

Attachment 3

GHD Class	GHD Description	2025 US Rate	2026 US Rate	2027 US Rate	2028 US Rate
PROFESSIONAL					
A001	Senior Technical Director 1	\$ 308.00 - \$ 440.00	\$ 320.94 - \$ 458.48	\$ 334.42 - \$ 477.74	\$ 351.14 - \$ 501.62
A002	Senior Technical Director 2	\$ 287.00 - \$ 410.00	\$ 299.05 - \$ 427.22	\$ 311.61 - \$ 445.16	\$ 327.19 - \$ 467.42
A003	Senior Technical Director 3	\$ 266.00 - \$ 380.00	\$ 277.17 - \$ 395.96	\$ 288.81 - \$ 412.59	\$ 303.25 - \$ 433.22
A004	Technical Director 1	\$ 252.00 - \$ 360.00	\$ 262.58 - \$ 375.12	\$ 273.61 - \$ 390.88	\$ 287.29 - \$ 410.42
A005	Technical Director 2	\$ 238.00 - \$ 340.00	\$ 248.00 - \$ 354.28	\$ 258.41 - \$ 369.16	\$ 271.33 - \$ 387.62
A006	Senior Professional 1	\$ 217.00 - \$ 310.00	\$ 226.11 - \$ 323.02	\$ 235.61 - \$ 336.59	\$ 247.39 - \$ 353.42
A007	Senior Professional 2	\$ 203.00 - \$ 290.00	\$ 211.53 - \$ 302.18	\$ 220.41 - \$ 314.87	\$ 231.43 - \$ 330.62
A008	Professional 1	\$ 196.00 - \$ 280.00	\$ 204.23 - \$ 291.76	\$ 212.81 - \$ 304.01	\$ 223.45 - \$ 319.21
A009	Professional 2	\$ 168.00 - \$ 240.00	\$ 175.06 - \$ 250.08	\$ 182.41 - \$ 260.58	\$ 191.53 - \$ 273.61
A010	Professional 3	\$ 151.00 - \$ 215.00	\$ 157.34 - \$ 224.03	\$ 163.95 - \$ 233.44	\$ 172.15 - \$ 245.11
A011	Vacationer / Intern	\$ 140.00 - \$ 200.00	\$ 145.88 - \$ 208.40	\$ 152.01 - \$ 217.15	\$ 159.61 - \$ 228.01
CONSULTANT					
V001	Executive Consultant 1	\$ 396.00 - \$ 565.00	\$ 412.63 - \$ 588.73	\$ 429.96 - \$ 613.46	\$ 451.46 - \$ 644.13
V002	Executive Consultant 2	\$ 361.00 - \$ 515.00	\$ 376.16 - \$ 536.63	\$ 391.96 - \$ 559.17	\$ 411.56 - \$ 587.13
V003	Senior Consultant 1	\$ 298.00 - \$ 425.00	\$ 310.52 - \$ 442.85	\$ 323.56 - \$ 461.45	\$ 339.74 - \$ 484.52
V004	Senior Consultant 2	\$ 266.00 - \$ 380.00	\$ 277.17 - \$ 395.96	\$ 288.81 - \$ 412.59	\$ 303.25 - \$ 433.22
V005	Consultant 1	\$ 221.00 - \$ 315.00	\$ 230.28 - \$ 328.23	\$ 239.95 - \$ 342.02	\$ 251.95 - \$ 359.12
V006	Consultant 2	\$ 182.00 - \$ 260.00	\$ 189.64 - \$ 270.92	\$ 197.61 - \$ 282.30	\$ 207.49 - \$ 296.41
V007	Consultant 3	\$ 147.00 - \$ 210.00	\$ 153.17 - \$ 218.82	\$ 159.61 - \$ 228.01	\$ 167.59 - \$ 239.41
TECHNICAL					
B001	Lead Design Technician 1	\$ 277.00 - \$ 395.00	\$ 288.63 - \$ 411.59	\$ 300.76 - \$ 428.88	\$ 315.79 - \$ 450.32
B002	Lead Design Technician 2	\$ 256.00 - \$ 365.00	\$ 266.75 - \$ 380.33	\$ 277.96 - \$ 396.30	\$ 291.85 - \$ 416.12
B003	Lead Design Technician 3	\$ 231.00 - \$ 330.00	\$ 240.70 - \$ 343.86	\$ 250.81 - \$ 358.30	\$ 263.35 - \$ 376.22
