do not hesitate to contact SDA with any questions or if there is a need for additional information.

Respectfully,
SAPP DESIGN ASSOCIATES ARCHITECTS, P.C.

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Architectu
Planning and
Interior Design

James C. Stufflebeam, AIA, NCARB
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September 15, 2015

Michelle Kaiser, Senior Project Manager
CBC Real Estate Group
4706 Broadway, Ste. 240
Kansas City, MO 64112

Re: Joplin Public Library: Budget Alignment and Professional Services Fees
(5 pages total)

Dear Michelle,

As a follow-up to recent discussions, meetings, letters, and per your request, we are writing to you as the Owner's designated agent, to provide additional information relative to our previous requests, including the June 25, 2015, and the August 26, 2015, letters requesting an adjustment to our scope of services and the respective fee value. This request for a re-alignment is due to understandable and justifiable circumstances which are identified here.

As you are aware, our original scope and fee is based on a $10M budget for building construction and for FF&E components. The building construction value was therefore believed to be approximately $8.5M. This was based on the City's preliminary assumptions, internal calculations, and early understanding of the probable scope of the project. The City had therefore advised SDA to base our fee proposal on that preliminary scope and budget. (SDA understands fully that the original fee proposal, and any adjustment to that, cannot be based on a percentage of project cost. The project cost/budget is however a "measuring stick" for determining scope of a project, including quality and complexity, and therefore level of effort and services, especially in the initial stages of a project when details are not yet known.)

The City's preliminary space needs assumed a building in the range of 50,000 to 60,000 s.f. This would yield a square foot cost in the range of $150 to $170 / s.f.; ($8.5M construction divided by 50-60K sf), as a general measure of quality and complexity. SDA noted during the interview process that this sq. ft. cost range and quality range is achievable, but with obvious compromise. It was discussed also that other contemporary "next-generation" Libraries are in the $200-plus range per sq. ft. During Contract discussions SDA was advised to base a fee on the $10M budget range as noted above, which correlates to the presumed level of quality and complexity of the building systems and the building configuration. A building design based on this $150/sf quality range would need to be designed around the following parameters: (These items cover the major components suitable to describe the process, but which there are numerous additional components that involve similar increase in complexity and effort.)

- Basic and simple footprint configuration with minimal or no articulation; constant roof height for most all of the building area, (a fairly simple and basic box.)
- Basic exterior materials and finish: one or two finish materials of average quality.
- Basic structural system: low height walls, short span structural bays, low slope roofs.
- An Alternate structural system would be wood frame with wood trusses, but which would require multiple fire walls, and very long awkward roof shape at 3" in 12" slope, with shingled roofs.
- Low cost water management: roofs would have minimum slopes, with gutters and downspouts….with surface drainage across paving and parking areas, and few if any roof drains.
- Economy level envelope: minimal insulation at walls and roof, with residential grade moisture and air barriers.

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- Roof system would be 3 layer built-up asphalt roof with minimal ten year warranty.
- Window systems would be smaller "punched" openings with residential grade or store-front grade framing, with clear glass and average or economy rated performance specs. The overall quantity of windows would be only 10-15% of wall area, and with a low yield of natural light within the building.
- Mechanical System of individual furnaces or "split system" with multiple condensers on the roof, or individual package roof-top units for each building zone. Potentially multiple smaller zones, or alternatively one or two large roof top units with very few zones; a basic control system of one thermostat per unit or zone, and without an overall digital control and monitoring system.
- Lighting systems would be economy grade fluorescent and incandescent, with low initial cost as the driver.....for adequate lighting but below average compared to other modern Libraries.
- Electrical and data systems would be adequate for function, but with limited flexibility and expandability. (Quantity and locations would be determined carefully and prudently.)
- Site features would also be limited with few if any exterior spaces to coordinate with the building design.
- Finishes and materials would be average or economy grade, (light commercial), but which would require a higher degree of maintenance and a shorter life, or would more quickly appear dated and worn.

