



# Price List

## GS-00F-354CA—RTI International



Contract Period: [9/30/2015 – 9/29/2020](#)

### Research Triangle Institute

(D.B.A.) RTI International  
3040 Cornwallis Road  
Research Triangle Park, NC 27709

FAX Number: 919) 316.3911  
Web Site: [www.rti.org/gsa](http://www.rti.org/gsa)  
E-mail: [gsa@rti.org](mailto:gsa@rti.org)

#### Business Size: Non-Profit Business

In accordance with 13 C.F.R. 121.404, the Contractor is ineligible to participate in any RFQ that is set aside for small business where the subject contract's awarded size status for the preponderance NAICS designated in the RFQ is "other than small".



## Customer Information

### 1a. Table of awarded Special Item Number(s) with appropriate cross-reference to page numbers:

SIN	SIN Description
<b>Mission Oriented Business Integrated Services (MOBIS)</b>	
874-1	Integrated Consulting Services
<b>Environmental Services (ES)</b>	
899-1	Environmental Consulting Services
899-3	Environmental Training Services
899-7	Geographic Information Systems (GIS) Services
<b>Advertising and Integrated Marketing Services (AIMS)</b>	
541-4A	Market Research and Analysis
541-4B	Video / Film Production
541-4C	Exhibit Design and Implementation Services
541-5	Integrated Marketing Services
541-1000	Other Direct Costs (ODCs); Expenses Other Than Direct Labor Hours
<b>Professional Engineering</b>	
871-1	Strategic Planning for Technology Programs/Activities
871-2	Concept Development and Requirements Analysis
871-3	System Design, Engineering and Integration
871-4	Test and Evaluation
871-5	Integrated Logistics Support

**1b. Identification of the lowest priced model number and lowest unit price for that model for each special item number awarded in the contract. This price is the Government price based on a unit of one, exclusive of any quantity/dollar volume, prompt payment, or any other concession affecting price. Those contracts that have unit prices based on the geographic location of the customer, should show the range of the lowest price, and cite the areas to which the prices apply.**

**1c. If the Contractor is proposing hourly rates a description of all corresponding commercial job titles, experience, functional responsibility and education for those types of employees or subcontractors who will perform services shall be provided. If hourly rates are not applicable, indicate "Not applicable" for this item.**

2. **Maximum Order:** \$1,000,000.00

3. **Minimum Order:** \$100.00

4. **Geographic Coverage (delivery Area):** Domestic and Overseas

5. **Point(s) of production (city, county, and state or foreign country):** Same as company address

6. **Discount from list prices or statement of net price:** Government net prices (discounts already deducted). See Attachment.

7. **Quantity discounts:** None Offered

8. **Prompt payment terms:** Net 30 days

9a. **Notification that Government purchase cards are accepted up to the micro-purchase threshold:** Yes

9b. **Notification whether Government purchase cards are accepted or not accepted above the micro-purchase threshold:** No

10. **Foreign items (list items by country of origin):** None

11a. **Time of Delivery (Contractor insert number of days):** Specified on the Task Order

11b. **Expedited Delivery.** The Contractor will insert the sentence "Items available for expedited delivery are noted in this price list." under this heading. The Contractor may use a symbol of its choosing to highlight items in its price list that have expedited delivery: Contact Contractor



- 11c. Overnight and 2-day delivery.** The Contractor will indicate whether overnight and 2-day delivery are available. Also, the Contractor will indicate that the schedule customer may contact the Contractor for rates for overnight and 2-day delivery: Contact Contractor
- 11d. Urgent Requirements.** The Contractor will note in its price list the “Urgent Requirements” clause of its contract and advise agencies that they can also contact the Contractor’s representative to effect a faster delivery: Contact Contractor
- 12. F.O.B Points(s):** Destination
- 13a. Ordering Address(es):** Same as Contractor or by email to [gsa@rti.org](mailto:gsa@rti.org)
- 13b. Ordering procedures:** For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPAs), and a sample BPA can be found at the GSA/FSS Schedule homepage (<http://www.gsa.gov/portal/category/100643>).
- 14. Payment address(es):** Same as company address
- 15. Warranty provision:** Contractor’s standard commercial warranty.
- 16. Export Packing Charges (if applicable):** N/A
- 17. Terms and conditions of Government purchase card acceptance (any thresholds above the micro-purchase level):** Contact Contractor
- 18. Terms and conditions of rental, maintenance, and repair (if applicable):** N/A
- 19. Terms and conditions of installation (if applicable):** N/A
- 20. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable):** N/A
- 20a. Terms and conditions for any other services (if applicable):** N/A
- 21. List of service and distribution points (if applicable):** N/A
- 22. List of participating dealers (if applicable):** N/A
- 23. Preventive maintenance (if applicable):** N/A
- 24a. Environmental attributes, e.g., recycled content, energy efficiency, and/or reduced pollutants:** N/A
- 24b. If applicable, indicate that Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services and show where full details can be found (e.g. contractor’s website or other location.) The EIT standards can be found at:** [www.Section508.gov/](http://www.Section508.gov/). N/A
- 25. Data Universal Numbering System (DUNS) number:** 00-486-8105
- 26. Notification regarding registration in Central Contractor Registration (CCR) database:** Registered



## Price List

Proposed Labor Category	Base Period				
	Year 1	Year 2	Year 3	Year 4	Year 5
	9/30/2015 - 9/29/2016	9/30/2016 - 9/29/2017	9/30/2017 - 9/29/2018	9/30/2018 - 9/29/2019	9/30/2019 - 9/29/2020
<b>Mission Oriented Business Integrated Services (MOBIS) 874-1</b>					
Senior Advisor	\$329.55				
Project Director	\$225.49				
Project Associate 2	\$124.09				
Project Associate 1	\$91.84				
Administrative Support [SCA 01020]	\$78.72				
Word Processors [SCA 01613]	\$53.37				
Senior Editor	\$177.71				
Graphics Designer / Illustrator	\$155.81				
Editor / Graphics Designer 2	\$145.44				
Editor / Graphics Designer 1	\$117.83				
Publishing Associate 2	\$94.73				
Publishing Associate 1	\$69.76				
Sr. Survey Scientist 4	\$402.92				
Sr. Survey Scientist 3	\$282.85				
Sr. Survey Scientist 2	\$220.15				
Sr. Survey Scientist 1	\$193.47				
Midlevel Survey Scientist 2	\$156.11				
Midlevel Survey Scientist 1	\$130.74				
Associate Survey Scientist 2	\$109.39				
Associate Survey Scientist 1	\$85.39				
Research Assistant 2: Survey Scientist	\$72.05				
Research Assistant 1: Survey Scientist	\$62.70				
Data Collection Support	\$45.36				
Interviewer [SCA 01420]	\$40.02				
Sr. Social Scientist 4	\$357.56				
Sr. Social Scientist 3	\$300.20				
Sr. Social Scientist 2	\$240.15				
Sr. Social Scientist 1	\$189.44				
Midlevel Social Scientist 2	\$165.43				
Midlevel Social Scientist 1	\$133.41				
Associate Social Scientist 2	\$120.07				
Associate Social Scientist 1	\$94.73				
Research Assistant 2: Social Scientist	\$82.72				
Research Assistant 1: Social Scientist	\$69.38				
Sr. Statistician 4	\$394.92				
Sr. Statistician 3	\$290.85				
Sr. Statistician 2	\$249.49				
Sr. Statistician 1	\$196.13				
Midlevel Statistician 2	\$178.77				
Midlevel Statistician 1	\$154.76				

Note: Rates are proposed at 3.06% annual escalation, but finalization is subject to an ongoing audit.

(continued)


**Price List** *(continued)*

Proposed Labor Category	Base Period				
	Year 1 9/30/2015 - 9/29/2016	Year 2 9/30/2016 - 9/29/2017	Year 3 9/30/2017 - 9/29/2018	Year 4 9/30/2018 - 9/29/2019	Year 5 9/30/2019 - 9/29/2020
<b>Mission Oriented Business Integrated Services (MOBIS) 874-1</b> <i>(continued)</i>					
Associate Statistician 2	\$129.42				
Associate Statistician 1	\$109.39				
Research Assistant 2: Statistician	\$98.72				
Research Assistant 1: Statistician	\$82.72				
Sr. Computer Programmer/ Scientist 4	\$282.85				
Sr. Computer Programmer/ Scientist 3	\$253.48				
Sr. Computer Programmer/ Scientist 2	\$238.82				
Sr. Computer Programmer/ Scientist 1	\$194.79				
Midlevel Computer Programmer/ Scientist 2	\$180.12				
Midlevel Computer Programmer/ Scientist 1	\$157.42				
Associate Computer Programmer/ Scientist 2	\$148.10				
Associate Computer Programmer/ Scientist 1	\$121.42				
Research Asst 2: Computer Programmer/ Scientist	\$101.40				
Research Asst 1: Computer Programmer/ Scientist	\$84.05				
Senior Environmental Scientist 4	\$292.19				
Senior Environmental Scientist 3	\$214.81				
Senior Environmental Scientist 2	\$186.78				
Senior Environmental Scientist 1	\$150.77				
Midlevel Environmental Scientist 2	\$128.09				
Midlevel Environmental Scientist 1	\$104.07				
Associate Environmental Scientist 2	\$94.73				
Associate Environmental Scientist 1	\$76.06				
Research Assistant 2: Environmental Scientist	\$68.05				
Research Assistant 1: Environmental Scientist	\$60.05				
Senior Engineer 4	\$321.54				
Senior Engineer 3	\$260.17				
Senior Engineer 2	\$220.15				
Senior Engineer 1	\$206.81				
Midlevel Engineer 2	\$186.78				
Midlevel Engineer 1	\$144.09				
Associate Engineer 2	\$124.09				
Associate Engineer 1	\$113.42				
Research Assistant 2: Engineer	\$112.07				
Research Assistant 1: Engineer	\$81.40				
Engineer Technician 2	\$93.40				
Engineer Technician 1	\$85.39				

*(continued)*


**Price List** *(continued)*

Proposed Labor Category	Base Period				
	Year 1 9/30/2015 - 9/29/2016	Year 2 9/30/2016 - 9/29/2017	Year 3 9/30/2017 - 9/29/2018	Year 4 9/30/2018 - 9/29/2019	Year 5 9/30/2019 - 9/29/2020
<b>Environmental Services 899-1, 899-3, 899-7</b>					
Sr. Program Manager 3	\$277.17	\$282.71	\$288.37	\$294.14	\$300.02
Sr. Program Manager 2	\$224.61	\$229.10	\$233.68	\$238.36	\$243.13
Sr. Program Manager 1	\$190.58	\$194.39	\$198.28	\$202.25	\$206.29
Sr. Environmental/ Chemical Engineer 2	\$192.30	\$196.15	\$200.07	\$204.07	\$208.15
Sr. Environmental/ Chemical Engineer 1	\$161.75	\$164.99	\$168.28	\$171.65	\$175.08
Sr. Environmental Statistician 4	\$307.98	\$314.14	\$320.42	\$326.83	\$333.37
Sr. Environmental Statistician 3	\$212.47	\$216.72	\$221.05	\$225.47	\$229.98
Sr. Environmental Statistician 2	\$185.67	\$189.38	\$193.17	\$197.03	\$200.98
Sr. Environmental Statistician 1	\$140.85	\$143.67	\$146.54	\$149.47	\$152.46
Sr. Environmental Scientist 3	\$190.88	\$194.70	\$198.59	\$202.56	\$206.61
Sr. Environmental Scientist 2	\$141.43	\$144.26	\$147.14	\$150.09	\$153.09
Sr. Environmental Scientist 1	\$123.79	\$126.27	\$128.79	\$131.37	\$133.99
Sr. Research Geographer 3	\$183.56	\$187.23	\$190.98	\$194.80	\$198.69
Sr. Computer Scientist/GIS Specialist	\$151.93	\$154.97	\$158.07	\$161.23	\$164.45
Sr. GIS Database Administrator	\$131.46	\$134.09	\$136.77	\$139.51	\$142.30
Sr. GIS Programmer/Analyst 3	\$120.30	\$122.71	\$125.16	\$127.66	\$130.22
Sr. Environmental Economist 4	\$204.55	\$208.64	\$212.81	\$217.07	\$221.41
Sr. Environmental Economist 3	\$166.18	\$169.50	\$172.89	\$176.35	\$179.88
Sr. Environmental Economist 2	\$143.24	\$146.10	\$149.03	\$152.01	\$155.05
Sr. Environmental Economist 1	\$105.80	\$107.92	\$110.07	\$112.28	\$114.52
Sr. Environmental Regulatory Analyst	\$114.51	\$116.80	\$119.14	\$121.52	\$123.95
Sr. Environmental Analyst 2	\$121.79	\$124.23	\$126.71	\$129.24	\$131.83
Sr. Environmental Analyst 1	\$99.43	\$101.42	\$103.45	\$105.52	\$107.63
Sr. Occupational Industrial Hygiene Specialist	\$126.23	\$128.75	\$131.33	\$133.96	\$136.64
Sr. Video Specialist	\$78.59	\$80.16	\$81.77	\$83.40	\$85.07
Sr. Document Design/Production	\$69.91	\$71.31	\$72.73	\$74.19	\$75.67
Midlevel Environmental/Chemical Engineer 2	\$120.67	\$123.08	\$125.55	\$128.06	\$130.62
Midlevel Environmental/Chemical Engineer 1	\$100.81	\$102.83	\$104.88	\$106.98	\$109.12
Midlevel Environmental Statistician	\$116.54	\$118.87	\$121.25	\$123.67	\$126.15
Midlevel Environmental Scientist 2	\$113.64	\$115.91	\$118.23	\$120.60	\$123.01
Midlevel Environmental Scientist 1	\$93.26	\$95.13	\$97.03	\$98.97	\$100.95
Midlevel GIS Project Manager 2	\$177.36	\$180.91	\$184.53	\$188.22	\$191.98
Midlevel Research Geographer 2	\$171.15	\$174.57	\$178.06	\$181.63	\$185.26
Midlevel GIS Programmer/Analyst 2	\$102.94	\$105.00	\$107.10	\$109.24	\$111.43
Midlevel Computer Scientist/GIS Specialist	\$93.05	\$94.91	\$96.81	\$98.75	\$100.72
Midlevel GIS Cartographer	\$85.58	\$87.29	\$89.04	\$90.82	\$92.63
Midlevel GIS Technician 2	\$76.90	\$78.44	\$80.01	\$81.61	\$83.24
Midlevel Environmental Economist 3	\$118.97	\$121.35	\$123.78	\$126.25	\$128.78
Midlevel Environmental Economist 2	\$101.14	\$103.16	\$105.23	\$107.33	\$109.48
Midlevel Environmental Economist 1	\$66.96	\$68.30	\$69.67	\$71.06	\$72.48

