November 10, 2026

Board of Supervisors
Kern County Administrative Center
1115 Truxtun Avenue
Bakersfield, CA 93301

PROPOSED AMENDMENT NO. 1 TO AGREEMENT 270-2024 WITH 4 CREEKS INC FOR ENGINEERING CONSULTANT SERVICES TO EXTEND THE CONTRACT END DATE AND UPDATE FEE SCHEDULE (All S.D.s)
(Fiscal Impact: None)

The Public Works Department requests your Board's approval of the proposed Amendment No. 1 to Agreement No. 270-2024 with 4 Creeks, Inc for engineering consultant services for various Public Works projects. The proposed amendment will extend the agreement term through June 4, 2029, and update their existing Fee Schedule effective January 1, 2027.

Amendment No. 1 will extend the term of the Agreement with 4 Creeks Inc from December 31, 2026, through June 4, 2029. The Agreement was originally awarded through a Request for Qualifications process and became effective June 4, 2024. Although the Agreement was initially established with a term ending December 31, 2026, it provides for a maximum term of five years from the effective date if extended by contract amendment. The proposed amendment will extend the Agreement through June 4, 2029, consistent with the maximum five-year term provided for in the Agreement. There is no change to the Agreement's maximum compensation, which remains not to exceed $2,000,000.

County Counsel has reviewed and approved this Amendment as to form.

Therefore, IT IS RECOMMENDED that your Board approve the proposed Amendment No. 1 to Agreement 270-2024 with 4 Creeks Inc for engineering consultant services to extend the contract end date from December 31, 2026 to June 4, 2029; update the Fee Schedule and authorize the Chairman to sign.

Sincerely,

Joshua Champlin
Director

JC:NJ:MN:mv
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AMENDMENT NUMBER ONE
TO
ENGINEERING CONSULTING SERVICES AGREEMENT
(Kern County – 4 Creeks, Inc)

THIS AMENDMENT TO AGREEMENT, shall be effective on _____, is between the COUNTY OF KERN, a political subdivision of the State of California, as represented by the Kern County Public Works Department ("County") with its principal location at 2700 M Street, Bakersfield, CA 93301, and 4 Creeks, Inc ("Consultant"), whose principal place of business is at 324 S. Santa Fe Street, Suite A, Visalia, CA 93292.

RECITALS:

WHEREAS, County and Consultant entered into an Engineering Services Agreement dated 6/4/2024, agreement # SC2600390 (270-2024) ("Agreement"); and

WHEREAS, the parties to the Agreement desire to amend the Agreement as specified below;

NOW, THEREFORE, County and Consultant do mutually agree as follows (check those applicable):

__X__ **Term**. The Agreement shall be extended through 6/4/2029, unless sooner terminated as provided for in the Agreement.

____ **Services**. See Exhibit A, which is attached hereto and incorporated herein, for Additional and/or Revised Services.

____ **Compensation for Services** payable by County under the Agreement shall increase/decrease from $_____ to $_____.

____ **Expenses** payable by County under the Agreement shall increase/decrease from $_____ to $_____.

____ **Total Amount Payable Under Agreement** (Compensation for Services, Plus Expenses) payable by County under the Agreement shall increase/decrease from $_____ to $_____.

__X__ **Other:** Relace the existing Sample Cost Proposal 2, Fee Schedule, with revised Sample Cost Proposal 2 attached hereto, reflecting updated fees rates to take effect 1/1/2027.

Except as expressly amended herein, all provisions of the Agreement shall remain in full force and effect.

IN WITNESS WHEREOF, this Amendment Number One to the Agreement has been executed as of the date indicated above.

APPROVED AS TO CONTENT:

By DocuSigned by: Joshua Champlin
Joshua Champlin, Director

COUNTY OF KERN

By _____
Chairman, Board of Supervisors

APPROVED AS TO FORM:
Office of the County Counsel

By DocuSigned by: Brian Van Wyk
Brian Van Wyk, Deputy

4 Creeks, Inc

By DocuSigned by: Molly Muirhead
Molly Muirhead, VP
"Consultant"

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4CREEKS · COST PROPOSAL 2 — SPECIFIC RATES OF COMPENSATION (on-call / as-needed / CE&I)

Note: Mark-ups are Not Allowed.

