



RTI Services Under the Professional Services Schedule



RTI International

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Company Information

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Company Overview



RTI International is an independent, nonprofit research institute dedicated to improving the human condition. Clients rely on us to answer questions that demand an objective and multidisciplinary approach—one that integrates expertise across the social and laboratory sciences, engineering, and international development.

Combining scientific rigor and technical proficiency, we deliver reliable data, thorough analysis, innovative methods, novel technologies, and sustainable programs that help clients inform public policy and ground practice in evidence. We scale our approach to fit the demands of each project, delivering the power of a global leader and the passion of a local partner.

We believe in the promise of science, and we push ourselves every day to deliver on that promise for the good of people, communities, and businesses around the world.

For more information, visit www.rti.org.



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Introduction

As an independent, nonprofit organization, RTI International engages in research and development with the goal of improving the human condition. We work with clients in government, industry, academia, and public service throughout the United States and abroad.

Through the Professional Services Schedule (PSS), RTI offers a diverse set of technical and scientific capabilities, including integrated consulting, survey expertise, environmental services, marketing and communication services, and professional engineering.

RTI's capabilities cut across a broad range of scientific disciplines such as health, international, economic, and social development; data capture and management; statistics and big data; engineering and energy research; environment and natural resources; laboratory and chemistry services; education and training; and translational science and research dissemination.

The PSS combines RTI's MOBIS, Environmental, AIMS, and PES into one contract vehicle to facilitate providing the ideal total solution.





Comprehensive Research Capabilities for Mission-Oriented Business Integrated Services (MOBIS) SIN 874-1

RTI International offers integrated consultation services and survey expertise across a broad range of scientific research activities, including health; international, economic, and social development; data capture and management; engineering; environment and natural resources; education and training; innovation; and research dissemination.

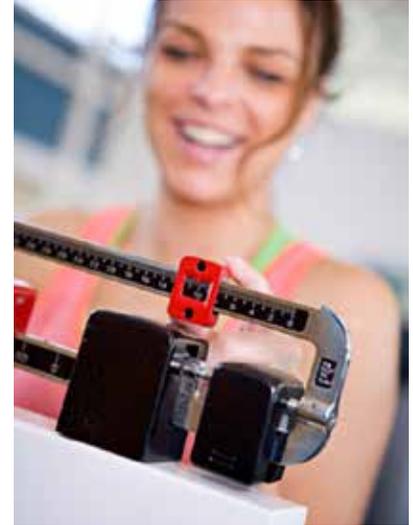




Health Research



Nowhere is RTI's goal of improving the human condition more apparent than in the field of health research. Representing the largest single area of study at RTI, health research spans everything from the human genome to global health education. Whether we are evaluating the economic benefits of new health coverage plans or finding novel drugs to treat cancer, RTI is working to enrich all aspects of human health. Our technical expertise in the health sciences can provide government agencies with critical consulting support for their mission-oriented business needs.



Building on our extensive research expertise, RTI forms multidisciplinary teams to assist our clients not just in meeting their own needs, but in improving the health of people around the world. Our staff are currently conducting research and consulting in the following areas:

- Communication and education
- Genetics, proteomics, and bioinformatics
- Global health
- Health and the environment
- Health behaviors and interventions
- Health care access
- Health economics research
- Health promotion research
- Regulatory economics and policy research
- Risk behavior and mental health research
- Special populations
- Substance abuse research
- Therapeutic outcomes and safety.





International, Economic, and Social Development

International Development

Since 1961, RTI has amassed considerable experience in building human and institutional capacity and promoting sustainable economic and social development throughout the world. We deliver consulting services, technical assistance, and decision support services, working closely with governments, nongovernmental organizations, and citizen groups in developing and democratizing countries.

We offer a range of policy support, applied research and analysis, and other technical expertise in strategic planning, institutional development, performance management, information systems, and training. We deliver advisory and training services on the national, sub-national, and local government levels, emphasizing institutional development through the transfer of analytical tools and methods.

We are continuously looking for opportunities to apply a broad, multifaceted approach to developmental problems:

- Education policy and systems
- Environmental resource management
- Financial systems
- Governance and management
- Information and communication technology
- Policy presentation and dialogue.

Economic and Social Development

RTI conducts studies to support both government policy on technology research and development (R&D) and private R&D investment. We

also provide economic analyses to support the informed development and evaluation of policies that promote sustainable management of natural resources and the environment.

Internationally, we apply economics and social development expertise to help government officials at the local, regional, and national levels pursue their goals for economic growth, sustainable development, improved public health, democracy and decentralization, and transparent operations. We help design, evaluate, and implement policies and programs, and we emphasize training as an integral tool in building sustainability in social development.

Our efforts to further economic and social development include the following:

- Crime and justice
- Economic development and technology
- Energy and environmental technologies
- Measurement and compatibility standards
- Pharmaceuticals and other medical technologies
- Technology policy
- Electric power generation, transmission, and distribution
- Environment and natural resource management
- Natural gas
- Public utilities and infrastructure.





Data Capture and Management



Survey Design and Development

Design and development of survey instruments are core activities across all research areas at RTI. Our researchers have expertise in a variety of instrument development techniques, and our facilities are equipped with the latest technologies for evaluating the wide range of instruments used in survey data collection. At RTI, we offer expertise in the following survey areas:

- Cognitive pretesting
- Counting and listing
- Psychometric evaluation
- Statistics research
- Survey methods
- Tracing operations
- Usability testing.

