

**SIGNATURE PAGE**

**P-26-2026**

To the Monmouth County Board of County Commissioners:

**THE UNDERSIGNED HEREBY DECLARES THAT  
I (WE) HAVE CAREFULLY EXAMINED THE SPECIFICATIONS.  
I (WE) HEREBY CERTIFY PRICES QUOTED ARE IN ACCORDANCE  
WITH YOUR REQUIREMENTS.**

Company Name: CME Associates  
(PRINT)

Preparer's Name: Behram Turan, PE, LSRP - Senior Vice President  
(PRINT)

Signature: *Behram Turan* 11/24/2025  
(DATE)

Address: 1 Tower Center Blvd., 20th Floor  
East Brunswick, NJ 08816

Telephone No.: 732-951-2101

Fax No.: 732-951-2106

E-Mail Address: bturan@cmeusa1.com  
**\*\*\* (This should be the email where Contracts would be sent) \*\*\***

Contact Person: Behram Turan, PE, LSRP - Senior Vice President

FEIN: [REDACTED]  
(Federal Employee ID)

BRC: [REDACTED]  
(Business Registration Certificate)

(Revised 2/2017)

## Project Cost and Work Hour Proposal Forms

RFP # P-26-2026

Cost Proposal Form for Professional Services Regarding the Defined Solid Waste Support Tasks and On-Call Professional Solid Waste Management and Environmental Engineering, Planning, and Surveying Services in Connection with the Operation and Permitting of the Monmouth County Division of Reclamation Facilities for the Period of January 1, 2026 through December 31, 2026

Task Number and Description	Employee Name	Title Classification	Rate	Hours	Subtotal Cost
Task 1A - MCRC Ground Water	Suresh Puppala, Ph.D., P.E., LSRP	Program Manager - Environmental Science	\$77.31	16	\$1,236.96
Protection Program	James Sousa, Ph.D., LSRP	Program Manager - Environmental Science	\$79.39	16	\$1,270.24
Statistical Analysis and Compliance	Ashley Castillo, EIT	Environmental Engineer	\$43.15	100	\$4,315.00
Reporting	Katrina Brodecki	Design Engineer	\$42.51	90	\$3,825.90
Task 1B - MCRC Ground Water	James Sousa, Ph.D., LSRP	Program Manager - Environmental Science	\$79.39	16	\$1,270.24
Measurements	Courtney Fagan	Scientist	\$24.04	16	\$384.64
and Contour Mapping	Ashley Castillo, EIT	Environmental Engineer	\$43.15	60	\$2,589.00
	Katrina Brodecki	Design Engineer	\$42.51	40	\$1,700.40
		Task 1 Total Employee Subtotal Cost =			\$16,592.38
		Overhead, Benefits and Profit Multiplier =			2.80
		Total Employee Cost (Including Multiplier) =			\$46,458.66
		Direct Non-salary Expenses (printing, copying, travel, etc.) =			\$750.00
		Subcontractor Total Costs =			\$0.00
		<b>TOTAL TASK #1 =</b>			<b>\$47,208.66</b>

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Task Number and Description	Employee Name	Title Classification	Rate	Hours	Subtotal Cost
Task 2 - Discharge to Ground Water for	Behram Turan, P.E., LSRP	Senior Vice President	\$125.00	16	\$2,000.00
Basins	Ashley Castillo, EIT	Environmental Engineer	\$43.15	80	\$3,452.00
	Rand Pianin, PE	Associate Professional Engineer	\$41.70	60	\$2,502.00
		Task 2 Total Employee Subtotal Cost =			\$7,954.00
		Overhead, Benefits and Profit Multiplier =			2.80
		Total Employee Cost (Including Multiplier) =			\$22,271.20
		(printing, copying, travel, etc.) =			\$0.00
		Subcontractor Total Costs =			\$0.00
		<b>TOTAL TASK #2 =</b>			<b>\$22,271.20</b>

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Task Number and Description	Employee Name	Title Classification	Rate	Hours	Subtotal Cost
Task 3 - Title V Permit	Behram Turan, P.E., LSRP	Senior Vice President	\$125.00	12	\$1,500.00
	Thomas Evans	Design Engineer	\$32.19	42	\$1,351.88
	Ashley Castillo, EIT	Environmental Engineer	\$43.15	60	\$2,589.00
	Jacquelyn Fagan	Environmental Scientist	\$45.53	110	\$5,008.30
	David Faust	Professional Engineer	\$50.48	60	\$3,028.80
		Task 3 Total Employee Subtotal Cost =			\$13,477.98
		Overhead, Benefits and Profit Multiplier =			2.80
		Total Employee Cost (Including Multiplier) =			\$37,738.33
		Direct Non-salary Expenses (printing, copying, travel, etc.) =			\$750.00
		Subcontractor Total Costs =			\$10,000.00
		<b>TOTAL TASK #3 =</b>			<b>\$48,488.33</b>

