



2025 RATES

| Labor Categories | Range |
|--|---------------|
| Administration II | \$80 - \$95 |
| Resident Project Representative I | \$80 - \$120 |
| Resident Project Representative II | \$120 - \$145 |
| Senior Resident Project Representative | \$145 - \$165 |
| Engineering Professional I | \$130 - \$160 |
| Engineering Professional II | \$160 - \$175 |
| Project Engineer | \$175 - \$195 |
| Assistant Project Manager | \$145 - \$170 |
| Project Manager | \$175 - \$195 |
| Senior Project Manager | \$195 - \$210 |

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.