Data Collection

RTI has more than 40 years of experience providing our clients with a full range of survey data collection services, from one-on-one interviewing to leading-edge, computer-assisted methodologies. Our data collection activities and expertise include the following:

- Computer-assisted interviewing:
 - Audio computer-assisted self-interviewing (ACASI)
 - Computer-assisted personal interviewing (CAPI)

- Computer-assisted recorded interviewing (CARI)
- Computer-assisted telephone interviewing (CATI)
- Telephone audio computer-assisted self-interviewing (T-ACASI)
- Web-based, computer-assisted data entry (CADE)
- Field surveys and personal interviews
- Mail surveys
- Mixed-mode data collection
- Sensitive topics and behaviors.

Data Management

RTI offers IT services under the MOBIS schedule to support mission-oriented integrated business solutions (not stand-alone IT services). At RTI, we are developing and maintaining computerized survey control systems to monitor the flow of study data. We perform manual and computer edits and coding to ensure and validate data quality. We also maintain a data entry staff who use controlled and custom data entry programs with 100% keying verification. Our expertise includes data management in clinical research, information technology, and integrated field management systems.



Environment and Natural Resources

Our environmental sciences expertise in policy and regulation helps governments make critical mission-oriented decisions such as permitting, compliance, and management.

RTI's engineers and chemists work collaboratively with our statisticians, economists, biologists, epidemiologists, survey specialists, legal/regulatory experts, and risk assessors. In addition to supporting survey operations involving environmental impacts on health, our teams provide innovative and cost-effective solutions to our clients' environmental business problems.

RTI's current mission-oriented business efforts integrate the following services relevant to government needs:

- Environmental and natural resource economics
- Policies and regulations.





Education and Training



RTI has built a strong foundation in education and training research. Our projects span the world, teaming researchers from numerous disciplines, including education, statistics, survey research, computer science, psychology, and international development. Our staff conduct research and provide technical and consulting services in the following areas:

- Adult education
- Disability policy and programs
- Education and training technology
- Elementary and secondary education
- Family and early childhood
- International education policy and systems
- Postsecondary education.





Innovation Advising Services

RTI's experts in open innovation and technology commercialization provide strategic consulting and technical services. We help our clients derive greater value from innovation through strategic planning, technology scouting, technology-driven market intelligence, business development, and organizational capacity building.

Through our innovation labs, we facilitate collaborative problem solving and idea generation by engaging people and organizations with diverse perspectives in interactive working sessions to consider barriers to innovation and opportunities for new solutions. Our technology commercialization services help our clients accelerate their technologies' path to market.

Our innovation-led economic development work provides guidance to regional stakeholders on growing their local economies. We enable our

clients to consider risks and pursue opportunities to grow and expand their organizations through diversification and new product and program development. We offer

- Innovation labs for collaborative problem solving and ideation
- Strategic planning for business market growth and diversification
- Economic development cluster and ecosystem analysis and strategy
- Open innovation services
- Technology commercialization services
- Organizational capacity building through open innovation and business development training.





Environmental Services (ES)

Since its founding in 1958, RTI has built a solid reputation in virtually every aspect of environmental protection science and technology. As an independent, nonprofit research organization, RTI conducts research for and provides innovative technical services to long-term clients in government, industry, and public service. For example, we have provided high-quality, responsive technical support to the U.S. Environmental Protection Agency (EPA) since that agency's inception. RTI staff offer a highly diverse set of technical capabilities in the environmental, engineering, chemical, statistical, economic, electronic, and social sciences.

RTI has acquired solid experience with, and insight into, environmental regulatory legislation that can affect government agencies and industry. Our experience with these environmental statutes encompasses all aspects of environmental services, including

- Monitoring and sampling
- Pollution prevention
- Environmental analysis and impact assessment
- Regulatory development
- Risk communication
- Life cycle analysis
- Economic analysis
- Human health and ecological risk assessment.





Environmental Planning Services and Documentation: SIN 899-1

We have extensive experience in nearly all phases of environmental planning services, environmental management activities, and the preparation of related documentation. Our experience includes

- Environmental assessment and analysis
- Watershed and water quality management planning
- Economic and risk analysis
- Environmental program management
- Environmental regulation development.

Environmental Assessment and Analysis

Our environmental assessment and analysis capabilities include work related to the National Environmental Policy Act (NEPA) for a variety of agencies and industries. RTI staff have performed environmental assessments (EAs) and prepared environmental impact statements (EIS) and have prepared NEPA documentation for agencies including the EPA, the Federal Aviation Administration, the Department of Energy, and the Department of Defense. Our ecologists are experienced with field and vegetation studies and threatened and endangered species surveys. RTI staff have performed dozens of endangered species surveys both in support of NEPA compliance and for commercial clients in support of environmental permit applications.

Watershed and Water Quality Management Planning

We work with federal, state, and local agencies and commercial clients to implement requirements of the Clean Water Act. We have provided these services to over 30 states, several EPA program offices, and all 10 EPA Regions; major industrial clients; and several European countries. Our capabilities in watershed and water quality management planning include

- Watershed information management system development (e.g., designing and implementing the EPA Waterbody System)
- Water quality modeling (e.g., wasteload allocation/load allocation/modeling for National Pollutant Discharge Elimination System permits)
- Watershed management (e.g., watershed modeling and nutrient management)
- Watershed monitoring and assessment (e.g., preparation of National Fish Sampling and Analysis Guidance).

Economic and Risk Analysis

We have provided economic analysis of environmental regulations and other government interventions for over 30 years using advanced empirical methods derived from accepted economic concepts, principles, and theories. Our economists have developed the economic and cost benefit analysis for dozens of

regulations promulgated under the Clean Water Act, Clean Air Act (CAA), Resource Conservation and Recovery Act (RCRA), and Toxic Substances Control Act.

We have substantial experience in characterizing alternative types of standards, including both technology and performance standards; economic instruments, including charges, transferable rights, and subsidies; and a wide range of alternatives to these traditional approaches, including information provision and the establishment of eco-parks. This has included all of the major environmental legislation.