From the outset the planning process involved extensive review and input from various stakeholder and leadership groups, (as well as reviews by the EDA with City staff and CBC as we understand it). As the project developed through the various Visioning Sessions, Focus Groups, and Programming Sessions, (which included members of the community, library board, city staff and city council,) it became clear even before the formal design process had begun that the expectations for quality by these stakeholders was not consistent with the projected cost per sq. ft. range. Through various design reviews, SDA was directed to develop the building more in keeping with current trends in Library design and quality, as well as compliance with the City's design guidelines for this site. It was also clear early in the process that the project budget, and Architectural services fee would need to be brought into alignment with those expectations.

The higher level of quality and complexity involves every aspect and component of the building design, and therefore the architectural and engineering services as well. This requires more research, more care, more variables to balance, more coordination, more detailed drawings and specifications. As requested, SDA has provided (attached) an analysis of the original fee and hours, including the actual expended hours and projected hours for the increased scope.

A summary description of the services for each phase is provided here as an explanation of the additional work and effort required to meet the expectations:

1. Schematic Design: (including Visioning, Strategic Planning, and Programming,)
   - Original fee component: 395 hrs. $ 75,000
   - Expended and Projected: 1149 hrs. $173,815
   - Projected impact: 754 hrs. $ 98,815
   - Additional coordination with multiple stakeholders. (There are over one dozen separate entities or groups that SDA was required to manage and/or coordinate, many of which were not known at time of contract: (CBC, the Lib. Director, the Lib. Board, Lib. Staff, Post Dir., former Post Dir., Post Board, City leadership, Council, City PW-Engineering and Maintenance, Police CPTED advisors, Alignment Team, Visioning Team, multiple focus groups,
   - Additional meetings and sessions with focus groups and stakeholders, including prep time, analysis, and follow up.

- Additional meetings, prep, and analysis for reviewing goals and programming requirements.
- Additional image studies to find and confirm the right quality level and architectural identity.
- Additional and extended design concepts to seek out and find the right expectations for quality, complexity, and civic identity; (initial concepts were basic and simple to align with the projected cost per sq. ft. range.)
- More complex building configuration, including higher spaces, pitched roof shapes, greater articulation of walls and envelope.
- More complex landscape design, requiring more coordination and collaboration to marry or integrate the building and site spaces.

2. Design Development: (building systems development)
   - Original fee component: 648 hrs. $110,000
   - Expended and Projected: 1422 hrs. $180,547
   - Projected Impace: 774 hrs. $ 70,547
   - More complex structural system for greater spans, open ceilings, extended overhangs, pitched roofs, clearstory skylight systems, etc., all part of a more sophisticated design.
   - Extended and enlarged canopy structure to make a greater architectural statement as required by stakeholder group input.
   - Higher quality and complexity of window systems to incorporate more daylight, greater transparency ("library on display"), and higher thermal performance. (ie: use of Curtainwall systems instead of storefront or residential systems, which requires more coordination with engineers, more variables and technical components to research and properly apply. And including more care and effort to select the right glazing to ensure proper thermal performance without increasing operating costs.)
   - A greater expanse of glazing thus requires design and engineering of shading systems, inside and out, to control heat gain and glare (which would not be required with smaller simpler window systems.)
   - More research and care in selecting the proper hvac system to conform and integrate with the higher roof shapes and open ceiling configurations, including additional energy modeling. With higher cost per s.f. systems there are more variables and more choices to analyze and sort out, and including more sophisticated control and monitoring systems.
   - Raised access floor system, for more flexibility in electrical and data delivery. This requires a more complex concrete floor and perimeter foundation system, as well as research and effort to select and specify the correct raised floor system for library shelving.
   - Lighting: use of all LED systems in lieu of more standard fluorescent, along with programmable and automatic control systems. Design and engineering of daylight sensors and related control interface.
   - More sophisticated rainwater management systems with more complex roof shapes, including roof drain systems, and the avoidance of gutters, downspouts and surface drainage.
   - Decorative Features: special ceilings, video wall, display wall in children's area, graphics, and special lighting; all of which were not anticipated, nor would be typically part of a building in the range of $150-$170/sf.

