



Kimley-Horn and Associates, Inc.

Hourly Labor Rate Schedule

Classification	Rate
Analyst I	\$175
Analyst II	\$220
Professional	\$250
Senior Professional I	\$315
Senior Professional II	\$430
Senior Technical Support	\$200
Technical Support	\$165
Support Staff	\$145

Effective through June 30, 2026

Subject to annual adjustment thereafter

Internal Reimbursable Expenses will be charged at 5% of Labor Billings

External Reimbursable Expenses will be charged at 15% mark-up, or per the Contract

Sub-Consultants will be billed per the Contract