

ESG STAFF RATES

Issued Date: 06/16/2026

Effective Through: 12/31/2026

Name	Staff Title	Hourly Billing Rate
Alex Capron	Planner 5	\$197
Alexandra Plumb	Planner 5	\$176
Allison Lisi	Ecologist 4	\$180
Amanda Sanelli	Landscape Architect 4	\$174
Amber Mikluscak	Principal 5	\$292
Anna Kagley	Planner 4	\$157
Anna Murphy	Ecologist 3	\$156
April Mulcahy	Ecological Designer 6	\$195
Becca Pitts	Ecologist 1	\$120
Carmel Gregory	Planner 5	\$197
Cassidy Blukis	Accounting Billing Clerk	\$105
Catherine Latt	Project/Contract Administrator	\$121
Colin Macdonald	Restoration Specialist	\$201
Cory Martinez	Project/Contract Administrator	\$148
Dan Nickel	Principal 7	\$296
Dawn Spilsbury Pucci	Planner 4	\$175
Devin Melville	Planner 4	\$165
Donna Keeler	Planner 7	\$241
Douglas Yormick	Planner 4	\$166
Drue Epping	Urban Forest Planner	\$151
Elisabeth Gonzalez	Ecologist 3	\$149
Evan Earhart	Arborist 2	\$144
Fern Huynh	Landscape Designer 1	\$131
Greg Johnston	Fisheries Biologist 6	\$201
Hilary Hahn	Planner 3	\$142
Hugh Mortensen	Principal 7	\$296
Hui Cao	Landscape Designer 3	\$141
Jaimi Mostellar	Planner 1	\$120
Jay Dally	Ecologist 2	\$132
Katy Crandall	Ecologist 5	\$201
Kelly Evans	Principal 1	\$248
Kendra Franklin	Operations Coordinator	\$125

*** HOURLY RATES ARE BILLED AT THE POSTED YEARLY RATE WHICH IS UPDATED ON JANUARY 1ST OF EACH YEAR. CLIENT WILL BE NOTIFIED OF UPDATED RATES PRIOR TO JANUARY BILLING.**

Name	Staff Title	Hourly Billing Rate
Kenny Booth	Principal 5	\$296
Kim Frappier	Principal 1	\$212
Kim Miller	Graphics Designer 4	\$140
Kyle Cotchett	Planner 3	\$154
Lars Freeman-Wood	Arborist 3	\$158
Laura Keil	Landscape Designer 2	\$136
Marina French	Principal 1	\$234
Meg Harrison	Ecologist 2	\$140
Mikayla Nelson	Project/Contract Administrator	\$142
Mike Foster	Ecologist 6	\$238
Nathan Burroughs	GIS Analyst 4	\$175
Nell Lund	Principal 1	\$248
Pete Heltzel	Fisheries Biologist 5	\$205
Rachel Anderson	Planner 2	\$127
Rachel Henden	Planner 3	\$132
Roen Hohlfeld	Ecological Designer 5	\$183
Ryan Kahlo	Principal 1	\$248
Sage Yuasa	Ecologist 2	\$156
Sam Payne	Ecologist 4	\$180
Sydni Gibson	Accounting Billing Clerk	\$109
Tami Camper	Planner 4	\$168

*** HOURLY RATES ARE BILLED AT THE POSTED YEARLY RATE WHICH IS UPDATED ON JANUARY 1ST OF EACH YEAR. CLIENT WILL BE NOTIFIED OF UPDATED RATES PRIOR TO JANUARY BILLING.**



Facet
2026 In-House Expense Rates
Effective: 1/1/2026-12/31/2026

Description	Rate
2026 Mileage Allowable	Current Federal Rate
Photocopies - In House B&W 8.5x11	\$0.18 per page
Photocopies - In-House B&W 11x17	\$0.38 per page
Photocopies - In-House B&W 22x34	\$1.47 per page
Photocopies - In-House B&W 24x36	\$1.70 per page
Photocopies - In-House B&W 30x42	\$2.48 per page
Photocopies - In-House B&W 36x48	\$2.72 per page
Photocopies - In House Color 8.5x11	\$0.74 per page
Photocopies - In-House Color 11x17	\$1.51 per page
Photocopies - In-House Color 22x34	\$5.90 per page
Photocopies - In-House Color 24x36	\$7.44 per page
Photocopies - In-House Color 30x42	\$10.67 per page
Photocopies - In-House Color 36x48	\$10.78 per page
Photocopies - In-House Digital Mylar 22x34	\$26.25 per page
Photocopies - In-House Digital Mylar 24x36	\$31.50 per page
Drone and Insurance Fee	\$200.00 per day
26 Electrofishing Equipment Rental	\$500.00 per day
Field Tablet & Apps	\$25.00 per day
Toll Fees	At cost
Trimble DA2 Equipment Fee	\$50.00 per day
Water Quality Equipment Rental	\$50.00 per day
Web Survey Administration	\$35.00 per survey
Website Hosting Fee	\$50.00 per month
Website Hosting Fee	\$600.00 per year
Fish Exclusion Fencing Fee	\$300.00 per day
Prevailing Wage Filing Fees (\$40 affidavit/\$40 intent)	\$80.00 per each