

EXHIBIT 1
FEE SCHEDULE

Annual Budget

S. Groner Associates
FULLY BURDENED HOURLY RATES

Fiscal Year 2020-2021		Fiscal Year 2021-2022		Fiscal Year 2022-2023			
JOB FUNCTION	RATES	JOB FUNCTION	RATES	JOB FUNCTION	RATES		
Project Director	\$187.00	Project Director	\$192.61	Project Director	\$198.39		
Strategic Director	\$172.00	Strategic Director	\$177.16	Strategic Director	\$182.47		
Project Manager	\$165.00	Project Manager	\$169.95	Project Manager	\$175.05		
Creative Director	\$165.00	Creative Director	\$169.95	Creative Director	\$175.05		
Sr. Project Coordinator	\$150.00	Sr. Project Coordinator	\$154.50	Sr. Project Coordinator	\$159.14		
Sr. Graphic Designer	\$150.00	Sr. Graphic Designer	\$154.50	Sr. Graphic Designer	\$159.14		
Public Affairs/Media Relations Manager	\$150.00	Public Affairs/Media Relations	\$154.50	Public Affairs/Media Relations	\$159.14		
Graphic Designer	\$130.00	Graphic Designer	\$133.90	Graphic Designer	\$137.92		
Project Coordinator	\$130.00	Project Coordinator	\$133.90	Project Coordinator	\$137.92		
Sr. Research/Survey Coordinator	\$150.00	Sr. Research/Survey Coordinator	\$154.50	Sr. Research/Survey Coordinator	\$159.14		
Research/Survey Coordinator	\$130.00	Research/Survey Coordinator	\$133.90	Research/Survey Coordinator	\$137.92		
Multimedia Services	\$130.00	Multimedia Services	\$133.90	Multimedia Services	\$137.92		
Project Specialist	\$114.00	Project Specialist	\$117.42	Project Specialist	\$120.94		
Copywriter	\$114.00	Copywriter	\$117.42	Copywriter	\$120.94		
Outreach Specialist	\$106.00	Outreach Specialist	\$109.18	Outreach Specialist	\$112.46		
Social Media Coordinator	\$106.00	Social Media Coordinator	\$109.18	Social Media Coordinator	\$112.46		
Fiscal Year 2023-2024		Fiscal Year 2024-2025					
JOB FUNCTION	RATES	JOB FUNCTION	RATES				
Project Director	\$204.34	Project Director	\$210.47				
Strategic Director	\$187.95	Strategic Director	\$193.59				
Project Manager	\$180.30	Project Manager	\$185.71				
Creative Director	\$180.30	Creative Director	\$185.71				
Sr. Project Coordinator	\$163.91	Sr. Project Coordinator	\$168.83				
Sr. Graphic Designer	\$163.91	Sr. Graphic Designer	\$168.83				
Public Affairs/Media Relations Manager	\$163.91	Public Affairs/Media Relations	\$168.83				
Graphic Designer	\$142.05	Graphic Designer	\$146.32				
Project Coordinator	\$142.05	Project Coordinator	\$146.32				
Sr. Research/Survey Coordinator	\$163.91	Sr. Research/Survey Coordinator	\$168.83				
Research/Survey Coordinator	\$142.05	Research/Survey Coordinator	\$146.32				
Multimedia Services	\$142.05	Multimedia Services	\$146.32				
Project Specialist	\$124.57	Project Specialist	\$128.31				
Copywriter	\$124.57	Copywriter	\$128.31				
Outreach Specialist	\$115.83	Outreach Specialist	\$119.30				
Social Media Coordinator	\$115.83	Social Media Coordinator	\$119.30				
EXPENSES							
Local Mileage	Current Federal Per Diem Rates						
Out of Pocket Expenses	Billed at Cost + 10%						
Translation Costs	.30/word						