*(continued)*


**Price List** *(continued)*

Proposed Labor Category	Base Period				
	Year 1 9/30/2015 - 9/29/2016	Year 2 9/30/2016 - 9/29/2017	Year 3 9/30/2017 - 9/29/2018	Year 4 9/30/2018 - 9/29/2019	Year 5 9/30/2019 - 9/29/2020
<b>Environmental Services 899-1, 899-3, 899-7</b> <i>(continued)</i>					
Midlevel Environmental Regulatory Analyst	\$94.82	\$96.72	\$98.65	\$100.62	\$102.64
Midlevel Environmental Analyst 2	\$103.38	\$105.45	\$107.56	\$109.71	\$111.90
Midlevel Environmental Analyst 1	\$74.14	\$75.62	\$77.14	\$78.68	\$80.25
Midlevel Occupational Industrial Hygiene Specialist	\$104.24	\$106.32	\$108.45	\$110.62	\$112.83
Midlevel Editor/Writer	\$104.18	\$106.26	\$108.39	\$110.56	\$112.77
Midlevel Video Specialist	\$66.68	\$68.01	\$69.37	\$70.76	\$72.18
Midlevel Document Design/Production	\$60.67	\$61.88	\$63.12	\$64.38	\$65.67
Jr. Research Geographer 1	\$140.15	\$142.95	\$145.81	\$148.73	\$151.70
Jr. GIS Project Manager 1	\$136.41	\$139.14	\$141.92	\$144.76	\$147.65
Jr. Computer Scientist/GIS Specialist	\$85.82	\$87.54	\$89.29	\$91.07	\$92.89
Jr. GIS Technician 1	\$74.43	\$75.92	\$77.44	\$78.99	\$80.57
Jr. Environmental Statistician	\$92.09	\$93.93	\$95.81	\$97.73	\$99.68
Jr. Environmental/Chemical Engineer	\$80.67	\$82.28	\$83.93	\$85.61	\$87.32
Jr. Environmental Economist 2	\$81.50	\$83.13	\$84.79	\$86.49	\$88.22
Jr. Environmental Economist 1	\$62.37	\$63.62	\$64.89	\$66.19	\$67.51
Jr. Environmental Regulatory Analyst	\$72.94	\$74.40	\$75.89	\$77.40	\$78.95
Jr. Environmental Scientist 2	\$81.49	\$83.12	\$84.78	\$86.48	\$88.21
Jr. Environmental Scientist 1	\$71.88	\$73.32	\$74.78	\$76.28	\$77.81
Jr. Occupational Industrial Hygiene Specialist	\$85.32	\$87.03	\$88.77	\$90.54	\$92.35
Jr. Video Specialist	\$60.21	\$61.41	\$62.64	\$63.90	\$65.17
Jr. Environmental Analyst	\$57.33	\$58.48	\$59.65	\$60.84	\$62.06
Jr. Document Design/Production	\$53.62	\$54.69	\$55.79	\$56.90	\$58.04
EL Environmental Statistician	\$65.61	\$66.92	\$68.26	\$69.63	\$71.02
EL Environmental/Chemical Engineer	\$62.17	\$63.41	\$64.68	\$65.98	\$67.29
EL Computer Scientist/GIS Specialist	\$58.70	\$59.87	\$61.07	\$62.29	\$63.54
EL Environmental Economist	\$58.55	\$59.72	\$60.92	\$62.13	\$63.38
EL Environmental Regulatory Analyst	\$48.75	\$49.73	\$50.72	\$51.73	\$52.77
EL Environmental Scientist	\$47.86	\$48.82	\$49.79	\$50.79	\$51.81
EL Environmental Analyst	\$47.72	\$48.67	\$49.65	\$50.64	\$51.65
EL Occupational Industrial Hygiene Specialist	\$75.81	\$77.33	\$78.87	\$80.45	\$82.06
EL Video Specialist	\$46.07	\$46.99	\$47.93	\$48.89	\$49.87
EL Document Design/Production	\$48.83	\$49.81	\$50.80	\$51.82	\$52.86

*(continued)*


**Price List** *(continued)*

Proposed Labor Category	Base Period				
	Year 1 9/30/2015 - 9/29/2016	Year 2 9/30/2016 - 9/29/2017	Year 3 9/30/2017 - 9/29/2018	Year 4 9/30/2018 - 9/29/2019	Year 5 9/30/2019 - 9/29/2020
<b>Advertising and Integrated Marketing Services 541-4A, 541-4B, 541-4C, 541-5</b>					
Creative Director	\$332.36	\$342.53	\$353.01	\$363.81	\$374.95
Account Executive	\$227.41	\$234.37	\$241.54	\$248.93	\$256.55
Senior Account Supervisor	\$182.75	\$188.34	\$194.11	\$200.05	\$206.17
Creative Services Manager 2	\$169.10	\$174.27	\$179.61	\$185.10	\$190.77
Creative Services Manager 1	\$128.01	\$131.93	\$135.96	\$140.12	\$144.41
Multi-Media/Web Designer	\$159.21	\$164.08	\$169.10	\$174.28	\$179.61
Video/New Media Specialist	\$94.37	\$97.26	\$100.23	\$103.30	\$106.46
Editors/Graphic Designer /Illustrator 2	\$146.68	\$151.17	\$155.79	\$160.56	\$165.47
Editors/Graphic Designer/Illustrator 1	\$95.54	\$98.46	\$101.48	\$104.58	\$107.78
Project Coordinator	\$125.15	\$128.98	\$132.93	\$136.99	\$141.19
Administrative Support	\$79.39	\$81.82	\$84.32	\$86.90	\$89.56
Word Processors	\$53.82	\$55.47	\$57.16	\$58.91	\$60.72
Senior Marketing Specialist 4	\$360.62	\$371.65	\$383.03	\$394.75	\$406.83
Senior Marketing Specialist 3	\$302.76	\$312.02	\$321.57	\$331.41	\$341.55
Senior Marketing Specialist 2	\$242.21	\$249.62	\$257.26	\$265.13	\$273.25
Senior Marketing Specialist 1	\$191.07	\$196.92	\$202.94	\$209.15	\$215.55
Midlevel Marketing Specialist 2	\$166.85	\$171.96	\$177.22	\$182.64	\$188.23
Midlevel Marketing Specialist 1	\$134.55	\$138.67	\$142.91	\$147.28	\$151.79
Associate Marketing Specialist 2	\$121.10	\$124.81	\$128.62	\$132.56	\$136.62
Associate Marketing Specialist 1	\$95.54	\$98.46	\$101.48	\$104.58	\$107.78
Research Assistant 2: Marketing Specialist	\$83.43	\$85.98	\$88.61	\$91.33	\$94.12
Research Assistant 1: Marketing Specialist	\$69.97	\$72.11	\$74.32	\$76.59	\$78.94
Survey Scientist 4	\$406.37	\$418.80	\$431.62	\$444.83	\$458.44
Survey Scientist 3	\$285.26	\$293.99	\$302.99	\$312.26	\$321.81
Survey Scientist 2	\$222.04	\$228.83	\$235.84	\$243.05	\$250.49
Survey Scientist 1	\$195.10	\$201.07	\$207.22	\$213.56	\$220.10
Midlevel Survey Scientist 2	\$157.44	\$162.26	\$167.22	\$172.34	\$177.61
Midlevel Survey Scientist 1	\$131.87	\$135.91	\$140.06	\$144.35	\$148.77
Associate Survey Scientist 2	\$110.33	\$113.71	\$117.19	\$120.77	\$124.47
Associate Survey Scientist 1	\$86.12	\$88.76	\$91.47	\$94.27	\$97.15
Research Assistant 2: Survey Scientist	\$72.66	\$74.88	\$77.17	\$79.54	\$81.97
Research Assistant 1: Survey Scientist	\$63.25	\$65.19	\$67.18	\$69.24	\$71.35
Data Collection Support	\$45.75	\$47.15	\$48.59	\$50.08	\$51.61
Interviewer	\$40.37	\$41.61	\$42.88	\$44.19	\$45.54
Sr. Statistician 4	\$398.29	\$410.48	\$423.04	\$435.98	\$449.32
Sr. Statistician 3	\$293.34	\$302.32	\$311.57	\$321.10	\$330.93
Sr. Statistician 2	\$251.62	\$259.32	\$267.25	\$275.43	\$283.86
Sr. Statistician 1	\$197.81	\$203.86	\$210.10	\$216.53	\$223.16
Midlevel Statistician 2	\$180.31	\$185.83	\$191.51	\$197.37	\$203.41
Midlevel Statistician 1	\$156.08	\$160.86	\$165.78	\$170.85	\$176.08

*(continued)*




**Price List** *(continued)*

Proposed Labor Category	Base Period				
	Year 1 9/30/2015 - 9/29/2016	Year 2 9/30/2016 - 9/29/2017	Year 3 9/30/2017 - 9/29/2018	Year 4 9/30/2018 - 9/29/2019	Year 5 9/30/2019 - 9/29/2020
<b>Advertising and Integrated Marketing Services 541-4A, 541-4B, 541-4C, 541-5</b> <i>(continued)</i>					
Associate Statistician 2	\$130.53	\$134.52	\$138.64	\$142.88	\$147.26
Associate Statistician 1	\$110.33	\$113.71	\$117.19	\$120.77	\$124.47
Research Assistant 2: Statistician	\$99.56	\$102.61	\$105.75	\$108.98	\$112.32
Research Assistant 1: Statistician	\$83.43	\$85.98	\$88.61	\$91.33	\$94.12
Sr. Computer Programmer/ Scientist 4	\$285.26	\$293.99	\$302.99	\$312.26	\$321.81
Sr. Computer Programmer/ Scientist 3	\$255.67	\$263.49	\$271.56	\$279.87	\$288.43
Sr. Computer Programmer/ Scientist 2	\$240.86	\$248.23	\$255.83	\$263.65	\$271.72
Sr. Computer Programmer/ Scientist 1	\$196.45	\$202.46	\$208.66	\$215.04	\$221.62
Midlevel Computer Programmer/ Scientist 2	\$181.66	\$187.22	\$192.95	\$198.85	\$204.94
Midlevel Computer Programmer/ Scientist 1	\$158.78	\$163.64	\$168.65	\$173.81	\$179.13
Associate Computer Programmer/ Scientist 2	\$149.37	\$153.94	\$158.65	\$163.51	\$168.51
Associate Computer Programmer/ Scientist 1	\$122.45	\$126.20	\$130.06	\$134.04	\$138.14
Research Asst 2: Computer Programmer/ Scientist	\$102.26	\$105.39	\$108.61	\$111.94	\$115.36
Research Asst 1: Computer Programmer/ Scientist	\$84.78	\$87.37	\$90.05	\$92.80	\$95.64

