

2025 RATE SHEET

STANDARD WORK HOURS

The following labor rates are used for our normal operating hours. During field services, the minimum charge is 4 hours. Rates are charges to the nearest 1/2 hour. All times listed are local time zone where work is performed.

RATE DETAILS

Standard Rate:	8am-5pm, Mon-Fri
Overtime Rate:	1.5x standard rate
Holiday Rate:	2x standard rate
Per Diem Rate:	Federal Rate at Location
Mileage Rate:	Federal Rate
Travel Time:	50% Standard Rate

Classification	Standard Hourly Rate
Principal	\$250
Sr. Energy Analyst	\$215
Energy Analyst	\$175
Sr. Project Manager	\$195
Project Manager	\$165
Sr. Commissioning Agent	\$195
Commissioning Agent	\$175
Technician	\$140
Junior Analyst	\$120

NOTES

- Overtime rates charged for hours worked more than 8 hours per day, M-F. Weekends billed at overtime rate.
- Mileage, Meals, & Incidentals: Charged separately at Standard Government Rate
- Airfare: Billed at cost
- Lodging: Billed at cost or Standard Government Rate, per customer preference
- Parking tolls, and other incidentals charged at cost

2025 HOLIDAY SCHEDULE

• January 1	New Year's Day
• January 20	Martin Luther King Day
• February 17	President's Day
• May 26	Memorial Day
• July 4	Independence Day
• September 1	Labor Day
• October 13	Columbus Day
• November 11	Veterans Day (observed)
• November 27	Thanksgiving Day
• November 28	Day after Thanksgiving
• December 24	Christmas Eve
• December 25	Christmas