



Schedule of Hourly Billing Rates for Fee-Related Services
Effective August 1, 2026

City of Lincoln

HOURLY BILLING RATES FOR FEE-RELATED SERVICES

Functional Area	Position	Hourly Rate Regular Hours	Hourly Rate Overtime	Note
1 Administration	Accountant I	\$114	\$135	
2 Administration	Accountant II	\$126	\$149	
3 Administration	Accounting Manager	\$198	n/a	
4 Administration	Admin Analyst I	\$120	\$141	
5 Administration	Admin Analyst I/PIO	\$123	\$146	
6 Administration	Admin Analyst II	\$132	\$156	
7 Administration	Admin Analyst II/PIO	\$137	\$162	
8 Administration	Application Intergrator II	\$145	\$171	
9 Administration	Assistant City Manager	\$288	n/a	
10 Administration	Chief Innovation and Tech Officer	\$276	n/a	
11 Administration	City Attorney	\$340	n/a	
12 Administration	City Clerk	\$181	n/a	
13 Administration	City Clerk-Records Coordinator	\$90	\$106	
14 Administration	City Manager	\$358	n/a	
15 Administration	Confidential Secretary	\$90	n/a	
16 Administration	Deputy City Clerk	\$129	\$152	
17 Administration	Director of Finance	\$288	n/a	
18 Administration	Director of Human Resources	\$303	n/a	
19 Administration	Econ Dev Spec	\$153	\$181	
20 Administration	Econ Devp & Comm Spec	\$218	n/a	
21 Administration	Executive Assistant	\$112	\$133	
22 Administration	Finance Manager	\$219	n/a	
23 Administration	Financial Analyst I	\$171	n/a	
24 Administration	Financial Analyst II	\$188	n/a	
25 Administration	GIS Analyst I	\$134	\$158	
26 Administration	GIS Analyst II	\$163	\$193	
27 Administration	HR Tech I	\$85	\$101	
28 Administration	HR Tech II	\$94	\$111	
29 Administration	Info Systems Tech I	\$104	\$122	
30 Administration	Info Systems Tech II	\$114	\$135	
31 Administration	IT Supervisor	\$167	\$197	
32 Administration	Jr Dpty City Atty	\$165	\$194	
33 Administration	Office Assistant I	\$74	\$87	
34 Administration	Office Assistant II	\$81	\$96	
35 Administration	Principal Accountant	\$180	\$213	
36 Administration	Purch. Officer I (LT)	\$93	\$110	
37 Administration	Sr Account Clerk	\$93	\$110	
38 Administration	Sr Admin Analyst	\$167	\$197	
39 Administration	Sr HR Analyst	\$179	\$211	
40 Administration	Sr Info Systems Tech	\$126	\$148	
41 Administration	Sr Office Assistant	\$90	\$106	
42 Administration	Sr Payroll Tech	\$126	\$149	
43 Administration	Sys Security Analyst II	\$148	\$175	

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HOURLY BILLING RATES FOR FEE-RELATED SERVICES

Functional Area		Position	Hourly Rate Regular Hours	Hourly Rate Overtime	Note
44	Building	Building Official	\$275	n/a	
45	Building	Sr Admin Analyst	See Admin Rates	See Admin Rates	
46	Building	Supervising Building Inspector	\$194	\$220	
47	Building	Building Inspector III	\$184	\$208	
48	Building	Sr Plans Examiner	\$184	\$208	
49	Building	Building Inspector II	\$170	\$193	
50	Building	Plans Examiner II	\$170	\$193	
51	Building	Sr Permit Technician	\$156	\$177	
52	Building	Building Inspector I	\$155	\$175	
53	Building	Plans Examiner I	\$155	\$175	
54	Building	Permit Technician II	\$128	\$146	
55	Building	Permit Technician I	\$121	\$137	
56	Code Enforcement	Code Enforcement Officer II	\$115	\$135	
57	Code Enforcement	Code Enforcement Officer I	\$104	\$123	
58	Engineering	City Engineer	\$366	n/a	
59	Engineering	Engineering Manager	\$277	n/a	
60	Engineering	Senior Civil Engineer	\$240	n/a	
61	Engineering	Construction Manager	\$227	\$261	
62	Engineering	Associate Civil Engineer	\$212	\$243	
63	Engineering	Sr Admin Analyst	See Admin Rates	See Admin Rates	
64	Engineering	Assistant Engineer	\$166	\$190	
65	Engineering	Admin Analyst II	See Admin Rates	See Admin Rates	
66	Engineering	Construction Inspector II	\$148	\$170	
67	Engineering	Sr Permit Technician	\$143	\$164	
68	Engineering	Construction Inspector I	\$134	\$154	
69	Engineering	Permit Technician II	\$117	\$135	
70	Engineering	Permit Technician I	\$110	\$126	