Our environmental scientists, toxicologists, modelers, and ecologists have provided risk analysis services to government agencies (e.g., EPA and Agency for Toxic Substances and Disease Registry [ATSDR]) for over 25 years. We have developed a reputation as a leader in the field of exposure and risk assessment. Our capabilities are particularly well demonstrated through three contracts.

- For ATSDR, we developed over 100 toxicologic profiles.
- For EPA's Office of Solid Waste, we performed complex assessments of hazardous waste combustors, developed the technical modules for the Multimedia, Multipathway and Multiple Receptor Risk Analysis (3MRA) model, and conducted numerous national risk assessments to support regulatory decisions.
- For EPA's Human Exposure Assessment Survey, we conducted a multimedia, multicontaminant program to produce reliable estimates of status and trends in human



exposure to potentially harmful environmental agents.

Our experience covers site-specific analysis as well as national scale studies. In addition to developing site-specific risk assessment guidance for hazardous waste treatment, storage, and disposal facilities, we have performed numerous site-specific exposure and risk assessments.

Environmental Program Management

Environmental program management capabilities that we offer include

- Environmental program/project planning
- Technical document review
- Quality assurance oversight
- Community relations/outreach support (including website development)
- ISO 14000 program support
- Consultation and support on environmental justice issues.

Our community relations experience includes outreach to states, regions, industry, and the general public. We have experience providing all types of outreach materials to a variety of audiences using a full range of outreach mechanisms. We have developed Internet-based computer tools such as the Solvent Alternatives Guide (SAGE) and the Coatings Guide that are linked with EPA compliance assistance centers.

We developed a system for EPA's Office of Research and Development to make their documents available to the public through the Internet and to routinely make outreach products available through Internet posting. We provided support to EnviroSense by maintaining and operating the backup website. We also provided support for the development and operation of hotlines that provide environmental compliance information.

Our staff provide expertise in implementing environmental management systems for various operations and also provide economic and environmental expertise in the use of the ISO 14001 specification standard for environmental management systems as a policy tool. In cooperation with EPA, we developed a web-based computer tool to assist users in assessing the environmental performance impact of their ISO 14001 systems. We also assessed ways to use ISO 14000 to expand the use of environmental information in the banking industry.

We have experience supporting federal agencies in their environmental justice strategies. We facilitated an EPA focus group that identified tools for incorporating environmental justice concerns into issues of siting hazardous waste facilities. We also worked with EPA on a public information booklet to help permit applicants use environmental justice tools.

Environmental Regulation Development

We provide regulatory development technical support to EPA programs in air, water, solid and hazardous waste, and toxic substances. The 1990 Amendments to the Clean Air Act also required EPA to establish technology-based emission standards for existing and new sources of hazardous air pollutants, to propose New Source Performance Standards (NSPS), and to prepare Control Techniques Guideline (CTG) documents that provide information and data to assist states in developing emission regulations for their ozone implementation plans. In addition, Section 3004(n) of RCRA also required EPA to set standards for hazardous waste treatment, storage, and disposal facilities. Under these statutory requirements, EPA develops and issues numerous regulatory and policy actions under short statutory deadlines. We have played a major role in EPA's meeting its CAA and RCRA statutory requirements for regulatory development by providing sound technological support to the Agency throughout the past two decades.



Environmental Training Services: SIN 899-3

RTI is a leader in developing and implementing innovative and effective training on a variety of environmental and occupational topics. We offer

- Conventional course development and customized courses to meet specific needs
- Computer-based interactive course development.

Conventional Course Development and Customized Courses to Meet Specific Needs

In the 1990s, RTI conducted environmental training events at hundreds of locations nationally and internationally including Research Triangle Park, New York, the District of Columbia, San Francisco, Dallas, Puerto Rico, Cairo (Egypt), and Santiago (Chile). Recipients of our training services included representatives of federal, state, and local government; industry; Native Americans; and the general public. Our training programs have been successfully designed, produced, and taught within the time (and budget) constraints of EPA-directed regulatory implementation schedules.

RTI has developed a training approach that also serves as the basis for EPA's training. This approach is detailed in EPA QA/G-10, Quality Assurance Training for Environmental Data Operations (Internal Working Draft), which RTI produced and released for EPA/QAD in 1997. RTI uses this framework to develop custom-designed courses that meet the audience's environmental training needs as well as the client's resource constraints.

Computer-Based Interactive Course Development

RTI has extensive experience in computer-based and interactive course development. RTI's computer-based products have been formatted for DC-I, CD-ROM, Internet, and Intranet. Our interactive video conference/classroom is linked by microwave to the MCNC video network. Multipoint video conferences are also possible.

RTI is a leader in developing expert systems related to environmental compliance. Expert systems are the most effective method for tasks requiring world knowledge and technical expertise. Beginning with an expert system prototype to assist RCRA permit writers, RTI has developed two widely used expert systems: the Solvent Alternatives Guide and the Coatings Guide. These Internet-accessible systems provide up-to-date technical information on numerous processes and chemicals. The target audiences are small and medium-sized businesses and state technical assistance offices.

RTI also produces virtual reality (VR) products that deliver interactive, immersive, and three-dimensional learning experience through computer technology. VR enables learners to practice skills, rehearse procedures, troubleshoot problems, and develop new approaches. Situations in which VR has proven to be useful include training that involves

- Hazardous working conditions
- Interaction with equipment that is expensive, unavailable, or inaccessible
- Process or unit shutdown resulting in costly downtime.



Geographic Information Systems Services: SIN 899-7

RTI's geographic information systems (GIS) services include

- Environmental management information systems
- GIS support for social and health policy research
- Automated mapping
- Geospatial database design and development.

