

## LABOR

<b>Regular Hourly Labor Rates</b>	<b><i>Excel Mechanical Company Inc</i></b>
<b>Project Manager</b>	\$ <u>146.00</u> /hr
<b>Software Installer/Programmer</b>	\$ <u>140.00</u> /hr
<b>CADD Technician</b>	\$ <u>118.00</u> /hr
<b>Service Technician</b>	\$ <u>118.00</u> /hr
<b>Overtime Hourly Labor Rates</b>	<b><i>Excel Mechanical Company Inc</i></b>
<b>Project Manager</b>	\$ <u>219.00</u> /hr
<b>Software Installer/Programmer</b>	\$ <u>210.00</u> /hr
<b>CADD Technician</b>	\$ <u>177.00</u> /hr
<b>Service Technician</b>	\$ <u>177.00</u> /hr

*The proposed hourly labor rates must include the costs for trucks, tools, and common equipment work site.*

*Procedures 210.130 (das.iowa.gov) for distance traveled (round trip) from Bidder's shop to The State will not reimburse for hotels, or meals.*