3. Construction Documents: (detailed drawings and specs for bidding and construction)
   - Original fee component: 1731 hrs. $335,000
   - Expended and Projected: 2838 hrs. $437,270
   - Projected Impact: 1107 hrs. $102,270

- All of the above features and systems as described above for Schematics and Design Development, being more complex and of higher quality (and a higher number of components), therefore require an increased amount of time and effort to coordinate with engineers, to create additional details and instructions, and to develop detailed specifications for each of those components.
- There is also an increased effort in the construction estimating process, although not specifically listed here, but the additional quantity, quality, and complexity does impact the estimator's time to research and to assess costs of those items.

4. Construction Administration:
   - Original fee component: 1038 hrs. $185,000
   - Expended and Projected: 1588 hrs. $243,464
   - Projected Impact: 550 hrs. $ 58,464
   - As described above for Construction Documents, the level of effort during the construction process is also increased considerably.
   - Increased communications with contractors and suppliers.
   - Increase in quantiy and complexity of submittals and manuals.
   - Increased in on-site inspections time, trouble-shooting, and on-site coordination meetings.
   - Increased liability and responsibility for performance of systems, proper application, and installation.

5. Furniture Fixtures & Equipment:
   - Original fee component: 982 hrs. $ 99,000
   - Expended and Projected: 1571 hrs. $164,350
   - Projected Impact: 589 hrs. $ 65,385
   - As for the construction components discussed above, the directions and expectations were for a higher grade of furniture than originally anticipated.
   - With higher grades of furniture, desks, cubicles, etc., comes a higher level of effort to sort through a greater number of variables having to do with materials, types of construction, durability, ergonomics, styles, finishes, etc.

6. Post Construction:
   - Original fee component: 45 hrs. $ 9,000
   - Expended and Projected: 108 hrs. $17,638
   - Projected Impact: 63 hrs. $ 8,638
   - As discussed for all the components above, the increase in effort translates to an increase in Post-Construction follow-up, inspections, trouble-shooting, warranty issues, etc.

The *total combined* "value" of all the above components is in the range of $400,000, which is the increase in services provided to date and projected, and which we believe is accurate. **However, after further review and discussions with City staff, we are proposing a fee adjustment of $295,000**; which will be adequate to cover direct costs and subconsultants, even though our margins will be at a minimum. We offer this proposal in good faith as an amenable and acceptable resolution, as we are aware of the City's concern for the unexpected increase, and the budget limitations.

As a final point, and as you know, the design and planning team has been aware since early in the process that an alignment of the budget was needed, for both the building costs and associated fees, but SDA moved forward in good faith that this would occur in due time. (SDA has also already contracted with our sub-consultants for the increased scope.) At more than one stage in the process it

was agreed to wait until professional cost estimates were obtained in order to confirm the expected building costs, which has been completed and confirmed.

We offer these points as justification for the need to align the building scope, budget, and related fees with the original intentions, and with the Grant budget. These adjustments we do not believe are an "increase" in fees, or building costs, (as they are still consistent with the overall Grant budget), but simply a correction or adjustment to more appropriately comply with the actual Grant application budget, and the expectations of the community for quality and stature of the project.

Please do not hesitate to contact SDA with any questions or if there is a need for additional information.

Respectfully,
SAPP DESIGN ASSOCIATES ARCHITECTS, P.C.

