

Client/Address: City of Lebanon
 925 Main Street
 Lebanon, OR 97355

Proposal Date: January 1, 2026

Schedule of Charges

Date: 2026 Labor Rates

PERSONNEL COMPENSATION

Classification	Hourly Rate
Engineer-Scientist-Specialist 1.....	\$135
Engineer-Scientist-Specialist 2.....	\$160
Engineer-Scientist-Specialist 3.....	\$180
Engineer-Scientist-Specialist 4.....	\$204
Engineer-Scientist-Specialist 5.....	\$228
Engineer-Scientist-Specialist 6.....	\$252
Engineer-Scientist-Specialist 7.....	\$275
Engineer-Scientist-Specialist 8.....	\$300
Engineer-Scientist-Specialist 9.....	\$320
Senior CAD-Designer	\$195
CAD-Designer	\$175
Senior CAD-Technician	\$150
CAD-Technician	\$125
Project Assistant.....	\$120
Administrative Assistant.....	\$110

In addition to the above Hourly Rates, an APC charge of \$7.50 per hour will be added to Personnel Compensation for costs supporting projects including telecommunications, software, information technology, internal photocopying, shipping, and other support activity costs related to the support of projects.

Direct Expenses

Reimbursement for direct expenses, as listed below, incurred in connection with the work, will be at cost plus ten percent for items such as:

- a. Maps, photographs, 3rd party reproductions, 3rd party printing, equipment rental, and special supplies related to the work.
- b. Consultants, soils engineers, surveyors, contractors, and other outside services.
- c. Rented vehicles, local public transportation and taxis, travel and subsistence.
- d. Project specific telecommunications and delivery charges.
- e. Special fees, insurance, permits, and licenses applicable to the work.
- f. Outside computer processing, computation, and proprietary programs purchased for the work.

Reimbursement for vehicles used in connection with the work will be at the federally approved mileage rates or at a negotiated monthly rate.

If prevailing wage rates apply, the above billing rates will be adjusted as appropriate.

Overtime for non-exempt employees will be billed at one and a half times the Hourly Rates specified above.

Rates for professional staff for legal proceedings or as expert witnesses will be at rates one and one-half times the Hourly Rates specified above.

Excise and gross receipts taxes, if any, will be added as a direct expense.

The foregoing Schedule of Charges is incorporated into the agreement for the services provided, effective 1 January 2026 through 31 December 2026. After 31 December 2026, invoices will reflect the Schedule of Charges currently in effect.