Environmental Management Information Systems

RTI develops custom environmental management information systems for clients whose mission includes the management of large and active environmental databases. Using commercial, off-the-shelf GIS and database management tools, along with sophisticated geospatial and nongeospatial database design techniques, RTI builds these systems to meet the specific requirements of our clients. RTI also offers a standard web-based environmental information management system called the GEOgraphic Data Evaluation System (Geode™). Developed by RTI, Geode is a web-based data querying and mapping tool that allows instant access to environmental data for use in decision making, analysis, compliance support, and presentations. It is especially strong in managing and manipulating groundwater data and complex hydrogeologic systems. Users can log in to Geode from any location to query their databases and can easily toggle between maps and databases established for different facilities using either a drop-down menu or Geode's global mapping page.

GIS Support for Social and Health Policy Research

RTI provides basic and applied research services in a wide variety of social and health policy fields. Many of these research activities benefit from the use of GIS to store, manage, and analyze data. GIS is used in many capacities in these projects, such as siting the best location for field sites that minimize travel distance for survey participants; supporting survey data collection through the production of maps to be included in survey instruments; analyzing medical and health survey data; analyzing and assessing economic impacts of environmental regulations; and comparing demographic variables in health and social policy models. RTI has also implemented GIS mapping and analysis on a number of crime-mapping research projects for the Department of Housing and Urban Development.

Automated Mapping

RTI's GIS program develops automated mapping systems to support geospatial applications and research activities that require large numbers of high-quality and consistent maps to support fieldwork. Automated mapping systems have been developed to support very large nationwide household surveys in which tens of thousands of detailed maps must be produced in a short time frame. These systems are constructed to support fully automated production for 24 hours a day, 7 days a week. They also support interactive mapping production where visual review of areas to be mapped is necessary to produce

maps that meet quality and clarity requirements. RTI's GIS staff have more than 15 years of experience making use of U.S. Census Bureau Topographically Integrated Geographic Encoding Reference (TIGER) line files in map production environments. In addition, RTI has large nationwide geospatial databases online for use in automated mapping systems.

Geospatial Database Design and Development

RTI staff have many years of geospatial database design skills and experience, which we use to design and develop geospatial databases to support research and applications. Whether our clients require small, relatively simple geodatabases or large, complex geodatabases, our experience allows us to design around the common pitfalls, problems, and inefficiencies that may not be readily apparent in geospatial database design. We also have experience with a wide variety of existing geospatial data (e.g., TIGER, the National Hydrography Dataset, the National Elevation Dataset, National Land Cover Data, and digital line graph) available from government agencies.





541-4A. Market Research and Analysis

Research is the cornerstone of RTI. We also uncover, understand, and amplify the “voice of the customer.” RTI provides the hybrid skill sets and expertise that can comprehensively guide and inform your strategy: from formative research to campaign development and creative production, from dissemination to evaluation.

Our team serves thinking organizations—from federal agencies to commercial clients—who look to improve public health, safety, the environment, and education at home and around our world. We identify and profile audiences, develop marketing and communications strategies, and influence and shape knowledge, attitudes, and behaviors.

Our scientists provide full-service quantitative and qualitative research capabilities—study design, instrument development, sample selection, statistical analysis, and reporting.

Our visual designers, illustrators, and storytellers craft 360-degree solutions through graphic design, branding psychology, content strategy, and technology.

Together, these RTI professionals have diverse audiences—experts, health care providers, and children, youth, and adults of all socioeconomic areas, backgrounds, and health statuses.

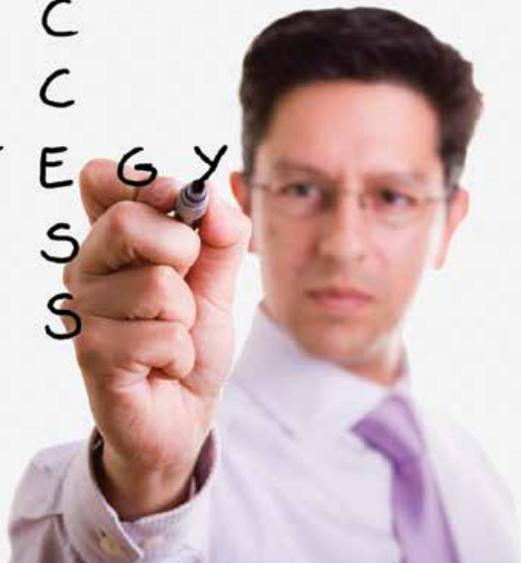
Selected services include

- Guiding consensus-building and strategy development
- Developing or enhancing customized marketing and implementation plans for dissemination
- Leading formative research and concept testing
- Designing and developing branding initiatives
- Driving public awareness of products, services, and issues
- Conducting market segmentation and analysis
- Establishing measurable marketing objectives
- Determining market trends and conditions to better identify and implement strategies
- Uncovering customer insights through focus groups, interviews, survey research, cognitive and usability testing, and polling activities
- Creating and managing call centers.

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541-4B. Video/Film Production

Whether you need a national PSA, a video testimonial, an animated film, or a training product, RTI can provide the expertise. RTI's award-winning videographers, animators, directors, writers, and video editors offer the latest in digital communications to write, shoot, edit, and capture. We produce attention-grabbing videos, radio spots, and podcasts that resonate and inspire action. Our experts can optimize your video distribution and outreach, as well as plan and support live streaming, webinars, and mobile videos.

Selected services include

- Creative visioning and strategic planning
- Writing, scripting, and editing
- Directing, casting, and narration
- Videography, animation, and final production
- Video scoring, music, and sound effects
- Online video campaigns, ads, and search engine optimization (SEO)
- Live-streaming, webinar support, and mobile video
- Digital distribution and analytics
- Radio production
- Podcasting
- 508-compliance consulting.





541-4C. Exhibit Design and Implementation Services



Whether you're planning a workshop with 50 attendees, a large-scale conference for thousands, or a virtual event, RTI makes it happen with detailed logistics, on-call service, and quality support that leave attendees remembering and retelling their positive experience with colleagues back home.