James C. Stufflebeam, AIA, NCARB
Vice President, Senior Project Manager
js/kh
attach: Hours Analysis Chart dated 9-15-15

SAPP DESIGN
ARCHITECTS

AMENDMENT to the PROFESSIONAL SERVICES AGREEMENT

AMENDMENT No. 2

****

CLIENT: City of Joplin
Samuel L. Anselm
602 S. Main Street
Joplin, Missouri 64801

DATE: September 28, 2015

PROJECT REFERENCE: Joplin Public Library; (SDA Project No. 14806)
AGREEMENT BETWEEN CITY OF JOPLIN, AND SAPP DESIGN ASSOC., P.C.
ORIGINAL AGREEMENT DATED: February 3, 2015.
(EDA Project No. 05-79-05345)

***ADDITIONAL SERVICES INCLUDE*: Adjustment for Increase in Scope of the Project**

1. Per original contract , Exhibit D of the Contract, page 4, under "Additional Services":
   a. "Services necessitated by *a change in the initial information*, previous instructions or approvals given by the Owner, or a material change in the Project including, but not limited to, *size, quality, complexity, the Owner's schedule or budget* for Cost of the Work, or procurement or delivery method."
2. General: As the project developed, it became clear that the complexity, and sophistication of the new building needed to be more in the range of a $200/sf building than a $150/sf building, and that the Architectural services needed to be re-aligned consistent with the Grant budget, and the client expectations.

3. For further descriptions and more detailed explanations, see attached Letters and documents:
   a. Letter to Mr. Robyn from SDA dated October 28, 2015.
   b. Letter to Michelle Kaiser from SDA dated Sept. 15, 2015, which includes an analysis chart of projected hours impact, dated Sept. 15, 2015.
   c. Letter from Michelle Kaiser to Mr. Robyn dated Sept. 15, 2015.

COMPENSATION:

The original fees shall be increased by the lump sum of $295,000, (as proposed by SDA as an acceptable adjustment, in lieu of the hours analysis which indicated a significantly higher adjustment.)
Subsequent invoices will be adjusted accordingly, and as the City may require.

Professional Services Amendment No. 2
City of Joplin
Joplin Public Library

***TERMS & CONDITIONS*:**

This agreement is supplemental to the Contract for Architectural Services as noted above. All terms and conditions are described in the base contract dated February 3, 2015 between Sapp Design Associates Architects, P.C. and City of Joplin, Missouri.

AGREED TO BY:

SAPP DESIGN ASSOCIATES ARCHITECTS, P.C.

_____ Date 10.28.15
Michael J. Sapp, AIA, NCARB, President

OWNER: CITY OF JOPLIN

_____ Date _____
Samuel L. Anselm, City Manager

DATE: Sept 9, 2015 Revised (original attachment to letter dated Aug. 24)

