

Exhibit B

PROVISION OF PAYMENT

ENGINEER OF RECORD: BLACK & VEATCH CORPORATION

BASIS FOR PAYMENT

The owner shall pay ENGINEER and ENGINEER agrees to accept as full compensation for its services (as established by Work Order) compensation as computed by one of the following methods:

Method "A" -Hourly Rate-

Compensation in the form of burdened hourly rates.

Burdened (direct+ indirect) Hourly Rate+ Subconsultant Cost+ Other Direct Costs.

Direct cost includes labor hourly rate. Indirect costs include fringe benefit rate, overhead, operating margin and profit.

Subconsultant Costs are actual costs incurred **times a factor of 1.00**. Actual costs shall be based on billing rates for required labor classifications.

Other Direct Costs are actual costs incurred for travel outside of Tampa Bay area, printing, copying, long distance telephone calls, etc.

Method "B" - Lump Sum -

Compensation in the form of "lump sum" for all work associated with a Work Order or task and shall be determined by mutual agreement between the ENGINEER and the City. The lump sum amount shall be negotiated based upon the Work Order scope of services and approved by both the City and the ENGINEER.

Hourly Rates -

The estimated hourly rates below represent 2026 costs and categories. Periodic changes are anticipated, and modifications may be made annually in writing to the City for review and approval.

CITY OF CLEARWATER RFQ 08-25 BILLING RATES
FLORIDA SENATE BILL 64 PLAN IMPLEMENTATION
For: Black & Veatch Corporation

7/23/2026

Job Classification	Hourly Billing Rate
Clerical I	\$94
Clerical II	\$109
Administrative Assistant I	\$125
Administrative Assistant II	\$146
Administrative Assistant III	\$166
Sr. Admin/ Technical Editor	\$187
Project Accountant I	\$135
Project Accountant II	\$156
CADD Technician / Graphics I	\$120
CADD Technician / Graphics II	\$135
CADD Technician / Graphics III	\$151
Sr. Technician / Sr. Graphics	\$177
Sr. Designer	\$198
Engineer/ Scientist/ Architect Intern	\$83
Staff Engineer/ Scientist/ Technologist I	\$120
Staff Engineer/ Scientist/ Technologist II	\$140
Staff Engineer/ Scientist/ Technologist III	\$161
Project Engineer/ Scientist/ Technologist I	\$177
Project Engineer/ Scientist/ Technologist II	\$198
Sr. Engineer/ Scientist/ Technologist I	\$224
Sr. Engineer/ Scientist/ Technologist II	\$250
Engineering Manager I	\$265
Engineering Manager II	\$276
Sr. Engineering Manager	\$286
Cost Estimator	\$198
Sr. Cost Estimator	\$286
Operations Specialist	\$224
Sr. Operations Specialist	\$286
Resident Inspector I	\$172
Resident Inspector II	\$198
Sr. Resident Inspector	\$244
Construction Manager	\$286
Sr. Construction Manager	\$312
Project Manager I	\$270
Project Manager II	\$286
Project Manager III	\$302
Sr. Project Manager	\$312
Project Director I	\$343
Project Director II	\$364
Technical Specialist	\$265
Sr. Technical Specialist	\$291
Technical Expert I	\$317
Technical Expert II	\$333
Technical Expert III	\$354
Sr. Technical Expert I	\$374
Sr. Technical Expert II/ Vice President	\$390
Sr. Technical Expert III/ Sr. Vice President	\$406
GIS/ CAD (Global Workforce ¹)	\$68
Engineer (Global Workforce ¹)	\$104
EM/ Technical Specialist (Global Workforce ¹)	\$192

Notes:

1. Black & Veatch Integrated Global Workforce professionals are located in select offices outside of the US.
2. Labor billing rates are based on separate compensation of fair and reasonable direct expenses incurred in execution of the work. Expenses shall be reimbursed at a 1.0 multiplier.
3. Billing rates are subject to escalation, as mutually agreed, 1 year after the contract date, and annually thereafter.