

CONSULTANT COMPENSATION AND WORK TYPES  
REV 9/4/2025

Any exception to these standards requires written approval from the Office of the Chief Engineer. **Consultant Contract Services will not process any contract, task order, or other contract action that is contrary to this directive.**

Lump Sum	Cost Plus Fixed Fee	Specific Rates of Compensation	Cost Per Unit of Work
<i>General work effort is predictable but input on detailed task breakout before contracting is desirable, consultant is subject to few risks outside its control</i>	<i>Consultant is subject to cost uncertainties/risks outside of its control (e.g., site risks, outside contractor schedules)</i>	<i>Contract might never be tasked, dependent on external events (e.g., natural disasters), or consultant is serving as owner's representative on a construction project (e.g., CE&amp;I)</i>	<i>Work effort per unit is predictable and closely tied to the level of production associated with the deliverable</i>
<b>Design</b> (e.g. slab span, quad beam, PPC girder) <b>Feasibility Reviews</b> <b>Off-System/On-system Bridge</b> <b>Road Design</b> (e.g., interstate interchanges, urban interstate or arterials, 3R projects, intersection improvements, ordinary capacity) <b>Pavement Preservation Design Services</b> <b>Small/Routine Program Management</b> (e.g., Local Road Safety, Safe Routes to Public Places, Road Transfer) <b>Survey</b> (e.g., Property Survey, RoW Mapping and Topographic) <b>Traffic</b> <b>Value Engineering</b>	<b>Complex Bridge Design</b> (not otherwise described) <b>Constructability Review</b> (should only be used on large, highly complex projects) <b>Environmental</b> <b>Innovative Procurement Support</b> <b>ITS Implementation &amp; Design</b> <b>Major Program Management</b> (e.g., ARRA, LTM) <b>Utility Coordination</b> (in Design and/or Construction)	<b>Bridge Inspection</b> <b>CE&amp;I</b> <b>Claims Analysis</b> <b>Construction Support</b> <b>CPM - Critical Path Method</b> <b>Embedded or Similar Staff Augmentation Contracts<sup>1</sup></b> <b>Emergency Response Contracts</b> (e.g., debris monitoring) <b>Geotech</b> <b>ITS (ME&amp;I) Management, Operations &amp; Maintenance Engineering &amp; Inspection</b> <b>Owner Verification</b> <b>Painting w/ CE&amp;I</b> <b>Roadway Lighting Design</b> <b>SUE Services</b> <b>Survey</b> (Section 64 and Section 79 for FEMA reimbursed contracts)	<b>Geotech</b> <b>Real Estate</b> <b>SUE</b> (Designation)

<sup>1</sup>To be used only when consultant staff is placed on an on-call basis and tasked as needed by DOTD staff to review/produce specific deliverables. Not to be used for program management or other services required on an annual or similar ongoing basis.