B004	Senior Design Technician 1	\$ 228.00 - \$ 325.00	\$ 237.58 - \$ 338.65	\$ 247.55 - \$ 352.87	\$ 259.93 - \$ 370.52
B005	Senior Design Technician 2	\$ 214.00 - \$ 305.00	\$ 222.99 - \$ 317.81	\$ 232.35 - \$ 331.16	\$ 243.97 - \$ 347.72
B006	Design Technician 1	\$ 196.00 - \$ 280.00	\$ 204.23 - \$ 291.76	\$ 212.81 - \$ 304.01	\$ 223.45 - \$ 319.21
B007	Design Technician 2	\$ 182.00 - \$ 260.00	\$ 189.64 - \$ 270.92	\$ 197.61 - \$ 282.30	\$ 207.49 - \$ 296.41
B008	Drafting/Design 1	\$ 175.00 - \$ 250.00	\$ 182.35 - \$ 260.50	\$ 190.01 - \$ 271.44	\$ 199.51 - \$ 285.01
B009	Drafting/Design 2	\$ 151.00 - \$ 215.00	\$ 157.34 - \$ 224.03	\$ 163.95 - \$ 233.44	\$ 172.15 - \$ 245.11
B010	Drafting/Design 3	\$ 140.00 - \$ 200.00	\$ 145.88 - \$ 208.40	\$ 152.01 - \$ 217.15	\$ 159.61 - \$ 228.01
B011	Drafting/Design 4	\$ 133.00 - \$ 190.00	\$ 138.59 - \$ 197.98	\$ 144.41 - \$ 206.30	\$ 151.63 - \$ 216.61
B012	Intern Drafting/Design	\$ 119.00 - \$ 170.00	\$ 124.00 - \$ 177.14	\$ 129.21 - \$ 184.58	\$ 135.67 - \$ 193.81
Escalation values are consistent with ACEC recommendations					
Year 2: 4.20%					
Year 3: 4.20%					
Year 4: 5%					
GHD Class	GHD Description	2025 US Rate	2026 US Rate	2027 US Rate	2028 US Rate
ADMINISTRATION					
C001	Business Services Manager 1	\$ 245.00 - \$ 350.00	\$ 255.29 - \$ 364.70	\$ 266.01 - \$ 380.02	\$ 279.31 - \$ 399.02
C002	Business Services Manager 2	\$ 217.00 - \$ 310.00	\$ 226.11 - \$ 323.02	\$ 235.61 - \$ 336.59	\$ 247.39 - \$ 353.42
C003	Senior Business Services 1	\$ 168.00 - \$ 240.00	\$ 175.06 - \$ 250.08	\$ 182.41 - \$ 260.58	\$ 191.53 - \$ 273.61
C004	Senior Business Services 2	\$ 158.00 - \$ 225.00	\$ 164.64 - \$ 234.45	\$ 171.55 - \$ 244.30	\$ 180.13 - \$ 256.51
C005	Business Services 1	\$ 140.00 - \$ 200.00	\$ 145.88 - \$ 208.40	\$ 152.01 - \$ 217.15	\$ 159.61 - \$ 228.01
C006	Business Services 2	\$ 133.00 - \$ 190.00	\$ 138.59 - \$ 197.98	\$ 144.41 - \$ 206.30	\$ 151.63 - \$ 216.61
C007	Business Services 3	\$ 98.00 - \$ 140.00	\$ 102.12 - \$ 145.88	\$ 106.40 - \$ 152.01	\$ 111.73 - \$ 159.61
SITE BASED					
S001	Senior Construction Manager	\$ 270.00 - \$ 385.00	\$ 281.34 - \$ 401.17	\$ 293.16 - \$ 418.02	\$ 307.81 - \$ 438.92
S002	Construction Manager	\$ 235.00 - \$ 335.00	\$ 244.87 - \$ 349.07	\$ 255.15 - \$ 363.73	\$ 267.91 - \$ 381.92
S003	Lead Site Engineer/Supervisor	\$ 207.00 - \$ 295.00	\$ 215.69 - \$ 307.39	\$ 224.75 - \$ 320.30	\$ 235.99 - \$ 336.32
S004	Senior Site Engineer	\$ 186.00 - \$ 265.00	\$ 193.81 - \$ 276.13	\$ 201.95 - \$ 287.73	\$ 212.05 - \$ 302.11
S005	Site Engineer	\$ 175.00 - \$ 250.00	\$ 182.35 - \$ 260.50	\$ 190.01 - \$ 271.44	\$ 199.51 - \$ 285.01