We create compelling events that feature a unifying theme and draw in those you want to reach. Our team energizes the event experience with the latest communication technologies and design—lighting, sound, audio, photo, video, and interactive media. RTI handles event design, promotion, and implementation, including arrangements for exhibits, staffing and speakers, postevent reporting, and close out.

Selected services include

- Custom, compelling interactive display graphics
- Conference app development
- Social media promotion
- Live-streaming and text-messaging support
- Virtual conference planning and development
- Video and photography services
- Light and sound production
- Guerrilla marketing
- Pricing and negotiations
- Logistics planning and rental coordination
- Collateral materials development
- Conference and exhibit management
- Speaker recruitment.





541-5. Integrated Marketing Services

We develop, execute, and evaluate integrated marketing approaches. Our portfolio of past marketing campaigns includes public relations and media, digital communications and web-based marketing, creative production, and community outreach.

Marketing, Media, and Outreach

RTI provides organizations with a wealth of expertise to successfully design, develop, and deliver communication interventions. RTI partners with clients to reach their lay, professional, and expert audiences.

Selected services include

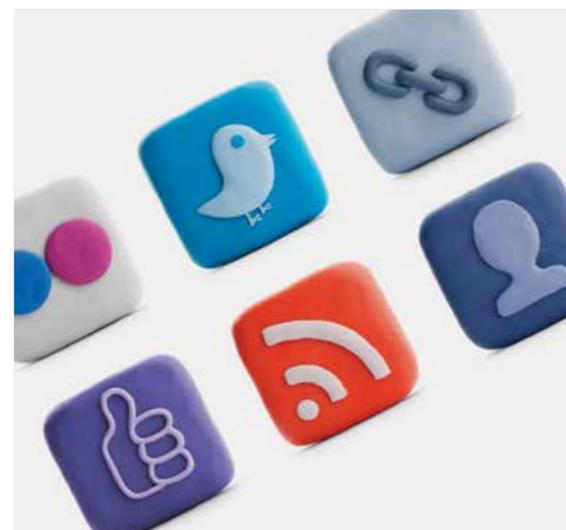
- Strategic communications
- Campaign development, implementation, and tracking
- Mainstream and trade media outreach
- Blogger outreach and online ambassador programs
- Partnership development and management
- Community-based and special populations outreach
- Multicultural communications
- Media buying and planning
- Press conferences and events
- Speech training.

Digital Strategy and Social Media Communications

RTI marries technology know-how with content and design expertise. Our clients look to us to optimize digital communications and social media to build and mobilize communities. We drive conversation and cultivate relationships with email marketing, SEO, online advocacy, inbound marketing, blogger outreach, online public relations, and online advertising.

Selected services include

- Strategic online campaigns
- Email marketing and SEO
- Digital promotion and outreach
- Online advertising and public relations
- Community management
- Social analytics
- E-learning
- Training and technical assistance
- Customer relationship management.





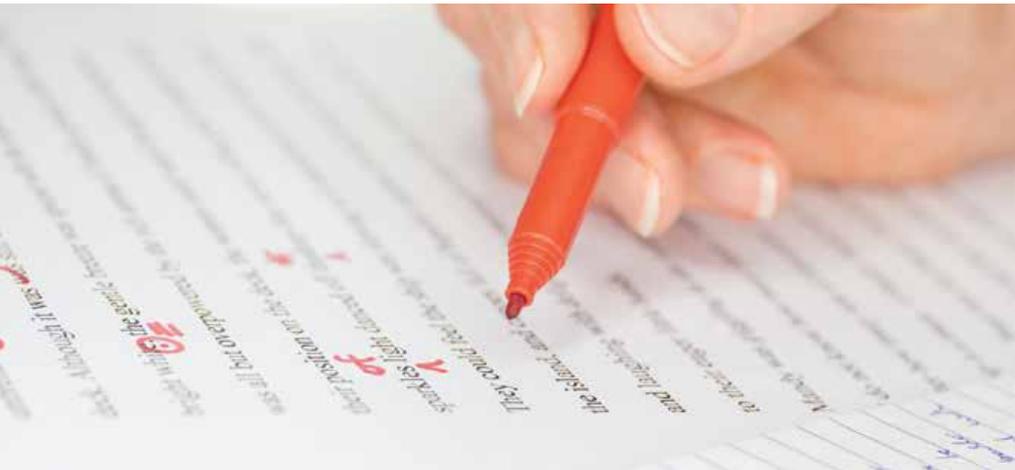
Web Design and Development

RTI's web design and development services will best showcase your content on any web-enabled device—from desktop to tablet or mobile phone. With our user-centered design process, RTI can support project web sites, mobile applications, e-book development, outreach materials, e-learning portals, and other online deliverables.

RTI offers comprehensive services to analyze, design, develop, and maintain our clients' sites. Our team includes Section 508 experts who champion accessibility and compliance. Our experts work with our usability specialists, visual designers, content strategists, and developers. Together, we have a strong history of advising clients on enhancing the user experience and achieving a "one web" vision.

Selected services include

- Web audit and analysis
- User research
- Web, mobile, and content strategy
- Visual design, information architecture, and navigation
- Wire-framing and prototyping
- Taxonomy strategies and implementation
- Apps, e-books, widgets, and APIs
- Collaboration platforms and blogs
- Open-source software development
- Section 508 compliance management.

