

Exhibit 2 - Fee Schedule

The fee schedule presented below shall be associated with scopes of work negotiated with the City as determined for specific projects/task orders associated with this contract. Task orders will be assigned via the Fund Allocation Request Form (Exhibit 5).

Michael Baker International - 2025 Blended Rates For San Marcos Airport

Title	Hourly Rate (2025 Calendar Year)
Principal	\$300.00
Senior Specialist / Consultant	\$275.00
Senior Project Manager	\$240.00
Project Manager	\$190.00
Senior Engineer	\$210.00
Engineer	\$140.00
Engineering Associate	\$110.00
Technical Specialist	\$185.00
Senior Designer	\$140.00
Designer	\$95.00
Senior Technician	\$110.00
Technician	\$85.00
Senior Planner	\$220.00
Planner	\$120.00
Senior Environmental Scientist	\$240.00
Environmental Specialist	\$115.00
Junior Environmental Specialist	\$90.00
Senior Construction Inspector	\$120.00
Construction Inspector	90.00
Senior Administrative Specialist	\$100.00
Administrative Assistant	\$70.00
Junior Technician / Intern	\$58.00

NOTE:

The hourly rates shown above include direct salary cost, labor overhead, general and administrative overhead, and profit. These rates shall remain valid until January 1, 2026. Direct non-salary expenses such as travel, subsistence, printing, etc. are not included.