

	Base Case	Upside Case	Downside Case
In-House Engineer Title	Mid Career	Junior Engineer	Senior Engineer
In-House Engineer Hourly Rate (\$/hr) *	\$ 32.21	\$ 22.23	\$ 85.00
Overhead Rate %	60%	35%	100%
Fully Loaded In-House Hourly Rate (\$/hr)	\$ 51.54	\$ 30.01	\$ 170.00
% of DG Engineering Hours Out Sourced	35%	20%	75%
Consulting Engineer Title	Principal Engineer	Staff Engineer	Principal Engineer
Consulting Engineer Fully Loaded Rate (\$/hr) **	\$ 200.00	\$ 125.00	\$ 250.00
Weighted Average Hourly Rate	\$ 103.50	\$ 49.01	\$ 230.00

* Data from South Dakota Dept of Labor electrical engineer salary data

** Major consulting firm to electric utilities in region