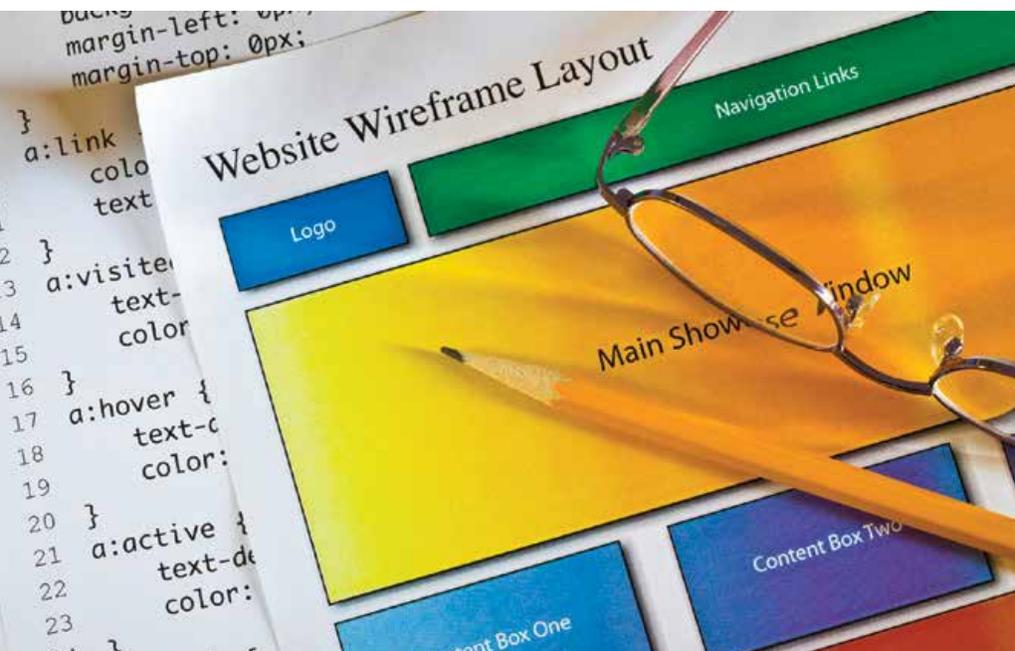


Publication Services

RTI's editors, writers, and document preparation specialists provide comprehensive support for the creation, editing, and publication of a wide variety of professional, scholarly, and marketing products and related materials. Whether web, interactive, or print, our team ensures effective communication tailored for both client preferences and the intended audience.

Selected services include

- Content development
- Technical writing and editing
- Document formatting
- Plain language writing and editing
- Health literacy consulting
- File conversion for Section 508 compliance
- Transcription and transcreation.





Creative Design

Our award-winning design team ensures information is effectively and attractively presented for the appropriate audience. Drawing on our formative research, RTI develops messages and materials for print, video, radio, broadcast, web, mobile, and interactive formats.

Selected services include

- Branding and logo design
- Illustration
- Photography
- Materials development
- Large format displays and exhibits
- Interactive presentations.





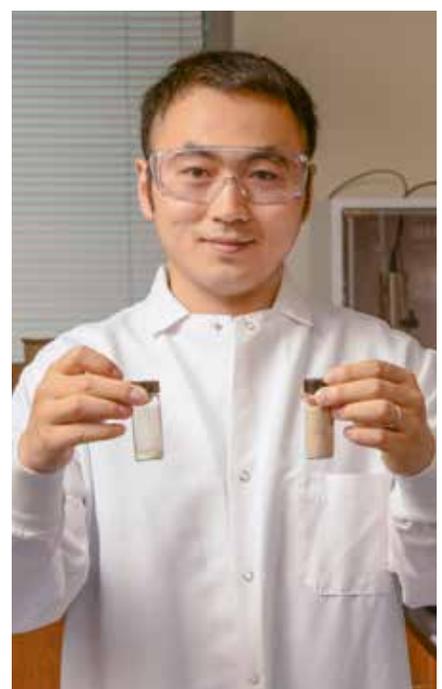
Professional Engineering Services (PES)

RTI offers our federal clients a wide range of chemical, electrical, and mechanical engineering services. Our staff offer diverse technical skills in engineering and physical sciences, health and medicine, environmental protection, technology commercialization, decision support systems, and education and training.

As an independent, nonprofit, applied research and development organization, RTI conducts projects for and provides technical services to clients in industry and the government, including the Department of Defense, Environmental Protection Agency, National Aeronautics and Space Administration, Federal Aviation Administration, and the Department of Energy. Our talents extend across the full range of primary engineering disciplines (chemical, electrical, mechanical) and include the following associated specialties:

- Chemical engineering: refining, biotechnology, pollution control systems, aerosols, catalysis, process development, and nanomaterials
- Electrical engineering: aerospace and electronic systems, circuits and systems, geoscience and remote sensing, lasers and electro-optics, reliability, signal processing, antennas and propagation, engineering management, control systems, instrumentation and measurement, and semiconductors
- Mechanical engineering: dynamic systems and control, management, technology and society, electrical and electronic packaging.

Throughout our more than 50 years of existence, RTI has consistently demonstrated its professional engineering expertise in translating system concepts into a preliminary and detailed design; performing risk identification, analysis, and mitigation; establishing traceability; and integrating the various components of a design to produce a working prototype of the system.





Strategic Planning for Technology Programs/ Activities Services: SIN 871-1

Chemical Engineering

Chemical engineering is a focus for several of the analyses that RTI conducts for EPA's Environmental Technology Verification (ETV) program. This work includes nitrous oxide controls; dust suppressants for roads; and volatile organic compound (VOC) controls for chemical processes, including bioreaction systems. For each of these systems, RTI studies underlying chemical processes as well as control technologies so that control efficiency goals and objectives may be determined.

