



SCHEDULE OF HOURLY BILLING RATES

CATEGORIES

PROFESSIONAL SERVICES

Senior Officer	\$285
Senior Technical Expert	\$270
Officer	\$260
Associate	\$250
Principal	\$235
Senior Professional	\$195
Professional II	\$170
Professional I	\$150

PROFESSIONAL SUPPORT SERVICES

Senior Support Services:	\$175
Staff Support Services	\$140

FIELD SERVICES

Senior Professional	\$140
Professional	\$125

PROJECT SUPPORT SERVICES

Contract Administrator	\$135
Document Control Specialist	\$110

Subconsultants and direct expenses are not included in the hourly billing rates. All subconsultant and other direct project related expenses are subject to a minimum handling/administrative charge of 12 percent.

RATES EFFECTIVE THROUGH MAY 30, 2026

“EXHIBIT 2”

KIMLEY-HORN AND ASSOCIATES, INC.

MAY 2023

RFQ NO 2023015 – CONTINUING CONSULTING ENGINEERING SERVICES FOR ENVIRONMENTAL, INFRASTRUCTURE, SITE/ CIVIL AND UTILITIES SERVICES

SCHEDULE OF HOURLY RATES

Effective May 1, 2023, the following rates are utilized in calculating invoices for services:

<u>Category</u>	<u>Rate</u>
Principal	\$300.00
Senior Professional	\$270.00
Registered Professional	\$210.00
Professional 2	\$160.00
Professional 1	\$130.00
Designer	\$165.00
Senior Support Staff	\$100.00
Support Staff	\$75.00

Approved By:



Brian Good, P.E.
Senior Vice-President

1. These hourly billing rates will remain effective for the initial duration of this Agreement and may be renegotiated should an additional renewal period be exercised.
2. Internal reimbursable expenses will be charged at 5% of labor billings.
3. External reimbursable expenses will be charged at 15% mark-up, or per the contract.
4. Sub-consultants will be billed pursuant to their respective contract.