S006	Lead Inspector	\$ 179.00 - \$ 255.00	\$ 186.52 - \$ 265.71	\$ 194.35 - \$ 276.87	\$ 204.07 - \$ 290.71
S007	Senior Inspector	\$ 144.00 - \$ 205.00	\$ 150.05 - \$ 213.61	\$ 156.35 - \$ 222.58	\$ 164.17 - \$ 233.71
S008	Inspector / Specialist 1	\$ 126.00 - \$ 180.00	\$ 131.29 - \$ 187.56	\$ 136.81 - \$ 195.44	\$ 143.65 - \$ 205.21
S009	Inspector / Specialist 2	\$ 116.00 - \$ 165.00	\$ 120.87 - \$ 171.93	\$ 125.95 - \$ 179.15	\$ 132.25 - \$ 188.11
S010	Clerk / Specialist 3	\$ 109.00 - \$ 155.00	\$ 113.58 - \$ 161.51	\$ 118.35 - \$ 168.29	\$ 124.27 - \$ 176.71
S011	Senior Site Manager 1	\$ 116.00 - \$ 165.00	\$ 120.87 - \$ 171.93	\$ 125.95 - \$ 179.15	\$ 132.25 - \$ 188.11
S012	Senior Site Manager 2	\$ 109.00 - \$ 155.00	\$ 113.58 - \$ 161.51	\$ 118.35 - \$ 168.29	\$ 124.27 - \$ 176.71
S013	Senior Site Manager 3	\$ 102.00 - \$ 145.00	\$ 106.28 - \$ 151.09	\$ 110.75 - \$ 157.44	\$ 116.29 - \$ 165.31
S014	Senior Site Manager 4	\$ 95.00 - \$ 135.00	\$ 98.99 - \$ 140.67	\$ 103.15 - \$ 146.58	\$ 108.30 - \$ 153.91
S015	Operator/Labourer 1	\$ 95.00 - \$ 135.00	\$ 98.99 - \$ 140.67	\$ 103.15 - \$ 146.58	\$ 108.30 - \$ 153.91
S016	Operator/Labourer 2	\$ 88.00 - \$ 125.00	\$ 91.70 - \$ 130.25	\$ 95.55 - \$ 135.72	\$ 100.32 - \$ 142.51
S017	Operator/Labourer 3	\$ 74.00 - \$ 105.00	\$ 77.11 - \$ 109.41	\$ 80.35 - \$ 114.01	\$ 84.36 - \$ 119.71
PROJECT SUPPORT					
D001	Project Support Manager 1	\$ 294.00 - \$ 420.00	\$ 306.35 - \$ 437.64	\$ 319.21 - \$ 456.02	\$ 335.18 - \$ 478.82
D002	Project Support Manager 2	\$ 277.00 - \$ 395.00	\$ 288.63 - \$ 411.59	\$ 300.76 - \$ 428.88	\$ 315.79 - \$ 450.32
D003	Senior Project Support 1	\$ 245.00 - \$ 350.00	\$ 255.29 - \$ 364.70	\$ 266.01 - \$ 380.02	\$ 279.31 - \$ 399.02
D004	Senior Project Support 2	\$ 210.00 - \$ 300.00	\$ 218.82 - \$ 312.60	\$ 228.01 - \$ 325.73	\$ 239.41 - \$ 342.02
D005	Project Support 1	\$ 200.00 - \$ 285.00	\$ 208.40 - \$ 296.97	\$ 217.15 - \$ 309.44	\$ 228.01 - \$ 324.91
D006	Project Support 2	\$ 186.00 - \$ 265.00	\$ 193.81 - \$ 276.13	\$ 201.95 - \$ 287.73	\$ 212.05 - \$ 302.11
D007	Project Support 3	\$ 172.00 - \$ 245.00	\$ 179.22 - \$ 255.29	\$ 186.75 - \$ 266.01	\$ 196.09 - \$ 279.31
D008	Project Support 4	\$ 154.00 - \$ 220.00	\$ 160.47 - \$ 229.24	\$ 167.21 - \$ 238.87	\$ 175.57 - \$ 250.81
D009	Project Support 5	\$ 133.00 - \$ 190.00	\$ 138.59 - \$ 197.98	\$ 144.41 - \$ 206.30	\$ 151.63 - \$ 216.61
D010	Project Support 6	\$ 95.00 - \$ 135.00	\$ 98.99 - \$ 140.67	\$ 103.15 - \$ 146.58	\$ 108.30 - \$ 153.91