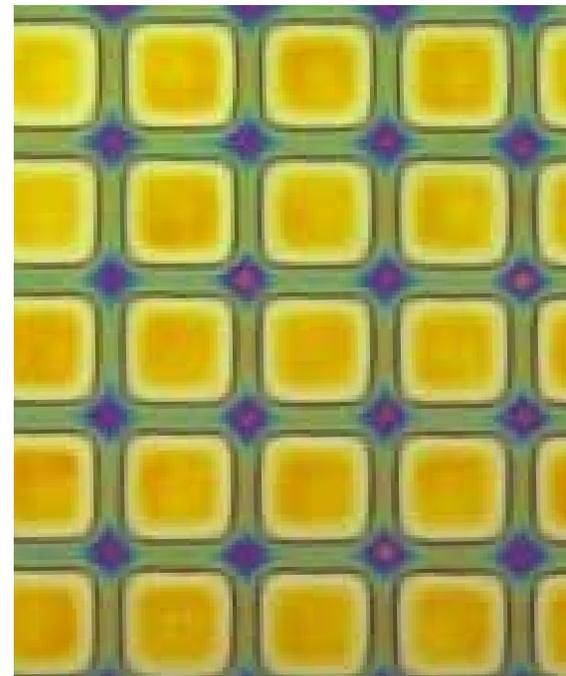
Since 1997, RTI has performed an analysis of the ETV mission and the program goals and objectives, as well as requirements analysis, organizational performance assessment, special studies and analysis, and privatization and outsourcing. RTI develops test protocols that include an analysis of all processes and conducts full measurements of input and output chemical streams and energy as appropriate.

We then perform the tests or outsource them to other laboratories, based on the test protocol requirements. Outsourcing is through subcontracts to

major testing firms and with purchase orders for specified laboratory services. We publish a report for each product verified (tested). As of June 2002, 29 verifications have been completed and 17 are in progress. There is an ongoing assessment of the ETV process, with an emphasis on moving toward privatization of the program where vendors pay the cost of the verifications.

Mechanical Engineering

RTI provides a broad range of mechanical engineering expertise to the ETV process. Our mechanical engineers verify many of the technologies, including fuel additives, alternative fuels, reformulated fuels and lubricants for mobile diesel engines, controls for gas turbine electrical generation plants, paint overspray arrestors used in the aerospace industry, and baghouse filtration products used for power plants and other industrial applications.





Concept Development and Requirements Analysis Services: SIN 871-2

Chemical Engineering

Chemical engineers at RTI have studied biocontaminants in buildings for over 10 years and have developed test requirements and protocols for EPA and the National Risk Management Laboratory. Our scientists perform this work in RTI's Environmental Microbiology Laboratory, a state-of-the-art microbiology research laboratory that functions as a Class 10,000 cleanroom. The lab has been primarily used to conduct experiments involving the growth and dispersion of biocontaminants from various building materials and to study emission rates of biocontaminants from surfaces with actively growing microorganisms.

Our concept development and requirements analyses are a close collaboration between the chemical engineers who study aerosol dynamics and chemistry and the microbiologists who study the biological process. The dynamics of bioaerosols has broader ramifications that reach to homeland security, pharmaceuticals, indoor air quality, and other technologies.

Electrical Engineering

In electrical engineering, RTI works closely with NASA Langley Research Center on synthetic vision display systems for general aviation. We are using cost-effective synthetic/enhanced vision displays; worldwide navigation, terrain, obstruction, and airport databases; and Global Positioning System-derived navigation to eliminate "visibility-induced" errors for all aircraft.

We are planning rigorous testing of the developed system to determine optimal distribution of information among the multi-function display (MFD), the primary function display (PFD), and perhaps the heads-up display (HUD). The integrated system will include optional forward-looking infrared (FLIR) sensor information presented on either of the head-down displays or optional HUD. Both systems will use a low-cost attitude and heading reference system (AHRS) and modest air data inputs and will support integration with an autopilot.

This project illustrates RTI's strong electrical and aerospace engineering qualifications to plan, develop, evaluate, and demonstrate a complex airborne system. RTI's technical skill encompasses the design, development, testing, and manufacture of low-cost, certifiable, fast-track, and integrated synthetic vision systems for ultimate installation in existing and newly manufactured general aviation aircraft.

Mechanical Engineering

RTI mechanical engineers are currently working with the Federal Aviation Administration (FAA) Associate Administrator for Commercial Space Transportation (AST) to

- Develop regulatory requirements and safety standards
- Produce technical reviews and assessments of analysis, procedures, and tests related to applications for license approvals and to mishaps
- Conduct safety inspections and monitor licensed or approved operations

- Train AST staff in various safety areas
- Provide quick-response support of urgent AST safety priorities, duties, and related responsibilities.

Specific tasks include the development of an Internet-based, multi-user Launch Site Risk Assessment program; revisions to regulatory rules and guidance associated with licensing commercial space launch activities; aircraft and ship density hazard model development; Reusable Launch Vehicle operations and maintenance safety analysis; debris survivability analysis; safety assessments for existing federal launch sites; support to FAA/AST in national safety requirements forums; maximum probable loss analysis for various launch vehicles; general training program development and implementation for AST new hires; and hazardous operations and qualification training for all AST staff.

This work demonstrates RTI's mechanical engineering qualifications to plan, design, develop, and deliver technical and engineering services for the safe operation of complex launch and reentry aerospace systems. Our staff have the necessary technical experience and skill and are experts in range safety, trajectory modeling, explosive debris propagation, instructional material development, and technology-based instructional material delivery. In this project, RTI meets our federal client needs in aerospace engineering, safety engineering and risk analysis, fluids engineering, and information storage and processing systems.