SAPP DESIGN ASSOCIATES ARCHITECTS

OPN ARCHITECTS

Phase	Staff Category	A.) Original / Baseline			B.) Time-to-Date plus Alignment			C.) Adjustment Summary	
		Rate	Hours	Total	Rate	Hours	Total	Hours	Total
Schematic Design	Project Administrator	$ 185.00	28	$ 5,180.00	$ 185.00	86	$ 15,910.00	58	$ 10,730.00
	Senior Project Manager	$ 170.00	78	$ 13,260.00	$ 170.00	367	$ 62,390.00	289	$ 49,130.00
	Junior Project Manager	$ 140.00	26	$ 3,640.00	$ 140.00	60.75	$ 8,505.00	35	$ 4,865.00
	Project Architect	$ 130.00	37	$ 4,810.00	$ 130.00	118.75	$ 15,437.50	82	$ 10,627.50
	Architect III	$ 120.00	4	$ 480.00	$ 120.00	23.25	$ 2,790.00	19	$ 2,310.00
	Architect II	$ 100.00	5	$ 500.00	$ 100.00		$ -	-5	$ (500.00)
	Architect I	$ 90.00	0	$ -	$ 90.00		$ -	0	$ -
	Senior Interior Designer	$ 90.00	52	$ 4,680.00	$ 90.00	60.75	$ 5,467.50	9	$ 787.50
	Interior Designer	$ 65.00	103	$ 6,695.00	$ 65.00	54.75	$ 3,558.75	-48	$ (3,136.25)
	Cadd Technician	$ 80.00	50	$ 4,000.00	$ 80.00	325.25	$ 26,020.00	275	$ 22,020.00
	Administrative Assistant	$ 65.00	0	$ -	$ 65.00	6	$ 390.00	6	$ 390.00
	Clerical Support	$ 48.00	5	$ 240.00	$ 48.00	24	$ 1,152.00	19	$ 912.00
	Architectural Student	$ 40.00	6	$ 240.00	$ 40.00	23	$ 920.00	17	$ 680.00
			Arch.	$ 43,725.00			$ 142,540.75		$ 98,815.75
			Engineering	$ 31,275.00					
			A/E Total	$ 75,000.00					
	Project Administrator	$ 185.00	21	$ 3,885.00	$ 185.00	85	$ 15,725.00	64	$ 11,840.00
Design Development	Project Administrator	$ 185.00	21	$ 3,885.00	$ 185.00	85	$ 15,725.00	64	$ 11,840.00
	Senior Project Manager	$ 170.00	103	$ 17,510.00	$ 170.00	174.25	$ 29,622.50	71.25	$ 12,112.50
	Junior Project Manager	$ 140.00	38	$ 5,320.00	$ 140.00	6	$ 840.00	-32	$ (4,480.00)
	Project Architect	$ 130.00	35	$ 4,550.00	$ 130.00	228	$ 29,640.00	193	$ 25,090.00
	Architect III	$ 120.00	15	$ 1,800.00	$ 120.00		$ -	-15	$ (1,800.00)
	Architect II	$ 100.00	70	$ 7,000.00	$ 100.00	108.5	$ 10,850.00	38.5	$ 3,850.00
	Architect I	$ 90.00	8	$ 720.00	$ 90.00		$ -	-8	$ (720.00)
	Senior Interior Designer	$ 90.00	58	$ 5,220.00	$ 90.00	48.5	$ 4,365.00	-9.5	$ (855.00)
	Interior Designer	$ 65.00	133	$ 8,645.00	$ 65.00	119	$ 7,735.00	-14	$ (910.00)
	Cadd Technician	$ 80.00	87	$ 6,960.00	$ 80.00	322.25	$ 25,780.00	235.25	$ 18,820.00
	Administrative Assistant	$ 65.00	0	$ -	$ 65.00		$ -	0	$ -
	Clerical Support	$ 48.00	15	$ 720.00	$ 48.00	30	$ 1,440.00	15	$ 720.00
	Architectural Student	$ 40.00	44	$ 1,760.00	$ 40.00	216	$ 8,640.00	172	$ 6,880.00
			Arch.	$ 64,090.00			$ 134,637.50		$ 70,547.50
			Engineering	$ 45,910.00					
			A/E Total	$ 110,000.00					