▶ SELECTED PAYMENT METHOD FOR THIS CONTRACT

Consultant:	4Creeks Design	**Role:**	Prime Consultant
Project No.:	Kern County - On Call	**Contract No.:**	0
Date:	01/01/2027		
		Fee %:	15.00%

Billing rate = Hourly Rate × (1 + ICR) × (1 + Fee). Key staff by name; non-key/non-PW consolidated by classification (rate shown as a range); prevailing-wage staff listed individually with manually entered OT/DT. OT/DT not charged for any exempt staff, except when required by prevailing wage. Rates will be updated annually with updated ICR.

SPECIFIC (LOADED) HOURLY BILLING RATES — Year 1 (01/01/2027 – 12/31/2027)

Name / Job Title / Classification	Est. Hours	Straight	OT	DT	Key (*)	Prev. Wage	Total
Associate Architect	-	$129.63 – $155.55	$194.44 – $233.33	$259.26 – $311.11			-
Architect	-	$142.59 – $181.48	$213.89 – $272.22	$285.18 – $362.96			-
Senior Architect	-	$181.48 – $194.44	$272.22 – $291.66	$362.96 – $388.88			-
Principal Architect	-	$220.37 – $233.33	$330.55 – $350.00	$440.74 – $466.66			-
Assistant Engineer	-	$116.67 – $134.81	$175.00 – $202.22	$233.33 – $269.63			-
Associate Engineer	-	$124.44 – $150.37	$186.66 – $225.55	$248.89 – $300.74			-
Engineer	-	$130.87 – $181.48	$196.31 – $272.22	$261.74 – $362.96			-
Senior Engineer	-	$168.52 – $186.66	$252.77 – $280.00	$337.03 – $373.33			-
Principal Engineer	-	$193.20 – $324.07	$289.80 – $486.11	$386.40 – $648.14			-
Kyle McDonald - Principal Engineer (exempt	-	$205.67	$205.67	$205.67	Y		-
City Engineer	-	$180.73 – $218.11	$271.09 – $327.17	$361.45 – $436.22			-
Associate Construction Inspector	-	$67.41 – $93.33	$101.11 – $140.00	$134.81 – $186.66			-
Construction Inspector	-	$101.11 – $116.67	$151.66 – $175.00	$202.22 – $233.33			-
Senior Construction Inspector	-	$115.37 – $150.37	$173.05 – $225.55	$230.74 – $300.74			-
Construction Inspector *	-	$240.82 – $258.53	$325.11 – $342.81	$409.37 – $427.07		Y	-
Associate Construction Manager	-	$77.78 – $116.67	$116.67 – $175.00	$155.55 – $233.33			-
Construction Manager	-	$130.87 – $150.37	$196.31 – $225.55	$261.74 – $300.74			-
Senior Construction Manager	-	$116.67 – $205.67	$175.00 – $308.50	$233.33 – $411.34			-
Principal Construction Manager	-	$194.44 – $220.37	$291.66 – $330.55	$388.88 – $440.74			-
GIS Technician	-	$51.85 – $103.70	$77.78 – $155.55	$103.70 – $207.40			-
GIS Analyst/Developer	-	$103.70 – $124.44	$155.55 – $186.66	$207.40 – $248.89			-
GIS Manager	-	$118.40 – $124.44	$177.60 – $186.66	$236.80 – $248.89			-
Drone Pilot	-	$116.67 – $168.52	$175.00 – $252.77	$233.33 – $337.03			-
Expert Witness	-	$168.52 – $324.07	$252.77 – $486.11	$337.03 – $648.14			-
Assistant Surveyor	-	$116.67 – $168.52	$175.00 – $252.77	$233.33 – $337.03			-
Associate Surveyor	-	$129.63 – $150.37	$194.44 – $225.55	$259.26 – $300.74			-
Land Surveyor	-	$142.59 – $168.52	$213.89 – $252.77	$285.18 – $337.03			-
Senior Surveyor	-	$168.26 – $181.48	$252.39 – $272.22	$336.51 – $362.96			-
Principal Land Surveyor	-	$220.37 – $280.44	$330.55 – $420.66	$440.74 – $560.87			-
Senior Survey Manager	-	$155.55 – $194.44	$233.33 – $291.66	$311.11 – $388.88			-
Survey, Rodman/Chainman	-	$228.20 – $262.52	$305.30 – $341.93	$382.38 – $421.34		Y	-
Survey, Chief of Party	-	$247.87 – $282.80	$334.62 – $372.14	$421.32 – $461.45		Y	-
Assistant Planner	-	$75.18 – $93.33	$112.78 – $140.00	$150.37 – $186.66			-
Associate Planner	-	$82.96 – $103.70	$124.44 – $155.55	$165.92 – $207.40			-
Planner	-	$102.82 – $142.59	$154.23 – $213.89	$205.64 – $285.18			-
Senior Planner	-	$155.81 – $181.48	$233.72 – $272.22	$311.63 – $362.96			-
Principal Planner	-	$181.48 – $194.44	$272.22 – $291.66	$362.96 – $388.88			-
Associate Project Manager	-	$93.33 – $119.26	$140.00 – $178.89	$186.66 – $238.52			-
Associate Project Manager – Design	-	$109.69 – $129.63	$164.54 – $194.44	$219.38 – $259.26			-
Project Manager	-	$117.78 – $168.52	$176.67 – $252.77	$235.56 – $337.03			-
Project Manager - Design	-	$124.65 – $162.04	$186.98 – $243.05	$249.30 – $324.07			-
Senior Project Manager	-	$155.55 – $194.44	$233.33 – $291.66	$311.11 – $388.88			-