*(continued)*


**Price List** *(continued)*

Proposed Labor Category	Base Period				
	Year 1 9/30/2015 - 9/29/2016	Year 2 9/30/2016 - 9/29/2017	Year 3 9/30/2017 - 9/29/2018	Year 4 9/30/2018 - 9/29/2019	Year 5 9/30/2019 - 9/29/2020
<b>Professional Engineering Services 871-1, 871-2, 871-3, 871-4, 871-5</b>					
Chief Engineer	\$367.72	\$376.91	\$386.34	\$395.99	\$405.89
Sr. Research Engineer 3	\$334.76	\$343.13	\$351.71	\$360.50	\$369.51
Sr. Research Engineer 2	\$298.64	\$306.11	\$313.76	\$321.60	\$329.64
Sr. Research Engineer 1	\$257.40	\$263.83	\$270.43	\$277.19	\$284.12
Research Engineer 3	\$220.63	\$226.14	\$231.80	\$237.59	\$243.53
Research Engineer 2	\$194.26	\$199.12	\$204.10	\$209.20	\$214.43
Research Engineer 1	\$177.36	\$181.79	\$186.34	\$190.99	\$195.77
Engineer 3/ Scientist 3	\$148.22	\$151.92	\$155.72	\$159.62	\$163.61
Engineer 2/Scientist 2	\$137.16	\$140.59	\$144.10	\$147.71	\$151.40
Engineer 1/Scientist 1	\$94.78	\$97.15	\$99.58	\$102.07	\$104.62
Technician 3	\$141.43	\$144.96	\$148.59	\$152.30	\$156.11
Technician 2	\$101.85	\$104.40	\$107.01	\$109.68	\$112.42
Technician 1	\$88.87	\$91.09	\$93.37	\$95.70	\$98.09



## Other Direct Costs 541-1000

Support Product (ODCs)	Unit of Issue	Price
Copying	Copy	\$0.09
Telephone Calls	Minute	\$0.06
Postage / Shipping	Per shipment	FedEx Gov't. Rates
<b>Meeting Costs Based on 150 People</b>		
Meeting Costs - Parking	Day	\$8.00
Meeting Costs - Room Rental	Up to 150 Persons	\$1,500.00
Meeting Costs - 4 Breakout Training Rooms	4 Rooms	\$2,000.00
Meeting Costs - Meals (Bkfst, Lunch, Breaks)	Person	\$64.75
Meeting Costs - Service Charge (meals only)	Person	20%
Total Meeting Cost	Day	\$3,764.34
Focus Group Facility Rental	Day	\$1,200.00
Focus Group Moderator	Hour	\$204.00
Focus Group - Verbatim Transcription	Hour	\$25.00
Video Transcription	Session	\$1,755.00
<b>CD Duplication Pricing</b>		
CD Duplication - Black (7.50 (1-9)+ 15.00 setup)	CD	\$22.50
CD Duplication - Full Color (\$8.50 (1-9)+ \$35.00 setup)	CD	\$43.50
CD Duplication - Adhesive Color Label (\$8.50 (1-9)+ \$35.00 setup)	CD	\$43.50
CD Duplication - 3" Mini / Business card CD w/adhesive label (\$8.50 (1-9) +\$15.00 setup)	CD	\$43.50
<b>Stock Packaging Options</b>		
CD Jewel Box w/ Tray	Unit	\$0.45
CD Jewel Box w/ double hinged tray	Unit	\$0.45
CD TrimPak	Unit	\$0.30
CD Slimline Jewel Box	Unit	\$0.30
CD C-Shell	Unit	\$0.30
CD Soft-Poly Case	Unit	\$0.30
CD Soft-Poly Case w/trap	Unit	\$0.30
Paper Envelope with Window	Unit	\$0.15
Tyvek Envelope with Window	Unit	\$0.20
3" Mini Clear Vinyl Sleeves	Unit	\$0.25
<b>Color Copy Inserts</b>		
Tray Card (4/0) 1-sided, for tray (back side) of jewel box (\$0.40 +\$15.00 set up)	Unit	\$15.40
2 Panel Insert for Jewel Box (4/0) 1 Sided, front insert for jewel box (\$0.45+\$15.00 setup)	Unit	\$15.45
4 Panel Insert for Jewel Box (4/0)- folded, 1 Sided, front insert for jewel box (\$0.45+\$15.00 setup)	Unit	\$15.45
4 Panel Insert for Jewel Box (4/0) folded, 2 Sided front insert for jewel box (\$1.25+\$15.00 setup)	Unit	\$16.25
Retail or Poly Case Wrap Image on 1-side only	Unit	\$15.60
Graphic Design Services (hourly rate for non-conforming artwork or requested services)	hour	\$75.00
<b>DVD Duplication Pricing</b>		
DVD Duplicating - Black	DVD	\$22.50
DVD Duplicating - Full Color	DVD	\$42.50

(continued)


**Other Direct Costs 541-1000** *(continued)*

<b>Support Product (ODCs)</b>	<b>Unit of Issue</b>	<b>Price</b>
DVD Duplicating - Adhesive Color Label	DVD	\$42.50
DVD Retail Style Case	Unit	\$0.40
DVD C-Shell	Unit	\$0.30
DVD Jewel Box with DVD logo tray or with double hinged tray	Unit	\$0.45
DVD TrimPak	Unit	\$0.30
DVD Slimline Jewel Box	Unit	\$0.30
DVD Soft-Poly Case or DVD Soft-Poly Case w/Trap	Unit	\$0.30
Camera Operator	Day	\$400.00
Video Editor	Hour	\$40.00
<b>Replication w/4 Color Wallets</b>		
Replication w/ 4 Color Wallets (DVD) Minimum 300	Each DVD, Minimum 300	\$2.99
Replication w/ 4 Color Wallets (DVD) Minimum 500	Each DVD, Minimum 500	\$2.18
Replication w/ 4 Color Wallets (DVD) Minimum 1,000	Each DVD, Minimum 1,000	\$1.19
Replication w/ 4 Color Wallets, (DVD) Minimum 5,000	Each DVD, Minimum 5,000	\$0.85
Replication w/ 4 Color Wallets, (DVD) Minimum 10,000	Each DVD, Minimum 10,000	\$0.64
Replication w/ 4 Color Wallets, CDs, Minimum 1,000	Each CD, Minimum 1,000	\$0.99
Replication w/ 4 Color Wallets, CDs, Minimum 5,000	Each CD, Minimum 5,000	\$0.71
Replication w/ 4 Color Wallets, CDs, Minimum 10,000	Each CD, Minimum 10,000	\$0.59
<b>Equipment Rental</b>		
Teleprompter Rental	Day	\$300.00
Camera Rental	Day	\$550.00
Edit System: Final Cut Studio HD Uncompressed	Day	\$350.00
Edit System: Nonlinear Custom - Photoshop	Day	\$50.00
Edit System: Nonlinear Custom - After Effects	Day	\$50.00
Edit System: Nonlinear VTR Upgrade #1- PVW 2800	Day	\$50.00



## Service Contract Act

The labor categories that fall under the requirements of the Service Contract Act (SCA) (i.e., non-exempt labor categories) are identified in the table below. The prices for these labor categories meet or exceed the requirements in the SCA Wage Determinations identified below. The table and narrative are incorporated into this contract.

### SCA Table

SCA Eligible Contract Labor Category	SCA Occupational Code Equivalent Title	SCA Wage Determination
Administrative Support	01020 – Administrative Assistant	05-2401
Interviewer	01420 – Survey Worker	05-2401
Word Processor	01613 – Word Processor	05-2401

The SCA is applicable to this PSS contract, and it includes SCA-applicable labor categories. The prices for this PSS contract the indicated SCA labor categories are based on the U.S. Department of Labor Wage Determination Numbers identified in the table. The prices offered are based on the preponderance of where work is performed. Should the contractor perform in an area with lower SCA rates, resulting in lower wages being paid, the task order prices will be discounted accordingly.



## Labor Category Descriptions

FOR LABOR CATEGORIES UNDER SIN 874-1

Labor Category	Level	Description	Minimum Experience	Minimum Education
<b>Project Management</b>				
Senior Advisor		Plans and supplies technical advice and counsel to other professionals, especially on more complex tasks. Has advanced level knowledge of the broad scope of scientific research and the ability to originate and apply new and unique methods and procedures.	10	Ph.D
Project Director		Plans, conducts and supervises projects utilizing integrated business services, requiring advanced knowledge of the relevant science and the ability to apply new and unique methods and procedures to meet client's mission oriented needs.	6	MA/MS
Project Associate	2	Provides data management, logistics, data publication, and testing support to projects. The Project Administrator is responsible for maintaining project and program Gantt charts and financial databases, gathering estimate to complete information from project participants, and preparing management and customer reports for review and approval by the Project Manager. Work independently and consistently meet project deadlines.	8	BA/BS
Project Associate	1	Supports the Project Director in management of contracts in a wide variety of ways, including ensuring adherence to contract terms including client billing, coordination of consultant and subcontractor work, and meeting deliverable dates and requirements. May organize and perform specific aspects of report production including tracking and delivering draft and final reports.	4	BA/BS
Administrative Support		Perform project financial analysis through monitoring actual costs incurred, projecting future costs and estimating costs which have been spent yet not incurred and comparing these amounts to budget. Additional support provided for monitoring subcontract invoices and aiding in the approval of invoices. Staff prepares financial progress reports and charts as required in the contract.	2	AS
Word Processors		Perform various document preparation tasks, including formatting, typing, and limited graphics development. Create templates shells for reports. Create PDF files, online forms, mail merge documents, and HTML files as needed.	0	High School
<b>Communications Specialists</b>				
Senior Editor		Directs editorial projects and prepares technical documentation including software user's guides and instructions for navigating websites. Edits a wide range of publications including reports, essays, booklets, and online materials for readability, writing style, adherence to editorial guidelines, accuracy, grammar, tabular and graphic presentation, and consistency of format.	15	MS
Graphics Designer / Illustrator		Directs the development of a wide range of graphics for reports, presentations, brochures, questionnaires, newsletters, and technical bulletins. Designs and produces graphics for final documents and presentations. May assign tasks to Publishing Associates such as creating report covers, graphs, charts, illustrations, and layouts for numerous publications.	15	BA / BS
Editor/Graphics Designer	2	Edit scientific documentation (reports and other project deliverables) to ensure accuracy of spelling, grammar, punctuation, and references. Copy edit to ensure consistency and appropriateness of tone and style, as well as consistency of formatting. Can also provide substantive editing when needed to ensure good organization and logical flow of text. Develop diagrams, flow charts, and other images to accompany text from reports and other project deliverables. Create brochures, flyers, posters, photo collages, and PowerPoint or custom slides. Design newsletters, letterhead, CD labels, certificates, programs, or report covers for project deliverables. Develop technical illustrations, including tables and graphs, Gantt charts, chart, maps, and other conceptual models.	12	BA / BS

(continued)



## Labor Category Descriptions *(continued)*

FOR LABOR CATEGORIES UNDER SIN 874-1

Labor Category	Level	Description	Minimum Experience	Minimum Education
<b>Communications Specialists</b>				
Editor/Graphics Designer	1	Edit scientific documentation (reports and other project deliverables) to ensure accuracy of spelling, grammar, punctuation, and references. Copy edit to ensure consistency and appropriateness of tone and style, as well as consistency of formatting. Can also provide substantive editing when needed to ensure good organization and logical flow of text. Develop diagrams, flow charts, and other images to accompany text from reports and other project deliverables. Create brochures, flyers, posters, photo collages, and PowerPoint or custom slides. Design newsletters, letterhead, CD labels, certificates, programs, or report covers for project deliverables. Develop technical illustrations, including tables and graphs, Gantt charts, chart, maps, and other conceptual models. Works under general supervision of project staff.	8	BA / BS
Publishing Associate	2	Edit reports and other project deliverables to ensure accuracy of spelling, grammar, punctuation, and references. Produce a wide range of materials for presentations and publications, or online materials. May also perform light proofreading, bind reports, or perform other tasks related to producing materials and deliverables. Also experienced in using desktop publishing and creative graphics software.	4	BA / BS
Publishing Associate	1	Provides support to the project in producing final deliverable materials, including formatting texts and tables, revisions to drafts and versions of publications, reports, essays, statistics-in-brief, and booklets. May also perform light proofreading, bind reports, or perform other tasks related to producing materials and deliverables. Works under close supervision of project staff.	1	BA / BS
<b>Survey Scientists</b>				
Senior Survey Scientist	4	Perform survey research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex statistical analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative. May be considered a national expert in field of expertise.	12	MA/MS
Senior Survey Scientist	3	Perform survey research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex statistical analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative. May be considered a national expert in field of expertise.	10	MA/MS
Senior Survey Scientist	2	Perform survey research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex statistical analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative. May be considered a national expert in field of expertise.	8	MA/MS
Senior Survey Scientist	1	Perform survey research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex statistical analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative. May be considered a national expert in field of expertise.	6	MA/MS