Construction Documents	Project Administrator	$ 185.00	57	$ 10,545.00	$ 185.00	161.5	$ 29,877.50	104.5	$ 19,332.50
	Senior Project Manager	$ 170.00	145	$ 24,650.00	$ 170.00	243	$ 41,310.00	98	$ 16,660.00
	Junior Project Manager	$ 140.00	246	$ 34,440.00	$ 140.00	160	$ 22,400.00	-86	$ (12,040.00)
	Project Architect	$ 130.00	113	$ 14,690.00	$ 130.00	364	$ 47,320.00	251	$ 32,630.00
	Architect III	$ 120.00	41	$ 4,920.00	$ 120.00	85.5	$ 10,260.00	44.5	$ 5,340.00
	Architect II	$ 100.00	226	$ 22,600.00	$ 100.00	274	$ 27,400.00	48	$ 4,800.00
	Architect I	$ 90.00	22	$ 1,980.00	$ 90.00	163.5	$ 14,715.00	141.5	$ 12,735.00
	Senior Interior Designer	$ 90.00	161	$ 14,490.00	$ 90.00	102.75	$ 9,247.50	-58.25	$ (5,242.50)
	Interior Designer	$ 65.00	371	$ 24,115.00	$ 65.00	293.25	$ 19,061.25	-77.75	$ (5,053.75)
	Cadd Technician	$ 80.00	304	$ 24,320.00	$ 80.00	489.75	$ 39,180.00	185.75	$ 14,860.00
	Administrative Assistant	$ 65.00	0	$ -	$ 65.00		$ -	0	$ -
	Clerical Support	$ 48.00	20	$ 960.00	$ 48.00	30	$ 1,440.00	10	$ 480.00
	Architectural Student	$ 40.00	25	$ 1,000.00	$ 40.00	470.75	$ 18,830.00	445.75	$ 17,830.00
			Arch.	$ 178,710.00			$ 281,041.25		$ 102,331.25
			Engineering	$ 156,229.00					
			A/E Total	$ 335,000.00					
Construction Administration	Project Administrator	$ 185.00	19	$ 3,515.00	$ 185.00	36	$ 6,660.00	17	$ 3,145.00
	Senior Project Manager	$ 170.00	52	$ 8,840.00	$ 170.00	100	$ 17,000.00	48	$ 8,160.00
	Junior Project Manager	$ 140.00	169	$ 23,660.00	$ 140.00	254	$ 35,560.00	85	$ 11,900.00
	Project Architect	$ 130.00	159	$ 20,670.00	$ 130.00	239	$ 31,070.00	80	$ 10,400.00
	Architect III	$ 120.00	25	$ 3,000.00	$ 120.00	38	$ 4,560.00	13	$ 1,560.00
	Architect II	$ 100.00	0	$ -	$ 100.00		$ -	0	$ -
	Architect I	$ 90.00	0	$ -	$ 90.00		$ -	0	$ -
	Senior Interior Designer	$ 90.00	32	$ 2,880.00	$ 90.00	48	$ 4,320.00	16	$ 1,440.00
	Interior Designer	$ 65.00	134	$ 8,710.00	$ 65.00	201	$ 13,065.00	67	$ 4,355.00
	Cadd Technician	$ 80.00	423	$ 33,840.00	$ 80.00	634	$ 50,720.00	211	$ 16,880.00
	Administrative Assistant	$ 65.00	0	$ -	$ 65.00	0	$ -	0	$ -
	Clerical Support	$ 48.00	25	$ 1,200.00	$ 48.00	38	$ 1,824.00	13	$ 624.00
	Architectural Student	$ 40.00	0	$ -	$ 40.00		$ -	0	$ -
			Arch.	$ 106,315.00			$ 164,779.00		$ 58,464.00
			Engineering	$ 78,685.00					
			A/E Total	$ 185,000.00					
Construction Estimating	Project Administrator	$ 185.00		$ -	$ 185.00		$ -	0	$ -
	Senior Project Manager	$ 170.00		$ -	$ 170.00	33.75	$ 5,737.50	33.75	$ 5,737.50
	Junior Project Manager	$ 140.00		$ -	$ 140.00		$ -	0	$ -
	Project Architect	$ 130.00		$ -	$ 130.00		$ -	0	$ -
	Architect III	$ 120.00		$ -	$ 120.00		$ -	0	$ -
	Architect II	$ 100.00		$ -	$ 100.00		$ -	0	$ -
	Architect I	$ 90.00		$ -	$ 90.00		$ -	0	$ -
	Senior Interior Designer	$ 90.00		$ -	$ 90.00		$ -	0	$ -
	Interior Designer	$ 65.00		$ -	$ 65.00		$ -	0	$ -
	Cadd Technician	$ 80.00		$ -	$ 80.00		$ -	0	$ -
	Administrative Assistant	$ 65.00		$ -	$ 65.00		$ -	0	$ -
	Clerical Support	$ 48.00		$ -	$ 48.00		$ -	0	$ -
	Architectural Student	$ 40.00		$ -	$ 40.00		$ -	0	$ -
			Arch + Consultant	$ 20,000.00			$ 25,737.50		$ 5,737.50