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Principal PM	-	$181.48 – $207.40	$272.22 – $311.11	$362.96 – $414.81		-
Associate Outreach Coordinator	-	$64.81 – $103.70	$97.22 – $155.55	$129.63 – $207.40		-
Outreach Coordinator	-	$103.70 – $116.67	$155.55 – $175.00	$207.40 – $233.33		-
Assistant Software Engineer	-	$77.78 – $103.70	$116.67 – $155.55	$155.55 – $207.40		-
Associate Software Engineer	-	$90.74 – $116.67	$136.11 – $175.00	$181.48 – $233.33		-
Software Engineer	-	$108.89 – $129.63	$163.33 – $194.44	$217.78 – $259.26		-
Senior Software Engineer	-	$155.55 – $220.37	$233.33 – $330.55	$311.11 – $440.74		-
Associate Structural Engineer	-	$142.59 – $168.52	$213.89 – $252.77	$285.18 – $337.03		-
Structural Engineer	-	$168.52 – $194.44	$252.77 – $291.66	$337.03 – $388.88		-
Senior Structural Engineer	-	$181.48 – $207.40	$272.22 – $311.11	$362.96 – $414.81		-
Principal Structural Engineer	-	$193.20 – $207.40	$289.80 – $311.11	$386.40 – $414.81		-
Project Technician I	-	$51.85 – $82.96	$77.78 – $124.44	$103.70 – $165.92		-
Project Technician II	-	$77.78 – $103.70	$116.67 – $155.55	$155.55 – $207.40		-
Project Technician III	-	$72.59 – $114.07	$108.89 – $171.11	$145.18 – $228.15		-
Project Technician IV	-	$103.70 – $129.63	$155.55 – $194.44	$207.40 – $259.26		-
Associate Utility Designer	-	$85.55 – $116.67	$128.33 – $175.00	$171.11 – $233.33		-
Utility Designer	-	$103.70 – $168.52	$155.55 – $252.77	$207.40 – $337.03		-
Senior Utility Designer	-	$155.55 – $193.20	$233.33 – $289.80	$311.11 – $386.40		-
Associate Water Consultant	-	$77.78 – $103.70	$116.67 – $155.55	$155.55 – $207.40		-
Water Consultant	-	$103.70 – $155.55	$155.55 – $233.33	$207.40 – $311.11		-
Senior Water Consultant	-	$149.56 – $199.42	$224.35 – $299.13	$299.13 – $398.84		-
Principal Water Consultant	-	$207.40 – $236.83	$311.11 – $355.25	$414.81 – $473.66		-
Subtotal	-		*Estimated Year 1 Labor:*	-		-

BILLING RATES & ESTIMATED LABOR BY CONTRACT YEAR

Escalated straight billing rate shown per person for each contract year. Estimated labor per year (below) distributes total hours by the Estimated % of Work Completed at each year's loaded rate.