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HOURLY BILLING RATES FOR FEE-RELATED SERVICES

Functional Area	Position	Hourly Rate Regular Hours	Hourly Rate Overtime	Note
71 Planning	Community Development Director	\$346	n/a	
72 Planning	Planning Manager	\$266	\$303	
73 Planning	Sr Admin Analyst	See Admin Rates	See Admin Rates	
74 Planning	Senior Planner	\$213	\$243	
75 Planning	Associate Planner	\$177	\$202	
76 Planning	Assistant Planner	\$145	\$166	
77 Planning	Sr Permit Technician	\$150	\$171	
78 Planning	Permit Technician II	\$123	\$141	
79 Planning	Permit Technician I	\$116	\$132	
80 Fire Admin and Prevention	Fire Chief	\$276	n/a	
81 Fire Admin and Prevention	Fire Division Chief	\$276	n/a	
82 Fire Admin and Prevention	Battalion Chief - 2080	\$245	n/a	
83 Fire Admin and Prevention	Fire Marshal	\$200	\$235	
84 Fire Operations	Fire Batallion Chief (GFE)	\$200	\$230	
85 Fire Operations	Fire Batallion Chief	\$176	\$203	
86 Fire Operations	Fire Captain	\$152	\$175	
87 Fire Operations	Fire Engineer	\$128	\$148	
88 Fire Operations	Firefighter	\$108	\$124	

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HOURLY BILLING RATES FOR FEE-RELATED SERVICES

Functional Area		Position	Hourly Rate Regular Hours	Hourly Rate Overtime	Note
89	Police	Police Chief	\$381	n/a	
90	Police	Police Captain	\$333	n/a	
91	Police	Police Lieutenant	\$287	\$329	
92	Police	Police Sergeant	\$249	\$286	
93	Police	Sr Admin Analyst	See Admin Rates	See Admin Rates	
94	Police	Police Officer	\$194	\$223	
95	Police	PS Dispatch Supervisor	\$174	\$200	
96	Police	Admin. Analyst II / PIO	See Admin Rates	See Admin Rates	
97	Police	PD Sr. Dispatcher	\$166	\$191	
98	Police	Crime Analyst II	\$153	\$175	
99	Police	Admin. Analyst I / PIO	See Admin Rates	See Admin Rates	
100	Police	PD Dispatcher II	\$139	\$160	
101	Police	Crime Analyst I	\$138	\$159	
102	Police	PD Dispatcher I	\$126	\$145	
103	Police	Prop & Evidence Tech II	\$111	\$128	
104	Police	Community Service Officer	\$110	\$126	
105	Police	Confidential Secretary	See Admin Rates	See Admin Rates	
106	Police	Police Records Clerk II	\$104	\$119	
107	Police	Prop & Evidence Tech I	\$101	\$116	
108	Police	Office Assistant II	See Admin Rates	See Admin Rates	
109	Police	Police Records Clerk I	\$94	\$108	
110	Police	Office Assistant I	See Admin Rates	See Admin Rates	

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HOURLY BILLING RATES FOR FEE-RELATED SERVICES

Functional Area	Position	Hourly Rate Regular Hours	Hourly Rate Overtime	Note
111 Public Works - Administration	Director of Public Works	\$269	n/a	
112 Public Works - Administration	Enviro Services Manager	\$202	\$241	
113 Public Works - Administration	Sr Admin Analyst	See Admin Rates	See Admin Rates	
114 Public Works - Administration	Admin Analyst II	See Admin Rates	See Admin Rates	
115 Public Works - Administration	Admin Analyst I	See Admin Rates	See Admin Rates	
116 Public Works - Administration	Sr Office Assistant	See Admin Rates	See Admin Rates	
117 Public Works - Administration	Office Assistant II	See Admin Rates	See Admin Rates	
118 Public Works - Airport	Sr Airport Maint Worker	\$137	\$157	
119 Public Works - Airport	Maintenance Worker Seasonal	\$131	\$151	
120 Public Works - Facilities	Maint Services Manager	\$227	\$266	
121 Public Works - Facilities	Public Services Supv	\$170	\$199	
122 Public Works - Facilities	Sr Maint Worker	\$110	\$128	
123 Public Works - Facilities	Maint Worker II	\$95	\$111	
124 Public Works - Fleet	Public Services Supv	\$212	\$241	
125 Public Works - Fleet	Sr Equip Mechanic	\$166	\$189	
126 Public Works - Fleet	Equip Mechanic II	\$151	\$171	
127 Public Works - Parks	Maint Services Manager	\$144	\$183	
128 Public Works - Parks	Public Services Supv	\$108	\$137	
129 Public Works - Parks	Sr Maint Worker	\$70	\$88	
130 Public Works - Parks	Maint Worker II	\$60	\$76	
131 Public Works - Solid Waste	Public Services Supv	\$160	\$189	
132 Public Works - Solid Waste	Sr Refuse Truck Driver	\$103	\$122	
133 Public Works - Solid Waste	Refuse Truck Driver II	\$90	\$106	
134 Public Works - Solid Waste	Maint Worker I	\$81	\$96	
135 Public Works - Streets	Public Services Supv	\$134	\$163	
136 Public Works - Streets	Sr Water Tech	\$100	\$121	
137 Public Works - Streets	Water Tech II	\$91	\$110	
138 Public Works - Streets	Water Tech I	\$82	\$100	
139 Public Works - Streets	Maint Worker II	\$75	\$91	
140 Public Works - Streets	Maint Worker I	\$68	\$83	

