



FEE SCHEDULE

Effective January 1, 2018

Staff		Billing Rate	Billing Rate Range	
			Low	High
Industry Advisor			\$ 377.00	\$ 464.00
<i>Bill</i>	<i>Gray</i>	\$ 460.00		
Senior Project/Program Manager			\$ 261.00	\$ 348.00
<i>Leo</i>	<i>Scott</i>	\$ 338.00		
<i>Terry</i>	<i>Bowen</i>	\$ 324.00		
Project/Program Manager			\$ 232.00	\$ 290.00
<i>Keith</i>	<i>Robinson</i>	\$ 288.00		
<i>Matt</i>	<i>Todd</i>	\$ 269.00		
<i>Roni</i>	<i>Hatstrup</i>	\$ 255.00		
<i>Brian</i>	<i>Stewart</i>	\$ 246.00		
<i>Cheryl</i>	<i>Nevares</i>	\$ 240.00		
Assistant Project/Program Manager			\$ 160.00	\$ 232.00
<i>Erin</i>	<i>Heltne</i>	\$ 203.00		
<i>Karen</i>	<i>Boggs</i>	\$ 171.00		
Project Accountant			\$ 160.00	\$ 232.00
Project Analyst			\$ 131.00	\$ 174.00
<i>Margaret</i>	<i>Strubel</i>	\$ 130.00		
Business Operations Manager			\$ 87.00	\$ 145.00
Business Operations Administrator			\$ 73.00	\$ 116.00
<i>Erika</i>	<i>McCulloch</i>	\$ 107.00		
Administrative Assistant			\$ 58.00	\$ 87.00
<i>Mary</i>	<i>Grinbergs</i>	\$ 84.00		
Intern			\$ 29.00	\$ 58.00
<i>Jack</i>	<i>McDowell</i>	\$ 49.00		

Rates subject to change on January 1, 2019. Expenses (mileage, parking, tolls, printing, travel, conference calls, postage, express mail, delivery, authorized entertainment, etc.) will be billed at cost. Mileage will be billed at the standard IRS rate.

Gray-Bowen-Scott reserves the right, in its discretion, to sub-contract portions of its projects to other qualified professionals. All costs and fees for any sub-contracted services will be billed at cost plus 10%.