Name / Job Title / Classification	Year 1	Year 2	Year 3	Year 4	Year 5
Associate Architect	$129.63 – $155.55	$133.52 – $160.22	$137.52 – $165.03		
Architect	$142.59 – $181.48	$146.87 – $186.92	$151.27 – $192.53		
Senior Architect	$181.48 – $194.44	$186.92 – $200.28	$192.53 – $206.28		
Principal Architect	$220.37 – $233.33	$226.98 – $240.33	$233.79 – $247.54		
Assistant Engineer	$116.67 – $134.81	$120.17 – $138.86	$123.77 – $143.02		
Associate Engineer	$124.44 – $150.37	$128.18 – $154.88	$132.02 – $159.53		
Engineer	$130.87 – $181.48	$134.80 – $186.92	$138.84 – $192.53		
Senior Engineer	$168.52 – $186.66	$173.57 – $192.26	$178.78 – $198.03		
Principal Engineer	$193.20 – $324.07	$198.99 – $333.79	$204.96 – $343.81		
Kyle McDonald - Principal Engineer (exempt	$205.67	$211.84	$218.19		
City Engineer	$180.73 – $218.11	$186.15 – $224.66	$191.73 – $231.40		
Associate Construction Inspector	$67.41 – $93.33	$69.43 – $96.13	$71.51 – $99.02		
Construction Inspector	$101.11 – $116.67	$104.14 – $120.17	$107.27 – $123.77		
Senior Construction Inspector	$115.37 – $150.37	$118.83 – $154.88	$122.39 – $159.53		
Construction Inspector *	$240.82 – $258.53	$248.05 – $266.29	$255.49 – $274.27		
Associate Construction Manager	$77.78 – $116.67	$80.11 – $120.17	$82.51 – $123.77		
Construction Manager	$130.87 – $150.37	$134.80 – $154.88	$138.84 – $159.53		
Senior Construction Manager	$116.67 – $205.67	$120.17 – $211.84	$123.77 – $218.19		
Principal Construction Manager	$194.44 – $220.37	$200.28 – $226.98	$206.28 – $233.79		
GIS Technician	$51.85 – $103.70	$53.41 – $106.81	$55.01 – $110.02		
GIS Analyst/Developer	$103.70 – $124.44	$106.81 – $128.18	$110.02 – $132.02		
GIS Manager	$118.40 – $124.44	$121.95 – $128.18	$125.61 – $132.02		
Drone Pilot	$116.67 – $168.52	$120.17 – $173.57	$123.77 – $178.78		
Expert Witness	$168.52 – $324.07	$173.57 – $333.79	$178.78 – $343.81		
Assistant Surveyor	$116.67 – $168.52	$120.17 – $173.57	$123.77 – $178.78		
Associate Surveyor	$129.63 – $150.37	$133.52 – $154.88	$137.52 – $159.53		