FF&E (Furniture)	Project Administrator	$	185.00	19	$ 3,515.00	$ 185.00	74	$ 13,690.00	55	$	10,175.00
	Senior Project Manager	$	170.00	64	$ 10,880.00	$ 170.00	96	$ 16,320.00	32	$	5,440.00
	Junior Project Manager	$	140.00	78	$ 10,920.00	$ 140.00	117	$ 16,380.00	39	$	5,460.00
	Project Architect	$	130.00	126	$ 16,380.00	$ 130.00	189	$ 24,570.00	63	$	8,190.00
	Architect III	$	120.00	135	$ 16,200.00	$ 120.00	202.5	$ 24,300.00	67.5	$	8,100.00
	Architect II	$	100.00	27	$ 2,700.00	$ 100.00	40.5	$ 4,050.00	13.5	$	1,350.00
	Architect I	$	90.00	0	$ -	$ 90.00		$ -	0	$	-
	Senior Interior Designer	$	90.00	149	$ 13,410.00	$ 90.00	348	$ 31,320.00	199	$	17,910.00
	Interior Designer	$	65.00	384	$ 24,960.00	$ 65.00	440	$ 28,600.00	56	$	3,640.00
	Cadd Technician	$	80.00	0	$ -	$ 80.00	64	$ 5,120.00	64	$	5,120.00
	Administrative Assistant	$	65.00	0	$ -	$ 65.00		$ -	0	$	-
	Clerical Support	$	48.00	0	$ -	$ 48.00		$ -	0	$	-
	Architectural Student	$	40.00	0	$ -	$ 40.00		$ -	0	$	-
				Arch + Int. Des.	$ 99,000.00			$ 164,350.00		$	65,385.00
Post Construction	Project Administrator	$	185.00	2	$ 370.00	$ 185.00	8	$ 1,480.00	6	$	1,110.00
	Senior Project Manager	$	170.00	2	$ 340.00	$ 170.00	20	$ 3,400.00	18	$	3,060.00
	Junior Project Manager	$	140.00	9	$ 1,260.00	$ 140.00	14	$ 1,960.00	5	$	700.00
	Project Architect	$	130.00	9	$ 1,170.00	$ 130.00	30	$ 3,900.00	21	$	2,730.00
	Architect III	$	120.00	0	$ -	$ 120.00		$ -	0	$	-
	Architect II	$	100.00	0	$ -	$ 100.00		$ -	0	$	-
	Architect I	$	90.00	0	$ -	$ 90.00		$ -	0	$	-
	Senior Interior Designer	$	90.00	5	$ 450.00	$ 90.00	8	$ 720.00	3	$	270.00
	Interior Designer	$	65.00	0	$ -	$ 65.00		$ -	0	$	-
	Cadd Technician	$	80.00	17	$ 1,360.00	$ 80.00	26	$ 2,080.00	9	$	720.00
	Administrative Assistant	$	65.00	0	$ -	$ 65.00		$ -	0	$	-
	Clerical Support	$	48.00	1	$ 48.00	$ 48.00	2	$ 96.00	1	$	48.00
	Architectural Student	$	40.00	0	$ -	$ 40.00		$ -	0	$	-
				Arch.	$ 4,998.00			$ 13,636.00		$	8,638.00
				Engineering	$ 4,002.00						
				A/E Total	$ 9,000.00						
				Arch	**$ 516,838.00**			**$ 926,722.00**			**$ 409,919.00**
				Engineering	$ 316,101.00						
				A/E Total of above Catagories	$ 833,000.00	(w/o PreDesign and IT,AV)					

represents 100% complete (actual time reported)
represents 80% complete (80% actual time reported)
no time invested to-date (estimated time shown)