

## Exhibit B – CONTRACTOR Rates

### CONTRACTOR Rates by Labor Category

LABOR CATEGORY	HOURLY RATE for 2019 (\$)
Senior Project Director	304
Project Director	247
Technical Director	247
Managing Consultant	201
Senior Consultant III	191
Senior Consultant II	165
Senior Consultant I	155
Associate Consultant III	144
Associate Consultant II	134
Associate Consultant I	124
GIS	144
Graphics	124
Editor	118
Publications Specialist	98

These labor categories and rates apply only to ICF staff, not to sub-consultants. ICF will increase rates by 3 percent for work in each new year starting in 2020, taking effect on January 1 of each year. Rates will be rounded to the nearest dollar.