Land Surveyor	$142.59 – $168.52	$146.87 – $173.57	$151.27 – $178.78		
Senior Surveyor	$168.26 – $181.48	$173.30 – $186.92	$178.50 – $192.53		
Principal Land Surveyor	$220.37 – $280.44	$226.98 – $288.85	$233.79 – $297.52		
Senior Survey Manager	$155.55 – $194.44	$160.22 – $200.28	$165.03 – $206.28		
Survey, Rodman/Chainman	$228.20 – $262.52	$235.04 – $270.40	$242.09 – $278.51		
Survey, Chief of Party	$247.87 – $282.80	$255.31 – $291.28	$262.97 – $300.02		
Assistant Planner	$75.18 – $93.33	$77.44 – $96.13	$79.76 – $99.02		
Associate Planner	$82.96 – $103.70	$85.45 – $106.81	$88.01 – $110.02		
Planner	$102.82 – $142.59	$105.91 – $146.87	$109.08 – $151.27		
Senior Planner	$155.81 – $181.48	$160.49 – $186.92	$165.30 – $192.53		
Principal Planner	$181.48 – $194.44	$186.92 – $200.28	$192.53 – $206.28		
Associate Project Manager	$93.33 – $119.26	$96.13 – $122.84	$99.02 – $126.52		
Associate Project Manager - Design	$109.69 – $129.63	$112.98 – $133.52	$116.37 – $137.52		
Project Manager	$117.78 – $168.52	$121.31 – $173.57	$124.95 – $178.78		
Project Manager - Design	$124.65 – $162.04	$128.39 – $166.90	$132.24 – $171.90		
Senior Project Manager	$155.55 – $194.44	$160.22 – $200.28	$165.03 – $206.28		
Principal PM	$181.48 – $207.40	$186.92 – $213.63	$192.53 – $220.04		
Associate Outreach Coordinator	$64.81 – $103.70	$66.76 – $106.81	$68.76 – $110.02		
Outreach Coordinator	$103.70 – $116.67	$106.81 – $120.17	$110.02 – $123.77		
Assistant Software Engineer	$77.78 – $103.70	$80.11 – $106.81	$82.51 – $110.02		
Associate Software Engineer	$90.74 – $116.67	$93.46 – $120.17	$96.27 – $123.77		
Software Engineer	$108.89 – $129.63	$112.15 – $133.52	$115.52 – $137.52		
Senior Software Engineer	$155.55 – $220.37	$160.22 – $226.98	$165.03 – $233.79		
Associate Structural Engineer	$142.59 – $168.52	$146.87 – $173.57	$151.27 – $178.78		
Structural Engineer	$168.52 – $194.44	$173.57 – $200.28	$178.78 – $206.28		
Senior Structural Engineer	$181.48 – $207.40	$186.92 – $213.63	$192.53 – $220.04		
Principal Structural Engineer	$193.20 – $207.40	$198.99 – $213.63	$204.96 – $220.04		
Project Technician I	$51.85 – $82.96	$53.41 – $85.45	$55.01 – $88.01		
Project Technician II	$77.78 – $103.70	$80.11 – $106.81	$82.51 – $110.02		
Project Technician III	$72.59 – $114.07	$74.77 – $117.49	$77.01 – $121.02		
Project Technician IV	$103.70 – $129.63	$106.81 – $133.52	$110.02 – $137.52		
Associate Utility Designer	$85.55 – $116.67	$88.12 – $120.17	$90.76 – $123.77		
Utility Designer	$103.70 – $168.52	$106.81 – $173.57	$110.02 – $178.78		
Senior Utility Designer	$155.55 – $193.20	$160.22 – $198.99	$165.03 – $204.96		
Associate Water Consultant	$77.78 – $103.70	$80.11 – $106.81	$82.51 – $110.02		
Water Consultant	$103.70 – $155.55	$106.81 – $160.22	$110.02 – $165.03		
Senior Water Consultant	$149.56 – $199.42	$154.05 – $205.40	$158.67 – $211.56		
Principal Water Consultant	$207.40 – $236.83	$213.63 – $243.94	$220.04 – $251.25		
Estimated Labor by Year →	-	-	-	-	-

SCHEDULE OF OTHER DIRECT COST ITEMS

Description of Item	Quantity	Unit	Unit Cost	Total
			Total Other Direct Costs	-

SUBCONSULTANTS

Each subconsultant provides its own cost proposal. Listed here from the inputs tab.

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Subconsultant Name	Cost
Total Subconsultants	-

TOTAL ESTIMATED COST	
Total Estimated Labor (all years)	-
Total Other Direct Costs	-
Total Subconsultants	-
TOTAL COST	-

Note: after entering staff, DELETE the unused blank rows in BOTH rate tables above before finalizing. Specific Rates method: billing rates already include ICR and fee — no mark-up on ODC or subconsultants (each passes through at its own cost proposal). Non-PW OT=1.5x / DT=2.0x of the loaded straight rate; exempt staff bill OT/DT at their regular rate; prevailing-wage OT/DT use manually entered rates (full PW delta base/fringe belongs on the Caltrans PW proposal, Sample 4). Direct labor rates available upon request for audit purposes.

