

Attachment A



Billing Rates (Preliminary) January 2026

\$305	Senior Principal Consultant
\$280	Principal Consultant
\$250	Senior Project Manager
\$226	Project Manager II
\$209	Project Manager I
\$185	Project Controller III
\$165	Project Controller II
\$146	Vehicle Equipment Coordinator or Project Controller I
\$109	Project Administrator

\$226	Senior Engineer I
\$209	Engineer III
\$185	Engineer II
\$165	Engineer I or Engineer in Training III
\$146	Engineer in Training II or Senior Engineering Technician
\$121	Engineer in Training I or Engineering Technician

\$226	Design Manager
\$185	Senior Designer II or Senior Graphic Designer II
\$165	Senior Designer I or Senior Graphic Designer I
\$146	Designer III
\$121	Designer II
\$109	Designer I
\$ 93	Drafter

Rate Environmental Planning & Permitting	
\$226	Senior Environmental Consultant I
\$209	Senior Environmental Specialist III
\$185	Senior Environmental Specialist II
\$165	Senior Environmental Specialist I
\$146	Environmental Specialist III
\$121	Environmental Specialist II
\$109	Environmental Specialist I

\$209	Senior Principal Investigator II
\$185	Senior Principal Investigator I
\$165	Principal Investigator II or Senior Field Director
\$146	Field Director III or Principal Investigator I
\$121	Field Director II
\$109	Lab Director, Field Director I or Crew Chief II
\$93	Crew Chief I
\$80	Assistant Crew Chief

\$93	Senior Field Technician II or Senior Technician II
\$80	Senior Field Technician I or Senior Technician I
\$72	Field Technician III or Technician III
\$66	Field Technician II or Technician II
\$61	Field Technician I or Technician I

\$250	Senior Technical Specialist
\$209	Technical Specialist III
\$185	Technical Specialist II
\$165	Technical Specialist I
\$146	Senior Document Production Specialist II or Tech Editor II
\$146	Document Controller
\$121	Senior Document Production Specialist I or Tech Editor I
\$109	Document Production Specialist III or Administrative Staff III
\$93	Document Production Specialist II or Administrative Staff II
\$80	Document Production Specialist I or Administrative Staff I

\$226	Senior Landscape Architect I
\$209	Landscape Architect III
\$185	Landscape Architect II
\$165	Landscape Architect I

\$226	Construction Department Manager
\$209	Senior Construction Inspector III
\$185	Senior Construction Inspector II
\$165	Senior Construction Inspector I
\$146	Construction Inspector III
\$121	Construction Inspector II
\$109	Construction Inspector I

\$226	Senior Environmental Consultant I
\$209	Senior Biologist III
\$185	Senior Biologist II
\$165	Senior Biologist I
\$146	Biologist III
\$121	Biologist II
\$109	Biologist I

\$209	Senior Surveyor III or Survey Manager
\$185	Senior Surveyor II
\$165	Senior Surveyor I
\$146	Surveyor III
\$121	Surveyor II
\$109	Surveyor I
\$93	Survey Technician II
\$80	Survey Technician I

\$209	Senior Geospatial Analyst III
\$185	Senior Geospatial Analyst II
\$165	Senior Geospatial Analyst I
\$146	Geospatial Analyst III
\$121	Geospatial Analyst II
\$109	Geospatial Analyst I