*(continued)*



## Labor Category Descriptions *(continued)*

FOR LABOR CATEGORIES UNDER SIN 874-1

Labor Category	Level	Description	Minimum Experience	Minimum Education
<b>Survey Scientists</b>				
Midlevel Survey Scientist	2	Perform survey research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques but often using innovative approaches and/or complex statistical analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that demonstrate organization, clarity, and proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative.	3	MA/MS
Midlevel Survey Scientist	1	Perform survey research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques but often using innovative approaches and/or complex statistical analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that demonstrate organization, clarity, and proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative.	1	MA/MS
Associate Survey Scientist	2	Perform survey research tasks of some technical complexity, applying standard and established theories, concepts, and techniques; examples of tasks include designing/developing methods of data collection; collecting data; analyzing, interpreting, and summarizing data using a variety of modeling and computer programming techniques; preparing chapters of project reports in an organized, clear manner and in the proper format. Work is performed under general supervision of the project manager or more experienced researchers.	4	BA/BS
Associate Survey Scientist	1	Perform survey research tasks of some technical complexity, applying standard and established theories, concepts, and techniques; examples of tasks include designing/developing methods of data collection; collecting data; analyzing, interpreting, and summarizing data using a variety of modeling and computer programming techniques; preparing chapters of project reports in an organized, clear manner and in the proper format. Work is performed under general supervision of the project manager or more experienced researchers.	2	BA/BS
Research Assistant: Survey Scientist	2	Perform survey research and administrative tasks of limited technical complexity, applying standard and established techniques; examples include conducting literature searches and summarizing information, collecting data, preparing tables, graphs, and executing straightforward quantitative analyses using spreadsheet or statistical software, and organizing and filing project materials; write chapters of project reports that are organized, clear, and in the proper format; complete work products on schedule. Project manager supervises all activities, providing detailed oral and/or written instruction and reviewing all work for accuracy, completeness, and soundness of judgment.	1	High School
Research Assistant: Survey Scientist	1	Perform survey research and administrative tasks of limited technical complexity, applying standard and established techniques; examples include conducting literature searches and summarizing information, collecting data, preparing tables, graphs, and executing straightforward quantitative analyses using spreadsheet or statistical software, and organizing and filing project materials; write chapters of project reports that are organized, clear, and in the proper format; complete work products on schedule. Project manager supervises all activities, providing detailed oral and/or written instruction and reviewing all work for accuracy, completeness, and soundness of judgment.	0	High School
Data Collection Support		Assists in various data collection tasks across projects of all sizes.	0	High School
Interviewer		Conducts interviews with survey respondents	0	High School

*(continued)*





## Labor Category Descriptions *(continued)*

FOR LABOR CATEGORIES UNDER SIN 874-1

Labor Category	Level	Description	Minimum Experience	Minimum Education
<b>Social Scientists</b>				
Senior Social Scientist	4	Perform social science research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex statistical analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative. May be considered a national expert in field of expertise.	8	Ph.D.
Senior Social Scientist	3	Perform social science research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex statistical analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative. May be considered a national expert in field of expertise.	6	Ph.D.
Senior Social Scientist	2	Perform social science research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex statistical analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative. May be considered a national expert in field of expertise.	4	Ph.D.
Senior Social Scientist	1	Perform social science research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex statistical analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative. May be considered a national expert in field of expertise.	2	Ph.D.
Midlevel Social Scientist	2	Perform social science research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques but often using innovative approaches and/or complex statistical analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that demonstrate organization, clarity, and proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative.	3	MA/MS
Midlevel Social Scientist	1	Perform social science research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques but often using innovative approaches and/or complex statistical analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that demonstrate organization, clarity, and proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative.	1	MA/MS
Associate Social Scientist	2	Perform social science research tasks of some technical complexity, applying standard and established theories, concepts, and techniques; examples of tasks include designing/developing methods of data collection; collecting data; analyzing, interpreting, and summarizing data using a variety of modeling and computer programming techniques; preparing chapters of project reports in an organized, clear manner and in the proper format. Work is performed under general supervision of the project manager or more experienced researchers.	4	BA/BS

*(continued)*



## Labor Category Descriptions *(continued)*

FOR LABOR CATEGORIES UNDER SIN 874-1

Labor Category	Level	Description	Minimum Experience	Minimum Education
<b>Social Scientists</b>				
Associate Social Scientist	1	Perform social science research tasks of some technical complexity, applying standard and established theories, concepts, and techniques; examples of tasks include designing/developing methods of data collection; collecting data; analyzing, interpreting, and summarizing data using a variety of modeling and computer programming techniques; preparing chapters of project reports in an organized, clear manner and in the proper format. Work is performed under general supervision of the project manager or more experienced researchers.	2	BA/BS
Research Assistant: Social Scientist	2	Perform social science research and administrative tasks of limited technical complexity, applying standard and established techniques; examples include conducting literature searches and summarizing information, collecting data, preparing tables, graphs, and executing straightforward quantitative analyses using spreadsheet or statistical software, and organizing and filing project materials; write chapters of project reports that are organized, clear, and in the proper format; complete work products on schedule. Project manager supervises all activities, providing detailed oral and/or written instruction and reviewing all work for accuracy, completeness, and soundness of judgment.	1	High School
Research Assistant: Social Scientist	1	Perform social science research and administrative tasks of limited technical complexity, applying standard and established techniques; examples include conducting literature searches and summarizing information, collecting data, preparing tables, graphs, and executing straightforward quantitative analyses using spreadsheet or statistical software, and organizing and filing project materials; write chapters of project reports that are organized, clear, and in the proper format; complete work products on schedule. Project manager supervises all activities, providing detailed oral and/or written instruction and reviewing all work for accuracy, completeness, and soundness of judgment.	0	High School
<b>Statisticians</b>				
Senior Statistician	4	Perform statistics research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex statistical analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative. May be considered a national expert in field of expertise.	8	Ph.D.
Senior Statistician	3	Perform statistics research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex statistical analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative. May be considered a national expert in field of expertise.	6	Ph.D.
Senior Statistician	2	Perform statistics research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex statistical analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative. May be considered a national expert in field of expertise.	4	Ph.D.

*(continued)*



## Labor Category Descriptions *(continued)*

FOR LABOR CATEGORIES UNDER SIN 874-1

Labor Category	Level	Description	Minimum Experience	Minimum Education
<b>Statisticians</b>				
Senior Statistician	1	Perform statistics research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex statistical analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative. May be considered a national expert in field of expertise.	2	Ph.D.
Midlevel Statistician	2	Perform statistics research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques but often using innovative approaches and/or complex statistical analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that demonstrate organization, clarity, and proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative.	3	MA/MS
Midlevel Statistician	1	Perform statistics research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques but often using innovative approaches and/or complex statistical analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that demonstrate organization, clarity, and proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative.	1	MA/MS
Associate Statistician	2	Perform statistics research tasks of some technical complexity, applying standard and established theories, concepts, and techniques; examples of tasks include designing/developing methods of data collection; collecting data; analyzing, interpreting, and summarizing data using a variety of modeling and computer programming techniques; preparing chapters of project reports in an organized, clear manner and in the proper format. Work is performed under general supervision of the project manager or more experienced researchers.	4	BA/BS
Associate Statistician	1	Perform statistics research tasks of some technical complexity, applying standard and established theories, concepts, and techniques; examples of tasks include designing/developing methods of data collection; collecting data; analyzing, interpreting, and summarizing data using a variety of modeling and computer programming techniques; preparing chapters of project reports in an organized, clear manner and in the proper format. Work is performed under general supervision of the project manager or more experienced researchers.	2	BA/BS
Research Assistant: Statistician	2	Perform statistics research and administrative tasks of limited technical complexity, applying standard and established techniques; examples include conducting literature searches and summarizing information, collecting data, preparing tables, graphs, and executing straightforward quantitative analyses using spreadsheet or statistical software, and organizing and filing project materials; write chapters of project reports that are organized, clear, and in the proper format; complete work products on schedule. Project manager supervises all activities, providing detailed oral and/or written instruction and reviewing all work for accuracy, completeness, and soundness of judgment.	1	High School
Research Assistant: Statistician	1	Perform statistics research and administrative tasks of limited technical complexity, applying standard and established techniques; examples include conducting literature searches and summarizing information, collecting data, preparing tables, graphs, and executing straightforward quantitative analyses using spreadsheet or statistical software, and organizing and filing project materials; write chapters of project reports that are organized, clear, and in the proper format; complete work products on schedule. Project manager supervises all activities, providing detailed oral and/or written instruction and reviewing all work for accuracy, completeness, and soundness of judgment.	0	High School

*(continued)*



## Labor Category Descriptions *(continued)*

FOR LABOR CATEGORIES UNDER SIN 874-1

Labor Category	Level	Description	Minimum Experience	Minimum Education
<b>Computer Programmers/Scientists</b>				
Senior Computer Programmer / Scientist	4	Perform computing research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex statistical analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative. May be considered a national expert in field of expertise.	12	MA/MS
Senior Computer Programmer / Scientist	3	Perform computing research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex statistical analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative. May be considered a national expert in field of expertise.	10	MA/MS
Senior Computer Programmer / Scientist	2	Perform computing research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex statistical analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative. May be considered a national expert in field of expertise.	8	MA/MS
Senior Computer Programmer / Scientist	1	Perform computing research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex statistical analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative. May be considered a national expert in field of expertise.	6	MA/MS
Midlevel Computer Programmer / Scientist	2	Perform computing research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques but often using innovative approaches and/or complex statistical analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that demonstrate organization, clarity, and proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative.	3	MA/MS
Midlevel Computer Programmer / Scientist	1	Perform computing research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques but often using innovative approaches and/or complex statistical analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that demonstrate organization, clarity, and proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative.	1	MA/MS
Associate Computer Programmer / Scientist	2	Perform computing research tasks of some technical complexity, applying standard and established theories, concepts, and techniques; examples of tasks include designing/developing methods of data collection; collecting data; analyzing, interpreting, and summarizing data using a variety of modeling and computer programming techniques; preparing chapters of project reports in an organized, clear manner and in the proper format. Work is performed under general supervision of the project manager or more experienced researchers.	4	BA/BS

*(continued)*



## Labor Category Descriptions *(continued)*

FOR LABOR CATEGORIES UNDER SIN 874-1

Labor Category	Level	Description	Minimum Experience	Minimum Education
<b>Computer Programmers/Scientists</b>				
Associate Computer Programmer / Scientist	1	Perform computing research tasks of some technical complexity, applying standard and established theories, concepts, and techniques; examples of tasks include designing/developing methods of data collection; collecting data; analyzing, interpreting, and summarizing data using a variety of modeling and computer programming techniques; preparing chapters of project reports in an organized, clear manner and in the proper format. Work is performed under general supervision of the project manager or more experienced researchers.	2	BA/BS
Research Assistant: Computer Programmer / Scientist	2	Perform computing research and administrative tasks of limited technical complexity, applying standard and established techniques; examples include conducting literature searches and summarizing information, collecting data, preparing tables, graphs, and executing straightforward quantitative analyses using spreadsheet or statistical software, and organizing and filing project materials; write chapters of project reports that are organized, clear, and in the proper format; complete work products on schedule. Project manager supervises all activities, providing detailed oral and/or written instruction and reviewing all work for accuracy, completeness, and soundness of judgment.	1	High School
Research Assistant: Computer Programmer / Scientist	1	Perform computing research and administrative tasks of limited technical complexity, applying standard and established techniques; examples include conducting literature searches and summarizing information, collecting data, preparing tables, graphs, and executing straightforward quantitative analyses using spreadsheet or statistical software, and organizing and filing project materials; write chapters of project reports that are organized, clear, and in the proper format; complete work products on schedule. Project manager supervises all activities, providing detailed oral and/or written instruction and reviewing all work for accuracy, completeness, and soundness of judgment.	0	High School
<b>Environmental Scientists</b>				
Senior Environmental Scientist	4	Perform environmental research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex statistical analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative. May be considered a national expert in field of expertise.	8	Ph.D.
Senior Environmental Scientist	3	Perform environmental research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex statistical analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative. May be considered a national expert in field of expertise.	6	Ph.D.
Senior Environmental Scientist	2	Perform environmental research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex statistical analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative. May be considered a national expert in field of expertise.	4	Ph.D.