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4Creeks, Inc. Fee Schedule - Professional

4Creeks Design · On-Call · Non-Federal Aid Projects, Effective January 1, 2027

Service Category	Classification	Year 1	Year 2	Year 3
Architectural Services	Associate Architect	$165	$170	$175
	Architect	$191	$197	$203
	Senior Architect	$228	$235	$242
	Principal Architect	$260	$268	$276
Civil Engineering Services	Assistant Engineer	$154	$159	$163
	Associate Engineer	$170	$175	$180
	Engineer	$186	$192	$197
	Senior Engineer	$222	$229	$236
	Principal Engineer	$260	$268	$276
	City Engineer	$222	$229	$236
Construction Inspection Services	Associate Construction Inspector	$130	$134	$138
	Construction Inspector	$165	$170	$175
	Senior Construction Inspector	$180	$185	$191
	Construction Inspector *	$215	$221	$228
	Construction Inspector - Over Time *	$315	$324	$334
	Construction Inspector- Double Time *	$335	$345	$355
Construction Management Services	Associate Construction Manager	$139	$143	$147
	Construction Manager	$170	$175	$180
	Senior Construction Manager	$196	$202	$208
	Principal Construction Manager	$216	$222	$229
GIS Services	GIS Technician	$112	$115	$119
	GIS Analyst/Developer	$128	$132	$136
	GIS Manager	$154	$159	$163
	Drone Pilot	$186	$192	$197
Expert Witness	Expert Witness	$319	$329	$338
Land Surveying Services	Assistant Surveyor	$128	$132	$136
	Associate Surveyor	$160	$165	$170
	Land Surveyor	$181	$186	$192
	Senior Surveyor	$206	$212	$219

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Service Category	Classification	Year 1	Year 2	Year 3
	Principal Land Surveyor	$243	$250	$258
	Senior Survey Manager	$170	$175	$180
	1-Man, Survey Crew	$191	$197	$203
	2-Man, Survey Crew	$277	$285	$294
	3-Man, Survey Crew	$372	$383	$395
	1-Man, Survey Crew - Kern County *	$263	$271	$279
	1-Man, Survey Crew - Kern County - Over Time*	$295	$304	$313
	1-Man, Survey Crew - Kern County - Double Time *	$325	$335	$345
	2-Man, Survey Crew - Kern County *	$432	$445	$458
	2-Man, Survey Crew - Kern County - Over Time *	$495	$510	$525
	2-Man, Survey Crew - Kern County - Double Time *	$555	$572	$589
	3-Man, Survey Crew - Kern County *	$633	$652	$672
	3-Man, Survey Crew - Kern County - Over Time *	$730	$752	$774
	3-Man, Survey Crew - Kern County - Double Time*	$825	$850	$875
Planning Services	Assistant Planner	$112	$115	$119
	Associate Planner	$133	$137	$141
	Planner	$154	$159	$163
	Senior Planner	$186	$192	$197
	Principal Planner	$223	$230	$237
Project Manager	Associate Project Manager	$128	$132	$136
	Associate Project Manager - Design	$154	$159	$163
	Project Manager	$154	$159	$163
	Project Manager - Design	$181	$186	$192
	Senior Project Manager	$202	$208	$214
	Principal PM	$284	$293	$301
Public Outreach Coordination	Associate Outreach Coordinator	$112	$115	$119
	Outreach Coordinator	$133	$137	$141
Software Engineering Services	Assistant Software Engineer	$96	$99	$102

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Service Category	Classification	Year 1	Year 2	Year 3
	Associate Software Engineer	$117	$121	$124
	Software Engineer	$144	$148	$153
	Senior Software Engineer	$176	$181	$187
Structural Engineering Services	Associate Structural Engineer	$154	$159	$163
	Structural Engineer	$176	$181	$187
	Senior Structural Engineer	$202	$208	$214
	Principal Structural Engineer	$228	$235	$242
Technical Services	Project Technician I	$101	$104	$107
	Project Technician II	$117	$121	$124
	Project Technician III	$133	$137	$141
	Project Technician IV	$149	$153	$158
Utility Design Services	Associate Utility Designer	$133	$137	$141
	Utility Designer	$165	$170	$175
	Senior Utility Designer	$208	$214	$221
Water Consulting Services	Associate Water Consultant	$122	$126	$129
	Water Consultant	$149	$153	$158
	Senior Water Consultant	$181	$186	$192
	Principal Water Consultant	$222	$229	$236

Direct Charges - at cost:

- *Transportation and per-diem expenses (auto mileage @ current IRS rate, off-road charges*
- *Printing and reproduction: $0.03 per b/w copy, $0.12 per color copy, $0.80 per sq. ft. large pr.*
- *Equipment rentals, subcontractors, laboratory analyses*

** Prevailing wage rates are subject to change based on the DIR updates. Changes are limited to the amount(s) ch*