



2025 RATES	
Labor Categories	Range
Administration I	\$65 - \$80
Administration II	\$80 - \$95
Environmental Scientist I	\$90 - \$120
Environmental Scientist II	\$120 - \$150
Senior Environmental Scientist	\$150 - \$165
Planner I	\$95 - \$120
Planner II	\$120 - \$145
Senior Planner	\$145 - \$175
Landscape Architect I	\$90 - \$120
Landscape Architect II	\$120 - \$150
Senior Landscape Architect	\$150 - \$165
Surveyor I	\$80 - \$115
Surveyor II	\$115 - \$140
Senior Surveyor	\$140 - \$165
GIS Professional I	\$90 - \$125
GIS Professional II	\$125 - \$140
Senior GIS Professional	\$140 - \$165
Resident Project Representative I	\$80 - \$120
Resident Project Representative II	\$120 - \$145
Senior Resident Project Representative	\$145 - \$165
Junior Technician	\$75 - \$95
Technician I	\$100 - \$130
Technician II	\$130 - \$155
Senior Technician	\$155 - \$180
Financial Specialist	\$115 - \$145
Financial Analyst	\$145 - \$170
Financial Strategist	\$170 - \$185
Engineering Professional I	\$130 - \$160
Engineering Professional II	\$160 - \$175
Project Engineer	\$175 - \$195
Senior Project Engineer	\$195 - \$205
Assistant Project Manager	\$145 - \$170
Project Manager	\$175 - \$195
Senior Project Manager	\$195 - \$210
Operations Manager/Senior Technical Leader	\$180 - \$230

All non-exempt employees have overtime rates of 1.5 times their normal billing rate.

PLEASE NOTE: Herbert, Rowland & Grubic, Inc., (HRG) adjusts the rate schedule annually to reflect the cost of doing business for the coming year. This rate schedule is effective January 1, 2025 through December 31, 2025.



2025 CURRENT BILLABLE EXPENSES

All Terrain Vehicle	\$100.00/Day
Concrete Monuments	\$30.00/Each
Hydrographic System	\$100.00/Day
Lodging	At Cost
Maps, Permits, Licenses	At Cost
Meals	At Cost
Mileage	IRS Allowable
Miscellaneous Charges	At Cost
Pocket Colorimeter	\$50.00/Day
Postage	As Weighed
Sub-Surface Inspection Pole Camera	\$75.00/Day
Technology Equipment Charge	\$150.00/Day
Traffic Counters	\$25.00/Day
Wide Format Printing/Copying	\$.50/Square Foot

All expenses are subject to a 10% markup, including, but not limited to travel, printing, postage, survey supplies, etc.

PLEASE NOTE: Herbert, Rowland & Grubic, Inc., (HRG) adjusts the current billable expenses annually to reflect the cost of doing business for the coming year. These expenses are effective January 1, 2025 through December 31, 2025.