*(continued)*



## Labor Category Descriptions *(continued)*

FOR LABOR CATEGORIES UNDER SIN 874-1

Labor Category	Level	Description	Minimum Experience	Minimum Education
<b>Environmental Scientists</b>				
Senior Environmental Scientist	1	Perform environmental research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex statistical analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative. May be considered a national expert in field of expertise.	2	Ph.D.
Midlevel Environmental Scientist	2	Perform environmental research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques but often using innovative approaches and/or complex statistical analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that demonstrate organization, clarity, and proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative.	3	MA/MS
Midlevel Environmental Scientist	1	Perform environmental research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques but often using innovative approaches and/or complex statistical analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that demonstrate organization, clarity, and proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative.	1	MA/MS
Associate Environmental Scientist	2	Perform environmental research tasks of some technical complexity, applying standard and established theories, concepts, and techniques; examples of tasks include designing/developing methods of data collection; collecting data; analyzing, interpreting, and summarizing data using a variety of modeling and computer programming techniques; preparing chapters of project reports in an organized, clear manner and in the proper format. Work is performed under general supervision of the project manager or more experienced researchers.	4	BA/BS
Associate Environmental Scientist	1	Perform environmental research tasks of some technical complexity, applying standard and established theories, concepts, and techniques; examples of tasks include designing/developing methods of data collection; collecting data; analyzing, interpreting, and summarizing data using a variety of modeling and computer programming techniques; preparing chapters of project reports in an organized, clear manner and in the proper format. Work is performed under general supervision of the project manager or more experienced researchers.	2	BA/BS
Research Assistant: Environmental Scientist	2	Perform environmental research and administrative tasks of limited technical complexity, applying standard and established techniques; examples include conducting literature searches and summarizing information, collecting data, preparing tables, graphs, and executing straightforward quantitative analyses using spreadsheet or statistical software, and organizing and filing project materials; write chapters of project reports that are organized, clear, and in the proper format; complete work products on schedule. Project manager supervises all activities, providing detailed oral and/or written instruction and reviewing all work for accuracy, completeness, and soundness of judgment.	1	High School
Research Assistant: Environmental Scientist	1	Perform environmental research and administrative tasks of limited technical complexity, applying standard and established techniques; examples include conducting literature searches and summarizing information, collecting data, preparing tables, graphs, and executing straightforward quantitative analyses using spreadsheet or statistical software, and organizing and filing project materials; write chapters of project reports that are organized, clear, and in the proper format; complete work products on schedule. Project manager supervises all activities, providing detailed oral and/or written instruction and reviewing all work for accuracy, completeness, and soundness of judgment.	0	High School

*(continued)*



## Labor Category Descriptions *(continued)*

FOR LABOR CATEGORIES UNDER SIN 874-1

Labor Category	Level	Description	Minimum Experience	Minimum Education
<b>Engineers</b>				
Senior Engineer	4	Perform engineering research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex statistical analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative. May be considered a national expert in field of expertise.	8	Ph.D.
Senior Engineer	3	Perform engineering research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex statistical analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative. May be considered a national expert in field of expertise.	6	Ph.D.
Senior Engineer	2	Perform engineering research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex statistical analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative. May be considered a national expert in field of expertise.	4	Ph.D.
Senior Engineer	1	Perform engineering research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex statistical analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative. May be considered a national expert in field of expertise.	2	Ph.D.
Midlevel Engineer	2	Perform engineering research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques but often using innovative approaches and/or complex statistical analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that demonstrate organization, clarity, and proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative.	3	MA/MS
Midlevel Engineer	1	Perform engineering research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques but often using innovative approaches and/or complex statistical analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that demonstrate organization, clarity, and proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative.	1	MA/MS
Associate Engineer	2	Perform engineering research tasks of some technical complexity, applying standard and established theories, concepts, and techniques; examples of tasks include designing/developing methods of data collection; collecting data; analyzing, interpreting, and summarizing data using a variety of modeling and computer programming techniques; preparing chapters of project reports in an organized, clear manner and in the proper format. Work is performed under general supervision of the project manager or more experienced researchers.	4	BA/BS

*(continued)*



## Labor Category Descriptions *(continued)*

FOR LABOR CATEGORIES UNDER SIN 874-1

Labor Category	Level	Description	Minimum Experience	Minimum Education
<b>Engineers</b>				
Associate Engineer	1	Perform engineering research tasks of some technical complexity, applying standard and established theories, concepts, and techniques; examples of tasks include designing/developing methods of data collection; collecting data; analyzing, interpreting, and summarizing data using a variety of modeling and computer programming techniques; preparing chapters of project reports in an organized, clear manner and in the proper format. Work is performed under general supervision of the project manager or more experienced researchers.	2	BA/BS
Research Assistant: Engineer	2	Perform engineering research and administrative tasks of limited technical complexity, applying standard and established techniques; examples include conducting literature searches and summarizing information, collecting data, preparing tables, graphs, and executing straightforward quantitative analyses using spreadsheet or statistical software, and organizing and filing project materials; write chapters of project reports that are organized, clear, and in the proper format; complete work products on schedule. Project manager supervises all activities, providing detailed oral and/or written instruction and reviewing all work for accuracy, completeness, and soundness of judgment.	1	High School
Research Assistant: Engineer	1	Perform engineering research and administrative tasks of limited technical complexity, applying standard and established techniques; examples include conducting literature searches and summarizing information, collecting data, preparing tables, graphs, and executing straightforward quantitative analyses using spreadsheet or statistical software, and organizing and filing project materials; write chapters of project reports that are organized, clear, and in the proper format; complete work products on schedule. Project manager supervises all activities, providing detailed oral and/or written instruction and reviewing all work for accuracy, completeness, and soundness of judgment.	0	High School
Engineer Technician	2	Assist in performing engineering research and administrative tasks of limited technical complexity, applying standard and established techniques; examples include conducting literature searches and summarizing information, collecting data, preparing tables, graphs, and executing straightforward quantitative analyses using spreadsheet or statistical software, and organizing and filing project materials; write chapters of project reports that are organized, clear, and in the proper format; complete work products on schedule. Project manager or task leader supervise all activities, providing detailed oral and/or written instruction and reviewing all work for accuracy, completeness, and soundness of judgment.	2 with or 5 with	A.S. H.S.
Engineer Technician	1	Assist in performing engineering research and administrative tasks of limited technical complexity, applying standard and established techniques; examples include conducting literature searches and summarizing information, collecting data, preparing tables, graphs, and executing straightforward quantitative analyses using spreadsheet or statistical software, and organizing and filing project materials; write chapters of project reports that are organized, clear, and in the proper format; complete work products on schedule. Project manager or task leader supervise all activities, providing detailed oral and/or written instruction and reviewing all work for accuracy, completeness, and soundness of judgment.	1 with or 2 with	A.S. H.S.

### EQUIVALENCIES:

The minimum education and experience criteria included in the above list may be substituted for each other per the following equivalencies:

4 years experience = BA/BS; 2 years experience plus AS degree or some college attendance = BA/BS

3 years experience plus BA/BS = MS; 5 years experience plus AS or some college attendance = MS

4 years experience plus MS = Ph.D.; 8 years plus BA/BS = Ph.D.

10 years plus AS or some college attendance = Ph.D.





## Labor Category Descriptions

FOR LABOR CATEGORIES UNDER SIN(S) 899-1, 899-3, and 899-7

Labor Category	Level	Description	Minimum Experience	Minimum Education
<b>Senior Level Professionals</b>				
(Sr) Program Manager	3	Plans and supplies technical advice and counsel to other professionals, especially on more complex tasks. Has advanced level knowledge of the broad scope of scientific research and the ability to originate and apply new and unique methods and procedures.	12	MA/MS
(Sr) Program Manager	2	Plans and supplies technical advice and counsel to other professionals, especially on more complex tasks. Has advanced level knowledge of the broad scope of scientific research and the ability to originate and apply new and unique methods and procedures.	10	MA/MS
(Sr) Program Manager	1	Plans and supplies technical advice and counsel to other professionals, especially on more complex tasks. Has advanced level knowledge of the broad scope of scientific research and the ability to originate and apply new and unique methods and procedures.	10	BA/BS
(Sr) Environmental Scientist	3	Perform research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative. May be considered a national expert in field of expertise.	12	MA/MS
(Sr) Environmental Scientist	2	Perform research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative. May be considered a local or national expert in field of expertise.	10	MA/MS
(Sr) Environmental Scientist	1	Perform research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative. May be considered a local expert in field of expertise.	10	BA/BS
(Sr) Environmental/Chemical Engineer	2	Perform research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative. May be considered a national expert in field of expertise.	10	MA/MS
(Sr) Environmental/Chemical Engineer	1	Perform research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative. May be considered a local or national expert in field of expertise.	10	BA/BS

(continued)



## Labor Category Descriptions *(continued)*

FOR LABOR CATEGORIES UNDER SIN(s) 899-1, 899-3, and 899-7

Labor Category	Level	Description	Minimum Experience	Minimum Education
<b>Senior Level Professionals</b>				
(Sr) Environmental Economist	4	Perform research tasks of significant complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative. May be considered a national expert in field of expertise.	10	Ph.D.
(Sr) Environmental Economist	3	Perform research tasks of significant complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative. May be considered a national expert in field of expertise.	12	MA/MS
(Sr) Environmental Economist	2	Perform research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative. May be considered a local or national expert in field of expertise.	10	MA/MS
(Sr) Environmental Economist	1	Perform research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative. May be considered a local expert in field of expertise.	10	BA/BS
(Sr) Environmental Statistician	4	Perform research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex statistical analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative. May be considered a national expert in field of expertise.	10	Ph.D.
(Sr) Environmental Statistician	3	Perform research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex statistical analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative. May be considered a national expert in field of expertise.	12	MA/MS
(Sr) Environmental Statistician	2	Perform research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex statistical analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative. May be considered a local or national expert in field of expertise.	10	MA/MS

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## Labor Category Descriptions *(continued)*

FOR LABOR CATEGORIES UNDER SIN(s) 899-1, 899-3, and 899-7

Labor Category	Level	Description	Minimum Experience	Minimum Education
<b>Senior Level Professionals</b>				
(Sr) Environmental Statistician	1	Perform research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex statistical analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative. May be considered a local expert in field of expertise.	10	BA/BS
(Sr) Research Geographer	3	Perform research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative. May be considered a national expert in field of expertise.	10	BA/BS
(Sr) Environmental Analyst	2	Perform research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex analyses; develop or direct the development of innovative and creative technical or policy-related solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative. May be considered a local or national expert in field of expertise.	10	MA/MS
(Sr) Environmental Analyst	1	Perform research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex analyses; develop or direct the development of innovative and creative technical or policy-related solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative. May be considered a local expert in field of expertise.	10	BA/BS
(Sr) Computer Scientist/GIS Specialist		Perform research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative. May be considered a local or national expert in field of expertise.	10	BA/BS
(Sr) GIS Database Administrator		Perform research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative. May be considered a local or national expert in field of expertise.	10	BA/BS

*(continued)*



## Labor Category Descriptions *(continued)*

FOR LABOR CATEGORIES UNDER SIN(s) 899-1, 899-3, and 899-7

Labor Category	Level	Description	Minimum Experience	Minimum Education
<b>Senior Level Professionals</b>				
(Sr) GIS Programmer/Analyst	3	Perform research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative. May be considered a local or national expert in field of expertise.	10	BA/BS
(Sr) Occupational Industrial Hygiene Specialist		Perform research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex analyses; develop or direct the development of innovative and creative technical or policy-related solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative. May be considered a national expert in field of expertise.	10	BA/BS
(Sr) Environmental Regulatory Analyst		Perform research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex analyses; develop or direct the development of innovative and creative technical or policy-related solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative. May be considered a local or national expert in field of expertise.	10	BA/BS
(Sr) Video Specialist		Plan and manage set up and maintenance of equipment for audio and video conferencing and teleconferencing meeting needs, especially on more complex tasks. Set up and maintain equipment for audio and video conferencing and teleconferencing meeting needs. Create and prepare photographic images to display in a variety of published mediums.	10	BA/BS
(Sr) Document Design/Production		Plan and manage document design and production, especially on more complex tasks. Copy edit to ensure consistency and appropriateness of tone and style, as well as consistency of formatting. Develop diagrams, flow charts, and other images to accompany text from reports and other project deliverables. Create brochures, flyers, posters, photo collages, and PowerPoint or custom slides. Design newsletters, letterhead, CD labels, certificates, programs, or report covers for project deliverables. Develop technical illustrations, including tables and graphs, Gantt charts, chart, maps, and other conceptual models.	10	High School
<b>Mid Level Professionals</b>				
(ML) GIS Project Manager	2	Plan, manage and conduct research tasks utilizing integrated business services, requiring advanced knowledge of the relevant science and the ability to apply new and unique methods and procedures to meet client's mission oriented needs. Provide data management, logistics, data publication, and testing support to projects. Responsible for maintaining project and program Gantt charts and geodatabases, gathering estimate to complete information from project participants, and preparing management and customer reports for review and approval by the Project Manager. Work is performed with minimal supervision of the project manager.	6	BA/BS
(ML) Research Geographer	2	Perform research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative.	6	BA/BS

*(continued)*



## Labor Category Descriptions *(continued)*

FOR LABOR CATEGORIES UNDER SIN(s) 899-1, 899-3, and 899-7

Labor Category	Level	Description	Minimum Experience	Minimum Education
<b>Mid Level Professionals</b>				
(ML) Environmental Scientist	2	Perform research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative.	8	BA/BS
(ML) Environmental Scientist	1	Perform research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative.	6	BA/BS
(ML) Environmental/Chemical Engineer	2	Perform research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative.	8	BA/BS
(ML) Environmental/Chemical Engineer	1	Perform research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative.	6	BA/BS
(ML) Environmental Economist	3	Perform research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative.	6	MA/MS
(ML) Environmental Economist	2	Perform research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative.	8	BA/BS
(ML) Environmental Economist	1	Perform research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative.	6	BA/BS