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Task Number and Description	Employee Name	Title Classification	Rate	Hours	Subtotal Cost
Task 4 - Phase 4 Landfill Expansion	Behram Turan, P.E., LSRP	Senior Vice President	\$125.00	40	\$5,000.00
	Mohammad Zaman, P.E., LSRP	Director of Environmental Engineering	\$93.96	40	\$3,758.40
	Zahid Siddiqui, P.E.	Program Manager - Environmental Science	\$76.31	60	\$4,578.60
	Suresh Puppala, Ph.D., P.E., LSRP	Program Manager - Environmental Science	\$77.31	80	\$6,184.80
	Jordyn Styczynski, EIT	Environmental Engineer	\$54.54	132	\$7,199.28
	Bianca Mastellone	Design Engineer	\$36.21	528	\$19,118.88
		Task 4 Total Employee Subtotal Cost =			\$45,839.96
		Overhead, Benefits and Profit Multiplier =			2.80
		Total Employee Cost (Including Multiplier) =			\$128,351.89
		Direct Non-salary Expenses (printing, copying, travel, etc.) =			\$3,500.00
		Subcontractor Total Costs =			\$15,000.00
		<b>TOTAL TASK #4 =</b>			<b>\$146,851.89</b>

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Task Number and Description	Employee Name	Title Classification	Rate	Hours	Subtotal Cost
Task 5 - Third Party RNG Facility Support	Behram Turan, P.E., LSRP	Senior Vice President	\$125.00	20	\$2,500.00
	Mohammad Zaman, P.E., LSRP	Director of Environmental Engineering	\$93.96	200	\$18,792.00
	Suresh Puppala, Ph.D., P.E., LSRP	Program Manager - Environmental Science	\$77.31	150	\$11,596.50
	Jacquelyn Fagan	Environmental Scientist	\$45.53	250	\$11,382.50
		Task 5 Total Employee Subtotal Cost =			\$44,271.00
		Overhead, Benefits and Profit Multiplier =			2.80
		Total Employee Cost (Including Multiplier) =			\$123,958.80
		Direct Non-salary Expenses (printing, copying, travel, etc.) =			\$1,500.00
		Subcontractor Total Costs =			\$5,000.00
		<b>TOTAL TASK #5 =</b>			<b>\$130,458.80</b>

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Task Number and Description	Employee Name	Title Classification	Rate	Hours	Subtotal Cost
Task 6 - Slope Closure Project Design, Permitting and Construction Administration	Behram Turan, P.E., LSRP	Senior Vice President	\$125.00	80	\$10,000.00
	Mohammad Zaman, P.E., LSRP	Director of Environmental Engineering	\$93.96	80	\$7,516.80
	Zahid Siddiqui, P.E.	Program Manager - Environmental Science	\$76.31	80	\$6,104.80
	Suresh Puppala, Ph.D., P.E., LSRP	Program Manager - Environmental Science	\$77.31	120	\$9,277.20
	Jordyn Styczynski, EIT	Environmental Engineer	\$54.54	900	\$49,086.00
	Bianca Mastellone	Design Engineer	\$36.21	2112	\$76,475.52
	David Faust	Professional Engineer	\$50.48	1584	\$79,960.32
		Task 6 Total Employee Subtotal Cost =			\$238,420.64
		Overhead, Benefits and Profit Multiplier =			2.80
		Total Employee Cost (Including Multiplier) =			\$667,577.79
		Direct Non-salary Expenses (printing, copying, travel, etc.) =			\$15,000.00
		Subcontractor Total Costs =			\$95,000.00
		<b>TOTAL TASK #6 =</b>			<b>\$777,577.79</b>