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HOURLY BILLING RATES FOR FEE-RELATED SERVICES

Functional Area	Position	Hourly Rate Regular Hours	Hourly Rate Overtime	Note
141 Public Works - Utility Billing	Customer Service Supv	\$123	\$142	
142 Public Works - Utility Billing	Sr Account Clerk	\$108	\$124	
143 Public Works - Utility Billing	Account Clerk II	\$98	\$113	
144 Public Works - Utility Billing	Account Clerk I	\$89	\$102	
145 Public Works - Wastewater	Maint Services Manager	\$286	\$325	
146 Public Works - Wastewater	WW Collections System Tech II	\$145	\$164	
147 Public Works - Wastewater	WW Collections System Tech I	\$131	\$149	
148 Public Works - Wastewater	Maint Worker II	\$119	\$135	
149 Public Works - Water	Utilities Maint Supv	\$196	\$225	
150 Public Works - Water	Sr Water Tech	\$146	\$168	
151 Public Works - Water	Water Tech II	\$133	\$152	
152 Public Works - Water	Water Tech I	\$120	\$138	
153 Public Works - Water	Water Efficiency Specialist I	\$120	\$138	
154 Library	Director of Library Services	\$194	n/a	
155 Library	Library Manager	\$137	n/a	
156 Library	Librarian II	\$130	\$150	
157 Library	Library Coordinator	\$124	\$144	
158 Library	Librarian I	\$118	\$136	
159 Library	Library Assistant	\$90	\$104	
160 Library	Library Assistant (Temp / Seasonal)	\$32	\$45	
161 Recreation	Recreation Manager	\$150	\$177	
162 Recreation	Recreation Supervisor	\$108	\$127	
163 Recreation	Recreation Coordinator	\$89	\$105	
164 Recreation	Office Assistant II	See Admin Rates	See Admin Rates	

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CITY ADMINISTRATIVE RATE APPLIED TO PASS-THROUGH BILLINGS

Description	Pass-Through Billings	City Administrative Rate	Note
1 Pass-Through Billings - Third Party Services (e.g., contract planning review)	100%	15%	
2 Specialized Attorney Support	100%	0%	
3 Fees Payable Directly to Other Government Agencies (e.g., Department of Fish and Wildlife)	100%	0%	

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INDIRECT COST RATE (ICR) FACTORS FOR HOURLY BILLING APPLICATIONS

Functional Area	Position	ICR Regular Hours	ICR Overtime	Note
1 Administration	All	2.78	2.19	
2 Building	All	3.71	2.81	
3 Code Enforcement	All	2.83	2.22	
4 Engineering	All	3.39	2.59	
5 Planning	All	3.56	2.71	
6 Fire Admin and Prevention	All	2.88	2.25	
7 Fire Operations	All	3.27	2.52	
8 Police	All	3.40	2.60	
9 Public Works - Administration	All	2.63	2.09	
10 Public Works - Airport	All	3.33	2.56	
11 Public Works - Facilities	All	2.96	2.31	
12 Public Works - Fleet	All	3.69	2.79	
13 Public Works - Parks	All	1.88	1.59	
14 Public Works - Solid Waste	All	2.79	2.20	
15 Public Works - Streets	All	2.34	1.89	
16 Public Works - Utility Billing	All	3.23	2.48	
17 Public Works - Wastewater	All	3.73	2.82	
18 Public Works - Water	All	3.41	2.61	
19 Library - Full-Time	All	3.24	2.49	
20 Library - Temp / Seasonal	All	1.25	1.17	
21 Recreation	All	2.83	2.22	