*(continued)*



## Labor Category Descriptions *(continued)*

FOR LABOR CATEGORIES UNDER SIN(s) 899-1, 899-3, and 899-7

Labor Category	Level	Description	Minimum Experience	Minimum Education
<b>Mid Level Professionals</b>				
(ML) Environmental Statistician		Perform research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques but often using innovative approaches and/or complex statistical analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that demonstrate organization, clarity, and proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative.	6	BA/BS
(ML) Environmental Analyst	2	Perform research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative.	8	BA/BS
(ML) Environmental Analyst	1	Perform research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative.	6	BA/BS
(ML) GIS Programmer/Analyst	2	Perform research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative.	6	BA/BS
(ML) Occupational Industrial Hygiene Specialist		Perform research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex analyses; develop or direct the development of innovative and creative technical or policy-related solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative.	6	BA/BS
(ML) Environmental Regulatory Analyst		Perform research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex analyses; develop or direct the development of innovative and creative technical or policy-related solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative.	6	BA/BS
(ML) Computer Scientist/GIS Specialist		Perform research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative.	6	BA/BS

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## Labor Category Descriptions *(continued)*

FOR LABOR CATEGORIES UNDER SIN(s) 899-1, 899-3, and 899-7

Labor Category	Level	Description	Minimum Experience	Minimum Education
<b>Mid Level Professionals</b>				
(ML) GIS/ Cartographer		Perform research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative.	6	BA/BS
(ML) GIS Technician 2		Perform research tasks of some technical complexity, applying standard and established theories, concepts, and techniques; examples of tasks include designing/developing methods of data collection; collecting data; analyzing, interpreting, and summarizing data using a variety of modeling and computer programming techniques; preparing chapters of project reports in an organized, clear manner and in the proper format. Work is performed under general supervision of the project manager or more experienced researchers.	6	BA/BS
(ML) Video Specialist		The Video Specialists sets up and maintains equipment for audio and video conferencing and teleconferencing meeting needs. Creates and prepares photographic images to display in a variety of published mediums. Work is performed under minimal supervision.	6	BA/BS
(ML) Document Design/ Production		Copy edit to ensure consistency and appropriateness of tone and style, as well as consistency of formatting. Develop diagrams, flow charts, and other images to accompany text from reports and other project deliverables. Create brochures, flyers, posters, photo collages, and PowerPoint or custom slides. Design newsletters, letterhead, CD labels, certificates, programs, or report covers for project deliverables. Develop technical illustrations, including tables and graphs, Gantt charts, chart, maps, and other conceptual models. Work is performed under minimal supervision.	6	High School
(ML) Editor/ Writer		Edit scientific documentation (reports and other project deliverables) to ensure accuracy of spelling, grammar, punctuation, and references. Copy edit to ensure consistency and appropriateness of tone and style, as well as consistency of formatting. Can also provide substantive editing when needed to ensure good organization and logical flow of text. Work is performed under minimal supervision.	6	High School
<b>Junior Level Professionals</b>				
(Jr) Research Geographer	1	Perform research tasks of some technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with general supervision and guidance.	2	BA/BS
(Jr) GIS Project Manager	1	Manage and conduct research tasks utilizing integrated business services, requiring advanced knowledge of the relevant science and the ability to apply new and unique methods and procedures to meet client's mission oriented needs. Provide data management, logistics, data publication, and testing support to projects. Responsible for maintaining project and program Gantt charts and geodatabases, gathering estimate to complete information from project participants, and preparing management and customer reports for review and approval by the Project Manager. Work is performed with general supervision of the project manager.	2	BA/BS
(Jr) Environmental Scientist	2	Perform research tasks of some technical complexity, applying standard and established theories, concepts, and techniques; examples of tasks include designing/developing methods of data collection; collecting data; analyzing, interpreting, and summarizing data using a variety of modeling and computer programming techniques; preparing chapters of project reports in an organized, clear manner and in the proper format. Work is performed under general supervision of the project manager or more experienced researchers.	4	BA/BS

*(continued)*



## Labor Category Descriptions *(continued)*

FOR LABOR CATEGORIES UNDER SIN(s) 899-1, 899-3, and 899-7

Labor Category	Level	Description	Minimum Experience	Minimum Education
<b>Junior Level Professionals</b>				
(Jr) Environmental Scientist	1	Perform research tasks of some technical complexity, applying standard and established theories, concepts, and techniques; examples of tasks include designing/developing methods of data collection; collecting data; analyzing, interpreting, and summarizing data using a variety of modeling and computer programming techniques; preparing chapters of project reports in an organized, clear manner and in the proper format. Work is performed under general supervision of the project manager or more experienced researchers.	2	BA/BS
(Jr) Environmental/Chemical Engineer		Perform research tasks of some technical complexity, applying standard and established theories, concepts, and techniques; examples of tasks include designing/developing methods of data collection; collecting data; analyzing, interpreting, and summarizing data using a variety of modeling and computer programming techniques; preparing chapters of project reports in an organized, clear manner and in the proper format. Work is performed under general supervision of the project manager or more experienced researchers.	2	BA/BS
(Jr) Environmental Economist	2	Perform research tasks of some technical complexity, applying standard and established theories, concepts, and techniques; examples of tasks include designing/developing methods of data collection; collecting data; analyzing, interpreting, and summarizing data using a variety of modeling and computer programming techniques; preparing chapters of project reports in an organized, clear manner and in the proper format. Work is performed under general supervision of the project manager or more experienced researchers.	4	BA/BS
(Jr) Environmental Economist	1	Perform research tasks of some technical complexity, applying standard and established theories, concepts, and techniques; examples of tasks include designing/developing methods of data collection; collecting data; analyzing, interpreting, and summarizing data using a variety of modeling and computer programming techniques; preparing chapters of project reports in an organized, clear manner and in the proper format. Work is performed under general supervision of the project manager or more experienced researchers.	2	BA/BS
(Jr) Environmental Statistician		Perform research tasks of some technical complexity, applying standard and established theories, concepts, and techniques; examples of tasks include designing/developing methods of data collection; collecting data; analyzing, interpreting, and summarizing data using a variety of modeling and computer programming techniques; preparing chapters of project reports in an organized, clear manner and in the proper format. Work is performed under general supervision of the project manager or more experienced researchers.	2	BA/BS
(Jr) Environmental Analyst		Perform research tasks of some technical complexity, applying standard and established theories, concepts, and techniques; examples of tasks include designing/developing methods of data collection; collecting data; analyzing, interpreting, and summarizing data using a variety of modeling and computer programming techniques; preparing chapters of project reports in an organized, clear manner and in the proper format. Work is performed under general supervision of the project manager or more experienced researchers.	2	BA/BS
(Jr) Computer Scientist/GIS Specialist		Perform research tasks of some technical complexity, applying standard and established theories, concepts, and techniques; examples of tasks include designing/developing methods of data collection; collecting data; analyzing, interpreting, and summarizing data using a variety of modeling and computer programming techniques; preparing chapters of project reports in an organized, clear manner and in the proper format. Work is performed under general supervision of the project manager or more experienced researchers.	2	BA/BS
(Jr) GIS Technician	1	Perform research tasks of some technical complexity, applying standard and established theories, concepts, and techniques; examples of tasks include designing/developing methods of data collection; collecting data; analyzing, interpreting, and summarizing data using a variety of modeling and computer programming techniques; preparing chapters of project reports in an organized, clear manner and in the proper format. Work is performed under general supervision of the project manager or more experienced researchers.	2	BA/BS

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## Labor Category Descriptions *(continued)*

FOR LABOR CATEGORIES UNDER SIN(s) 899-1, 899-3, and 899-7

Labor Category	Level	Description	Minimum Experience	Minimum Education
<b>Junior Level Professionals</b>				
(Jr) Occupational Industrial Hygiene Specialist		Perform research tasks of some technical complexity, applying standard and established theories, concepts, and techniques; examples of tasks include designing/developing methods of data collection; collecting data; analyzing, interpreting, and summarizing data using a variety of modeling and computer programming techniques; preparing chapters of project reports in an organized, clear manner and in the proper format. Work is performed under general supervision of the project manager or more experienced researchers.	2	BA/BS
(Jr) Environmental Regulatory Analyst		Perform research tasks of some technical complexity, applying standard and established theories, concepts, and techniques; examples of tasks include designing/developing methods of data collection; collecting data; analyzing, interpreting, and summarizing data using a variety of modeling and computer programming techniques; preparing chapters of project reports in an organized, clear manner and in the proper format. Work is performed under general supervision of the project manager or more experienced researchers.	2	BA/BS
(Jr) Video Specialist		The Video Specialists sets up and maintains equipment for audio and video conferencing and teleconferencing meeting needs. Creates and prepares photographic images to display in a variety of published mediums. Work is performed under general supervision of the project manager or more experienced specialists.	2	High School
(Jr) Document Design/ Production		Copy edit to ensure consistency and appropriateness of tone and style, as well as consistency of formatting. Develop diagrams, flow charts, and other images to accompany text from reports and other project deliverables. Create brochures, flyers, posters, photo collages, and PowerPoint or custom slides. Design newsletters, letterhead, CD labels, certificates, programs, or report covers for project deliverables. Develop technical illustrations, including tables and graphs, Gantt charts, chart, maps, and other conceptual models. Work is performed under general supervision of the project manager or more experienced designers.	2	High School
<b>Entry Level Professionals</b>				
(EL) Occupational Industrial Hygiene Specialist		Perform research and administrative tasks of limited technical complexity, applying standard and established techniques; examples include conducting literature searches and summarizing information, collecting data, preparing tables, graphs, and executing straightforward quantitative analyses using spreadsheet or statistical software, and organizing and filing project materials; write chapters of project reports that are organized, clear, and in the proper format; complete work products on schedule. Project manager supervises all activities, providing detailed oral and/or written instruction and reviewing all work for accuracy, completeness, and soundness of judgment.	0	BA/BS
(EL) Environmental Scientist		Perform research and administrative tasks of limited technical complexity, applying standard and established techniques; examples include conducting literature searches and summarizing information, collecting data, preparing tables, graphs, and executing straightforward quantitative analyses using spreadsheet or statistical software, and organizing and filing project materials; write chapters of project reports that are organized, clear, and in the proper format; complete work products on schedule. Project manager supervises all activities, providing detailed oral and/or written instruction and reviewing all work for accuracy, completeness, and soundness of judgment.	0	BA/BS
(EL) Environmental Statistician		Perform research and administrative tasks of limited technical complexity, applying standard and established techniques; examples include conducting literature searches and summarizing information, collecting data, preparing tables, graphs, and executing straightforward quantitative analyses using spreadsheet or statistical software, and organizing and filing project materials; write chapters of project reports that are organized, clear, and in the proper format; complete work products on schedule. Project manager supervises all activities, providing detailed oral and/or written instruction and reviewing all work for accuracy, completeness, and soundness of judgment.	0	BA/BS

*(continued)*



## Labor Category Descriptions *(continued)*

FOR LABOR CATEGORIES UNDER SIN(s) 899-1, 899-3, and 899-7

Labor Category	Level	Description	Minimum Experience	Minimum Education
<b>Entry Level Professionals</b>				
(EL) Environmental/Chemical Engineer		Perform research and administrative tasks of limited technical complexity, applying standard and established techniques; examples include conducting literature searches and summarizing information, collecting data, preparing tables, graphs, and executing straightforward quantitative analyses using spreadsheet or statistical software, and organizing and filing project materials; write chapters of project reports that are organized, clear, and in the proper format; complete work products on schedule. Project manager supervises all activities, providing detailed oral and/or written instruction and reviewing all work for accuracy, completeness, and soundness of judgment.	0	BA/BS
(EL) Computer Scientist/GIS Specialist		Perform research and administrative tasks of limited technical complexity, applying standard and established techniques; examples include conducting literature searches and summarizing information, collecting data, preparing tables, graphs, and executing straightforward quantitative analyses using spreadsheet or statistical software, and organizing and filing project materials; write chapters of project reports that are organized, clear, and in the proper format; complete work products on schedule. Project manager supervises all activities, providing detailed oral and/or written instruction and reviewing all work for accuracy, completeness, and soundness of judgment.	0	High School
(EL) Environmental Economist		Perform research and administrative tasks of limited technical complexity, applying standard and established techniques; examples include conducting literature searches and summarizing information, collecting data, preparing tables, graphs, and executing straightforward quantitative analyses using spreadsheet or statistical software, and organizing and filing project materials; write chapters of project reports that are organized, clear, and in the proper format; complete work products on schedule. Project manager supervises all activities, providing detailed oral and/or written instruction and reviewing all work for accuracy, completeness, and soundness of judgment.	0	BA/BS
(EL) Environmental Regulatory Analyst		Perform research and administrative tasks of limited technical complexity, applying standard and established techniques; examples include conducting literature searches and summarizing information, collecting data, preparing tables, graphs, and executing straightforward quantitative analyses using spreadsheet or statistical software, and organizing and filing project materials; write chapters of project reports that are organized, clear, and in the proper format; complete work products on schedule. Project manager supervises all activities, providing detailed oral and/or written instruction and reviewing all work for accuracy, completeness, and soundness of judgment.	0	BA/BS
(EL) Environmental Analyst		Perform research and administrative tasks of limited technical complexity, applying standard and established techniques; examples include conducting literature searches and summarizing information, collecting data, preparing tables, graphs, and executing straightforward quantitative analyses using spreadsheet or statistical software, and organizing and filing project materials; write chapters of project reports that are organized, clear, and in the proper format; complete work products on schedule. Project manager supervises all activities, providing detailed oral and/or written instruction and reviewing all work for accuracy, completeness, and soundness of judgment.	0	High School
(EL) Video Specialist		The Video Specialists sets up and maintains equipment for audio and video conferencing and teleconferencing meeting needs. Creates and prepares photographic images to display in a variety of published mediums. Work is performed under the supervision of the project manager and more experienced specialists and all work is reviewed for accuracy, completeness, and soundness of judgment.	0	High School