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Category	Employee Name	Title Classification	Rate	Overhead, Benefits and Profit Multiplier	Total Employee Cost  (Includes Multiplier)	
Principal Level Staff	Behram Turan, P.E., LSRP	Senior Vice President	\$125.00	2.80	\$350.00	
	Mohammad Zaman, P.E., LSRP	Director of Environmental Engineering	\$93.96	2.80	\$263.09	
	Michael McGurl, P.L.S.	Director of Surveying	\$83.16	2.80	\$232.84	
	James Sousa, Ph.D., LSRP	Program Manager - Environmental Science	\$79.39	2.80	\$222.29	
	Zahid Siddiqui, P.E.	Program Manager - Environmental Science	\$76.31	2.80	\$213.67	
	Suresh Puppala, Ph.D., P.E., LSRP	Program Manager - Environmental Science	\$77.31	2.80	\$216.47	
				Average Total Employee Cost Principal Level Staff =		<b>\$249.73</b>
Project Manager Level Staff	Eric Snee, LSRP	Project Manager- Environmental Scientist	\$53.68	2.80	\$150.30	
	Jordyn Styczynski, EIT	Environmental Engineer	\$54.54	2.80	\$152.71	
	Sal Kokol	Project Manager- Senior Geologist	\$47.99	2.80	\$134.37	
	David Faust	Professional Engineer	\$50.48	2.80	\$141.34	
				Average Total Employee Cost Project Manager Level Staff =		<b>\$144.68</b>
Senior Level Technical Staff	Jose Bustamante	Senior Geologist	\$38.71	2.80	\$108.39	
	Jacquelyn Fagan	Environmental Scientist	\$45.53	2.80	\$127.48	
	Corey Chonko	Senior Design Engineer	\$33.33	2.80	\$93.33	
	Rand Pianin, PE	Associate Professional Engineer	\$41.70	2.80	\$116.76	
	Ashley Castillo, EIT	Environmental Engineer	\$43.15	2.80	\$120.82	
	Connor McFadden	Geologist	\$44.23	2.80	\$123.84	
				Average Total Employee Cost Senior Level Technical Staff =		<b>\$115.10</b>
Technical Level Staff	Katrina Brodecki	Design Engineer	\$42.51	2.80	\$119.03	
	Haley Wilmot	Scientist	\$28.96	2.80	\$81.09	
	Thomas Evans	Design Engineer	\$32.19	2.80	\$90.13	
	Bianca Mastellone	Design Engineer	\$36.21	2.80	\$101.39	
	James Baker Heitmann	Design Engineer	\$31.56	2.80	\$88.37	
	Dennis Joseph Leonard	Design Engineer	\$32.69	2.80	\$91.53	
	Devyn Walkowicz	Design Engineer	\$34.86	2.80	\$97.61	
	Joseph Doherty	Design Engineer	\$37.26	2.80	\$104.33	
				Average Total Employee Cost Technical Level Staff =		<b>\$96.68</b>

## Project Cost and Work Hour Proposal Forms

RFP # P-26-2026

Category	Employee Name	Title Classification	Rate	Overhead, Benefits and Profit Multiplier	Total Employee Cost  (Includes Multiplier)
Staff Technicians	Courtney Fagan	Scientist	\$24.04	2.80	\$67.31
	Julia Glatt	Scientist	\$26.44	2.80	\$74.03
	Sena Arisoy	Scientist	\$26.44	2.80	\$74.03
	Average Total Employee Cost Staff Technicians =				
Administrative (Clerical) Staff	Neelima Choudary	Administrative Assistant	\$23.92	2.80	\$66.98
	Average Total Employee Cost Administrative (Clerical) =				
Survey Crew		Survey 2-Party Crew Group Rate	\$110.00	2.80	<b>\$308.00</b>

Proposal Summary Form

PROPOSAL  
COST

1	<b>TOTAL ALL DEFINED TASKS - 1 THROUGH 6 TOTAL COST =</b>	<b>\$1,172,856.67</b>
2	<b>ON CALL HOURLY SERVICES:</b>	
	Average Principal Level Staff Total Employee Cost X 200 hours =	\$49,945.14
	Average Project Manager Level Staff Total Employee Cost X 450 hours =	\$65,107.35
	Average Senior Level Technical Staff Total Employee Cost X 400 hours =	\$46,041.71
	Average Technical Level Staff Total Employee Cost X 350 hours =	\$33,839.09
	Average Staff Technicians Total Employee Cost X 150 hours =	\$10,768.80
	Average Administrative (Clerical) Staff Total Employee Cost X 100 hours =	\$6,697.60
	Average Survey 2-Party Crew - Group Rate Total Employee Cost X 50 hours =	\$15,400.00
	<b>TOTAL ON CALL HOURLY SERVICES =</b>	<b>\$227,799.69</b>
3	<b>DIRECT NON-SALARY EXPENSES FOR ON CALL HOURLY SERVICES - ALLOWANCE</b>	<b>\$25,000.00</b>
4	<b>CONSULTANT'S TOTAL PROPOSAL COST - ITEMS 1 THRU 3 (ABOVE) INCLUSIVE =</b>	<b>\$1,425,656.36</b>