*(continued)*



**Labor Category Descriptions** *(continued)*

FOR LABOR CATEGORIES UNDER SIN(s) 899-1, 899-3, and 899-7

Labor Category	Level	Description	Minimum Experience	Minimum Education
<b>Entry Level Professionals</b>				
(EL) Document Design/ Production		Copy edit to ensure consistency and appropriateness of tone and style, as well as consistency of formatting. Develop diagrams, flow charts, and other images to accompany text from reports and other project deliverables. Create brochures, flyers, posters, photo collages, and PowerPoint or custom slides. Design newsletters, letterhead, CD labels, certificates, programs, or report covers for project deliverables. Develop technical illustrations, including tables and graphs, Gantt charts, chart, maps, and other conceptual models. Work is performed under the supervision of the project manager and more experienced designers and all work is reviewed for accuracy, completeness, and soundness of judgment.	0	High School

**EQUIVALENCIES:**

The minimum education and experience criteria included in the above list may be substituted for each other per the following equivalencies:

- 4 years experience = BA/BS; 2 years experience plus AS degree or some college attendance = BA/BS
- 3 years experience plus BA/BS = MS; 5 years experience plus AS or some college attendance = MS
- 4 years experience plus MS = Ph.D.; 8 years plus BA/BS = Ph.D.
- 10 years plus AS or some college attendance = Ph.D.



## Labor Category Descriptions

FOR LABOR CATEGORIES UNDER SIN(S) 541-4A, 541-4B, 541-4C AND 541-5

Labor Category	Description	Minimum Experience	Minimum Education
<b>Creative Services</b>			
Creative Director	Responsible for the design of branding and advertising for a client, ensuring a match with client's requirements and desired image, and interpreting a client's communications strategy and developing creative approaches and treatments that align with that strategy. Also initiates and stimulates creative ideas for and from everyone involved in the creative process.	Ph.D.	10 yrs
Account Executive	Plans, conducts and supervises projects utilizing integrated business services, requiring advanced knowledge of the relevant science and the ability to apply new and unique methods and procedures to meet client's mission oriented needs.	MS / MA	6 yrs
Senior Account Supervisor	Plans and coordinates publication and creative services. Provides advice and management supervision for marketing, design, and video professionals, especially on more complex projects. Has advanced knowledge and experience in project development and oversees project budgets, schedules, and client interactions.	BA / BS	10 yrs
Creative Services Manager 2	Plans and coordinates publication and creative services. Provides advice and management supervision for marketing, design, and video professionals, especially on more complex projects. Has advanced knowledge and experience in project development and management.	BA / BS	6 yrs
Creative Services Manager 1	Oversees Video/New Media projects including budgets, schedules, and client interactions. Provides project oversight and consulting to Video/New Media Specialists. May lead complex Video/New Media projects and task orders. Has extensive experience in the production of video and new media products.	BA / BS	3 yrs
Multi-Media/ Web Designer	Develops multi-media designs for use in electronic media or website development and digital and social media. Has specific design training and experience. Has knowledge and experience in working with pertinent software development packages.	BA / BS	5 yrs
Video/New Media Specialist	Develops straightforward Video/New Media Products for broadcast, web, or DVD delivery. Has background in Video/New Media development and production. Specializes in specific aspects of video/new media production and can apply knowledge of specific software.	BA / BS	2 yrs
Editors/Graphic Designer/ Illustrator 2	Edit scientific documentation (reports and other project deliverables) to ensure accuracy of spelling, grammar, punctuation, and references; copy edit to ensure consistency and appropriateness of tone and style, as well as consistency of formatting. Also provides substantive editing when needed to ensure good organization and logical flow of text. Develop diagrams, flow charts, and other images to accompany text from reports and other project deliverables. Create brochures, flyers, posters, photo collages, and PowerPoint or custom slides. Design newsletters, letterhead, CD labels, certificates, programs, or report covers for project deliverables. Develop technical illustrations, including tables and graphs, Gantt charts, chart, maps, and other conceptual models. Has advanced level knowledge of pertinent software development packages and is able to apply knowledge using new and unique methods.	AS	4
Editors/Graphic Designer/ Illustrator 1	Edit scientific documentation (reports and other project deliverables) to ensure accuracy of spelling, grammar, punctuation, and references. Copy edit to ensure consistency and appropriateness of tone and style, as well as consistency of formatting. Can also provide substantive editing when needed to ensure good organization and logical flow of text. Develop diagrams, flow charts, and other images to accompany text from reports and other project deliverables. Create brochures, flyers, posters, photo collages, and PowerPoint or custom slides. Design newsletters, letterhead, CD labels, certificates, programs, or report covers for project deliverables. Develop technical illustrations, including tables and graphs, Gantt charts, chart, maps, and other conceptual models. Has knowledge and experience in working with pertinent software development packages.	High School	2
Project Coordinator	Provides data management, logistics, data publication, and testing support to projects; and is responsible for maintaining project and program Gantt charts and financial databases, gathering estimate to complete information from project participants, and preparing management and customer reports for review and approval by the Project Manager. Work independently and consistently meet project deadlines.	BA/BS	4

(continued)



## Labor Category Descriptions *(continued)*

FOR LABOR CATEGORIES UNDER SIN(S) 541-4A, 541-4B, 541-4C AND 541-5

Labor Category	Description	Minimum Experience	Minimum Education
<b>Creative Services</b>			
Administrative Support	Perform project financial analysis through monitoring actual costs incurred, projecting future costs and estimating costs which have been spent yet not incurred and comparing these amounts to budget. Additional support provided for monitoring subcontract invoices and aiding in the approval of invoices. Staff prepares financial progress reports and charts as required in the contract.	AS	2
Word Processors	Perform various document preparation tasks, including formatting, typing, and limited graphics development. Create templates shells for reports. Create PDF files, online forms, mail merge documents, and HTML files as needed.	High School	0
<b>Marketing Specialists</b>			
Senior Marketing Specialist 4	Leads market research/analysis and integrated marketing tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex analyses. For market/research and analysis projects, responsible for overall research design, implementation, and analysis. For integrated marketing projects, responsible for overall marketing strategy and cohesiveness and coordination of all marketing activities.	Ph.D.	8 yrs
Senior Marketing Specialist 3	Leads market research/analysis and integrated marketing tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex analyses. For market/research and analysis projects, responsible for overall research design, implementation, and analysis. For integrated marketing projects, responsible for overall marketing strategy and cohesiveness and coordination of all marketing activities.	Ph.D.	6 yrs
Senior Marketing Specialist 2	Leads market research/analysis and integrated marketing tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex analyses. For market/research and analysis projects, responsible for overall research design, implementation, and analysis. For integrated marketing projects, responsible for overall marketing strategy and cohesiveness and coordination of all marketing activities.	Ph.D.	4 yrs
Senior Marketing Specialist 1	Leads market research/analysis and integrated marketing tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex analyses. For market/research and analysis projects, responsible for overall research design, implementation, and analysis. For integrated marketing projects, responsible for overall marketing strategy and cohesiveness and coordination of all marketing activities.	Ph.D.	2 yrs
Midlevel Marketing Specialist 2	Performs market research/analysis and integrated marketing tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but may use innovative approaches and/or complex analyses. Tasks include design/development of market research strategies and qualitative and quantitative data collection methods; focus group design and moderation; developing and leading data analyses strategies. Coordinates marketing activities with other specialists (e.g., design and web specialists).	MA / MS	3 yrs
Midlevel Marketing Specialist 1	Performs market research/analysis and integrated marketing tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but may use innovative approaches and/or complex analyses. Tasks include design/development of market research strategies and qualitative and quantitative data collection methods; focus group design and moderation; developing and leading data analyses strategies. Coordinates marketing activities with other specialists (e.g., design and web specialists).	MA / MS	1 yr
Associate Marketing Specialist 2	Performs market research/analysis and integrated marketing tasks of some technical complexity, applying standard and established theories, concepts, and techniques. Examples of tasks include assisting with design/development of qualitative and quantitative data collection methods; collecting data (e.g., conducting interviews); analyzing, interpreting, and summarizing findings. Assists with coordination of marketing activities with other specialists (e.g., design and web specialists).	BA / BS	4 yrs
Associate Marketing Specialist 1	Performs market research/analysis and integrated marketing tasks of some technical complexity, applying standard and established theories, concepts, and techniques. Examples of tasks include assisting with design/development of qualitative and quantitative data collection methods; collecting data (e.g., conducting interviews); analyzing, interpreting, and summarizing findings. Assists with coordination of marketing activities with other specialists (e.g., design and web specialists).	BA / BS	2 yrs

*(continued)*



## Labor Category Descriptions *(continued)*

FOR LABOR CATEGORIES UNDER SIN(S) 541-4A, 541-4B, 541-4C AND 541-5

Labor Category	Description	Minimum Experience	Minimum Education
<b>Marketing Specialists</b>			
Research Assistant 2: Marketing Specialist	Provides administrative and limited technical support for integrated marketing and research activities; examples include conducting literature searches and summarizing information, assisting with data analysis and preparing data summaries.	HS	1 yr
Research Assistant 1: Marketing Specialist	Provides administrative and limited technical support for integrated marketing and research activities; examples include conducting literature searches and summarizing information, assisting with data analysis and preparing data summaries.	HS	0 yr
<b>Survey Scientists</b>			
Survey Scientist 4	Perform survey research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex statistical analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative. May be considered a national expert in field of expertise.	MA/MS	12
Survey Scientist 3	Perform survey research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex statistical analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative. May be considered a national expert in field of expertise.	MA/MS	10
Survey Scientist 2	Perform survey research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex statistical analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative. May be considered a national expert in field of expertise.	MA/MS	8
Survey Scientist 1	Perform survey research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex statistical analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative. May be considered a national expert in field of expertise.	MA/MS	6
Midlevel Survey Scientist 2	Perform survey research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques but often using innovative approaches and/or complex statistical analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that demonstrate organization, clarity, and proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative.	MA/MS	3
Midlevel Survey Scientist 1	Perform survey research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques but often using innovative approaches and/or complex statistical analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that demonstrate organization, clarity, and proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative.	MA/MS	1

*(continued)*



## Labor Category Descriptions *(continued)*

FOR LABOR CATEGORIES UNDER SIN(S) 541-4A, 541-4B, 541-4C AND 541-5

Labor Category	Description	Minimum Experience	Minimum Education
<b>Survey Scientists</b>			
Associate Survey Scientist 2	Perform survey research tasks of some technical complexity, applying standard and established theories, concepts, and techniques; examples of tasks include designing/developing methods of data collection; collecting data; analyzing, interpreting, and summarizing data using a variety of modeling and computer programming techniques; preparing chapters of project reports in an organized, clear manner and in the proper format. Work is performed under general supervision of the project manager or more experienced researchers.	BA/BS	4
Associate Survey Scientist 1	Perform survey research tasks of some technical complexity, applying standard and established theories, concepts, and techniques; examples of tasks include designing/developing methods of data collection; collecting data; analyzing, interpreting, and summarizing data using a variety of modeling and computer programming techniques; preparing chapters of project reports in an organized, clear manner and in the proper format. Work is performed under general supervision of the project manager or more experienced researchers.	BA/BS	2
Research Assistant 2: Survey Scientist	Perform survey research and administrative tasks of limited technical complexity, applying standard and established techniques; examples include conducting literature searches and summarizing information, collecting data, preparing tables, graphs, and executing straightforward quantitative analyses using spreadsheet or statistical software, and organizing and filing project materials; write chapters of project reports that are organized, clear, and in the proper format; complete work products on schedule. Project manager supervises all activities, providing detailed oral and/or written instruction and reviewing all work for accuracy, completeness, and soundness of judgment.	High School	1
Research Assistant 1: Survey Scientist	Perform survey research and administrative tasks of limited technical complexity, applying standard and established techniques; examples include conducting literature searches and summarizing information, collecting data, preparing tables, graphs, and executing straightforward quantitative analyses using spreadsheet or statistical software, and organizing and filing project materials; write chapters of project reports that are organized, clear, and in the proper format; complete work products on schedule. Project manager supervises all activities, providing detailed oral and/or written instruction and reviewing all work for accuracy, completeness, and soundness of judgment.	High School	0
Data Collection Support	Assists in various data collection tasks across projects of all sizes.	High School	0
Interviewer	Conducts interviews with survey respondents	High School	0
<b>Statisticians</b>			
Sr. Statistician 4	Perform statistics research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex statistical analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative. May be considered a national expert in field of expertise.	Ph.D.	8
Sr. Statistician 3	Perform statistics research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex statistical analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative. May be considered a national expert in field of expertise.	Ph.D.	6

*(continued)*



## Labor Category Descriptions *(continued)*

FOR LABOR CATEGORIES UNDER SIN(S) 541-4A, 541-4B, 541-4C AND 541-5

Labor Category	Description	Minimum Experience	Minimum Education
<b>Statisticians</b>			
Sr. Statistician 2	Perform statistics research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex statistical analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative. May be considered a national expert in field of expertise.	Ph.D.	4
Sr. Statistician 1	Perform statistics research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex statistical analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative. May be considered a national expert in field of expertise.	Ph.D.	2
Midlevel Statistician 2	Perform statistics research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques but often using innovative approaches and/or complex statistical analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that demonstrate organization, clarity, and proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative.	MA/MS	3
Midlevel Statistician 1	Perform statistics research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques but often using innovative approaches and/or complex statistical analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that demonstrate organization, clarity, and proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative.	MA/MS	1
Associate Statistician 2	Perform statistics research tasks of some technical complexity, applying standard and established theories, concepts, and techniques; examples of tasks include designing/developing methods of data collection; collecting data; analyzing, interpreting, and summarizing data using a variety of modeling and computer programming techniques; preparing chapters of project reports in an organized, clear manner and in the proper format. Work is performed under general supervision of the project manager or more experienced researchers.	BA/BS	4
Associate Statistician 1	Perform statistics research tasks of some technical complexity, applying standard and established theories, concepts, and techniques; examples of tasks include designing/developing methods of data collection; collecting data; analyzing, interpreting, and summarizing data using a variety of modeling and computer programming techniques; preparing chapters of project reports in an organized, clear manner and in the proper format. Work is performed under general supervision of the project manager or more experienced researchers.	BA/BS	2
Research Assistant 2: Statistician	Perform statistics research and administrative tasks of limited technical complexity, applying standard and established techniques; examples include conducting literature searches and summarizing information, collecting data, preparing tables, graphs, and executing straightforward quantitative analyses using spreadsheet or statistical software, and organizing and filing project materials; write chapters of project reports that are organized, clear, and in the proper format; complete work products on schedule. Project manager supervises all activities, providing detailed oral and/or written instruction and reviewing all work for accuracy, completeness, and soundness of judgment.	High School	1

*(continued)*





## Labor Category Descriptions *(continued)*

FOR LABOR CATEGORIES UNDER SIN(S) 541-4A, 541-4B, 541-4C AND 541-5

Labor Category	Description	Minimum Experience	Minimum Education
<b>Statisticians</b>			
Research Assistant 1: Statistician	Perform statistics research and administrative tasks of limited technical complexity, applying standard and established techniques; examples include conducting literature searches and summarizing information, collecting data, preparing tables, graphs, and executing straightforward quantitative analyses using spreadsheet or statistical software, and organizing and filing project materials; write chapters of project reports that are organized, clear, and in the proper format; complete work products on schedule. Project manager supervises all activities, providing detailed oral and/or written instruction and reviewing all work for accuracy, completeness, and soundness of judgment.	High School	0
<b>Computer Programmers</b>			
Sr. Computer Programmer / Scientist 4	Perform computing research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex statistical analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative. May be considered a national expert in field of expertise.	MA/MS	12
Sr. Computer Programmer / Scientist 3	Perform computing research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex statistical analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative. May be considered a national expert in field of expertise.	MA/MS	10
Sr. Computer Programmer / Scientist 2	Perform computing research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex statistical analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative. May be considered a national expert in field of expertise.	MA/MS	8
Sr. Computer Programmer / Scientist 1	Perform computing research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex statistical analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative. May be considered a national expert in field of expertise.	MA/MS	6
Midlevel Computer Programmer/ Scientist 2	Perform computing research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques but often using innovative approaches and/or complex statistical analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that demonstrate organization, clarity, and proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative.	MA/MS	3
Midlevel Computer Programmer/ Scientist 1	Perform computing research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques but often using innovative approaches and/or complex statistical analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that demonstrate organization, clarity, and proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative.	MA/MS	1

*(continued)*



## Labor Category Descriptions *(continued)*

FOR LABOR CATEGORIES UNDER SIN(S) 541-4A, 541-4B, 541-4C AND 541-5

Labor Category	Description	Minimum Experience	Minimum Education
<b>Computer Programmers</b>			
Associate Computer Programmer/Scientist	Perform computing research tasks of some technical complexity, applying standard and established theories, concepts, and techniques; examples of tasks include designing/developing methods of data collection; collecting data; analyzing, interpreting, and summarizing data using a variety of modeling and computer programming techniques; preparing chapters of project reports in an organized, clear manner and in the proper format. Work is performed under general supervision of the project manager or more experienced researchers.	BA/BS	4
Associate Computer Programmer/Scientist 1	Perform computing research tasks of some technical complexity, applying standard and established theories, concepts, and techniques; examples of tasks include designing/developing methods of data collection; collecting data; analyzing, interpreting, and summarizing data using a variety of modeling and computer programming techniques; preparing chapters of project reports in an organized, clear manner and in the proper format. Work is performed under general supervision of the project manager or more experienced researchers.	BA/BS	2
Research Asst 2: Computer Programmer/Scientist	Perform computing research and administrative tasks of limited technical complexity, applying standard and established techniques; examples include conducting literature searches and summarizing information, collecting data, preparing tables, graphs, and executing straightforward quantitative analyses using spreadsheet or statistical software, and organizing and filing project materials; write chapters of project reports that are organized, clear, and in the proper format; complete work products on schedule. Project manager supervises all activities, providing detailed oral and/or written instruction and reviewing all work for accuracy, completeness, and soundness of judgment.	High School	1
Research Asst 1: Computer Programmer/Scientist	Perform computing research and administrative tasks of limited technical complexity, applying standard and established techniques; examples include conducting literature searches and summarizing information, collecting data, preparing tables, graphs, and executing straightforward quantitative analyses using spreadsheet or statistical software, and organizing and filing project materials; write chapters of project reports that are organized, clear, and in the proper format; complete work products on schedule. Project manager supervises all activities, providing detailed oral and/or written instruction and reviewing all work for accuracy, completeness, and soundness of judgment.	High School	0

### EQUIVALENCIES:

The minimum education and experience criteria included in the above list may be substituted for each other per the following equivalencies:

4 years experience = BA/BS; 2 years experience plus AS degree or some college attendance = BA/BS

3 years experience plus BA/BS = MS; 5 years experience plus AS or some college attendance = MS

4 years experience plus MS = Ph.D.; 8 years plus BA/BS = Ph.D.

10 years plus AS or some college attendance = Ph.D.



## Labor Category Descriptions

FOR LABOR CATEGORIES UNDER SIN(s) 871-1, 871-2, 871-3, 871-4, 871-5

Labor Category	Position Description	Position Qualifications
Chief Engineer	Manages program to ensure successful completion of tasks on time, within budget, and to agreed-upon levels of quality. Provides interface with high-level government customers to ensure satisfaction. Applies advanced engineering or scientific principles, theories, and concepts in developing original technical programs. Develops or directs the development of solutions to complex technical problems where little or no precedent exists and innovation is required.	Ph.D. and 10 years' experience
Senior Research Engineer 3	Oversees several large-scale, complex engineering projects. Allocates resources among tasks. Principal point of contact with customer on technical and business matters. Performs full scope of the activities described below on a regular basis: Applies on a broad basis, principles, theories, and concepts to a field of engineering or scientific specialty and has a working knowledge of related disciplines. Works on a wide range of problems requiring the use of creative and imaginative thinking.	Ph.D. and 8 years of experience
Senior Research Engineer 2	Oversees several small to medium-scale, complex engineering projects in their area of technical expertise. Allocates resources among tasks. Principal point of contact with customer on technical and business matters. Performs most activities described below on a regular basis: Applies on a broad basis, principles, theories, and concepts to a field of engineering or scientific specialty and has a working knowledge of related disciplines. Works on a wide range of problems requiring the use of creative and imaginative thinking.	Ph.D. and 6 years of experience
Senior Research Engineer 1	Responsible for execution of large complex projects. Provides customer interface on technical issues. Performs many activities described below on a regular basis: Applies on a broad basis principles, theories, and concepts to a field of engineering or scientific specialty and has a working knowledge of related disciplines. Works on a wide range of problems requiring the use of creative and imaginative thinking.	Master's and 8 years of experience
Research Engineer 3	Responsible for execution of small to medium-size, complex projects. Provides customer interface on technical issues. Performs full scope of position described below on a regular basis: Applies and interprets standard engineering or scientific theories, concepts, and techniques in an engineering or scientific specialty and applies a working knowledge of related disciplines. Works on a wide range of problems requiring the use of creative and imaginative thinking.	Bachelor's degree and 10 years of experience
Research Engineer 2	Lead analyst on large, complex projects. May be assigned responsibility for the execution of less complex projects. Performs most of the activities described below on a regular basis: Applies and interprets standard engineering or scientific theories, concepts, and techniques in an engineering or scientific specialty and applies a working knowledge of related disciplines. Works on a wide range of problems requiring the use of creative and imaginative thinking.	Bachelor's degree and 8 years of experience
Research Engineer 1	Lead analyst on large projects. May be assigned responsibility for the execution of one or more subtasks of a project or for integrating the results from several subtasks. Performs many of the activities described below on a regular basis: Applies and interprets standard engineering or scientific theories, concepts, and techniques in an engineering or scientific specialty and applies a working knowledge of related disciplines. Works on a wide range of problems requiring the use of creative and imaginative thinking.	Bachelor's degree and 6 years of experience
Engineer 3 or Scientist 3	Provides specific technical expertise performing high-level analytical assignments across several complex tasks. Performs all of the following activities on a regular basis: Applies and interprets standard engineering or scientific theories, concepts, and techniques. Develops solutions to problems where established theories and techniques can be identified and some precedent exists. Determines own approach to problem and devises solutions; work usually correlates with what other engineers or researchers have done or are doing.	Bachelor's degree and 4 years of experience
Engineer 2 or Scientist 2	Provides specific technical expertise performing mid-level analytical assignments across several tasks of medium complexity. Performs most of the following activities on a regular basis: Applies and interprets standard engineering or scientific theories, concepts, and techniques. Develops solutions to problems where established theories and techniques can be identified and some precedent exists. Determines own approach to problem and devises solutions; work usually correlates with what other engineers or researchers have done or are doing.	Bachelor's degree and 2 years of experience

(continued)



### Labor Category Descriptions *(continued)*

FOR LABOR CATEGORIES UNDER SIN(s) 871-1, 871-2, 871-3, 871-4, 871-5

Labor Category	Position Description	Position Qualifications
Engineer 1 or Scientist 1	Provides specific technical expertise performing entry-level analytical assignments in single tasks. Applies standard engineering or scientific theories, concepts, and techniques. Works on problems where established theories and techniques have been identified and precedent exists for procedures to be used. May provide administrative support to project.	Bachelor's degree without prior experience
Technician 3	Provides technical support to a project including computer support. Assembles prototypes derived from designs provided by members of the technical staff. Interacts with staff to refine and improve designs and may provide administrative support.	Associate Degree and 4 years of experience
Technician 2	Provides general research support to a project. Performs routine investigations and calculations under the guidance and supervision of a member of the technical staff and may provide administrative support.	High School and 5 years of experience
Technician 1	Provides support in the preparation of reports preparing and integrating material in various media and from various sources. Support project meetings. Assist technical staff on administrative tasks using methods that have been previously identified.	High School and 0 years of experience

### EQUIVALENCIES:

The minimum education and experience criteria included in the labor categories may be substituted for each other per the following equivalencies:

- 4 years experience = BA/BS; 2 years experience plus AS degree or some college attendance = BA/BS
- 3 years experience plus BA/BS = MS; 5 years experience plus AS or some college attendance = MS
- 4 years experience plus MS = Ph.D.; 8 years plus BA/BS = Ph.D.
- 10 years plus AS or some college attendance = Ph.D.



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