System Design, Engineering, and Integration Services: SIN 871-3

Electrical Engineering

RTI has applied its electrical engineering capabilities to help NASA Langley Research Center design a low-cost terminal area weather radar (TAWR) system as well as to create a mechanism to communicate weather hazards to aviators through a two-way communications link. During this project, RTI performed the following tasks:

- Assembled requirements from stakeholders of aviation operations
- Converted minimum performance requirements into top-level engineering specifications for a radar and the network interface for two-way communications
- Provided a top-level cost estimate for a developmental hardware and software system using commercial-off-the-shelf technology
- Developed a top-level design for the remote network interface
- Procured the computer system
- Developed and conducted verification and validation tests for the computer system
- Developed an integrated design for interfacing the NASA HSR radar with the remote network interface system
- Developed a high-level wiring diagram for installation of the system in a mobile van
- Integrated the radar and the network interface system
- Demonstrated the system.

This work with Langley illustrates RTI's ability to design and implement a complex weather radar-based system that provides weather and aviation hazard information in the terminal area of selected airports. During this project, RTI provided electrical engineering specialties in aerospace and electronic systems, signal processing, antennas and propagation, computers, remote sensing, information theory, reliability, communications, instrumentation and measurement, microwave theory and techniques, and engineering management.

Mechanical Engineering

In a project for Lockheed Martin Mission Systems, RTI provided safety engineering expertise to support project subcontractor Infoware Systems, Inc. (ISI). RTI won the project assignment to

- Develop requirements and performance reports
- Develop algorithms for the Flight Ops and Analysis (FOA) system
- Develop and document a verification process for the algorithms developed
- Assist ISI in the assessment of nondevelopmental items/government-furnished equipment (NDI/GFE) products to determine their adequacy for the planned upgrades.

To ensure that FOA satisfied all applicable flight safety requirements, RTI supported ISI in analyzing and developing applicable math models and algorithms. These algorithms included aircraft, ship, and at-sea structure hit probability algorithms and destruct criteria generation. RTI also provided initial verification of both developed and existing algorithms. To accomplish this task, RTI provided specific test sets for individual FOA algorithms and ensured that the Eastern Test Range Operational Performance Test and Certification requirements were met.

This project illustrates RTI's qualifications in the design and integration of a system that supports range safety evaluation at two U.S. Air Force ranges. RTI provided broad mechanical engineering skills in dynamic systems and control, aerospace engineering, engineering management, safety engineering and risk analysis, fuels and combustion technologies, and information storage and processing systems.



Test and Evaluation Services: SIN 871-4

Chemical Engineering

RTI is highly qualified in chemical engineering, having conducted multiple research, development, and engineering projects in filter science and testing for EPA. We recently developed and verified a chemical, biological, and radiological (CBR) test method that evaluates the pressure drop and gaseous contaminant removal efficiencies of different commercial sorptive filters and, potentially, novel technologies. This test method refines and documents methods from previous RTI research for the American Society of Heating, Refrigerating, and Air Conditioning Engineers and EPA, using challenge contaminants appropriate for the CBR application.

The chemical engineering expertise used in this project includes experimental design; adsorption of gases; preparation, handling, and measurement of chemical and biological aerosol challenges; and interpretation of the test results. Other aspects of this project work that RTI conducted include

- Prototype testing
- Environmental testing
- Independent verification and validation
- Simulation and modeling
- Quality assurance
- Physical testing of products and systems.

Facilities

RTI's aerosol research and testing program has been outstanding for more than 20 years, with bioaerosols added in 1990. RTI has extensive bioaerosol and microbiological facilities to handle and test bioaerosols. A room-sized chamber with controlled airflow, temperature, and relative humidity has specially designed containment for microbiological aerosols.

The RTI filter test facility is equipped with full-sized test ducts, aerosol generators, and particle instrumentation. Filters and air cleaners with flow rates up to 3000 ACFM can be evaluated. This equipment was used to develop the proposed ASHRAE 52.2 method of test.

Electrical Engineering

In electrical engineering, RTI helped NASA Langley Research Center expand the capabilities of a real-time processing/display computer by correcting deficiencies noted during earlier flight tests and adding enhancements as required for additional real-time display capabilities during further flight testing. To accomplish the high-level requirements of the project, RTI provided the necessary expertise to

- Investigate alternative digital signal processing (DSP) configurations to facilitate upgrades and enhancements to the underlying system algorithms
- Investigate hardware changes needed to buffer data passed between recorder and processing computer
- Organize an integrated product team meeting to present the results of the investigations
- Add direct two-way communication paths between DSPs and the host
- Add the output of turbulence information to the avionics display via ARINC 453 bus
- Replace LabCVI graphics routines with OpenGL



- Generalize input DSP software to accept a wider range of turbulence waveforms
- Upgrade a network-accessible weather radar system in a van to serve as the test bed for the flight system
- Add a provision to play back 429 data time-synchronized with the I/Q data to simulate the aircraft environment for the real-time display/processing computer
- Provide flight test and validation support, including participation in instrument check flights, review of displays and recorded data, and corrections.

This project illustrates RTI's electrical engineering qualifications and capabilities to modify and enhance a complex airborne sensor/detector/display system and to test and evaluate that system in its intended operational environment. We used a system engineering approach that followed ISO 9000 quality management system precepts to achieve project objectives.

Mechanical Engineering

Currently, RTI is working with ManTech SRS Technologies, Inc., to analyze, test, and evaluate flight safety for generally known and expected launch vehicles. RTI will provide expert personnel to

- Calculate impact probabilities and assess hazards and risks to life and property from launch vehicle flight failures
- Develop safety criteria and missile abort logic
- Develop mathematical models, algorithms, and computer programs for evaluation of instantaneous impact prediction
- Develop performance requirements for range instrumentation, processing equipment, and display systems for use in real-time launch support
- Evaluate hazards associated with launch vehicle launch operations
- Provide engineering and technical support to the Interagency Nuclear Safety Review Panel/Launch Abort Subpanel for Eastern Range missions

- Evaluate design requirements for range safety ground systems and flight safety support systems.

This project illustrates RTI's mechanical engineering qualifications for testing and evaluating complex missile and space booster launch operations. RTI staff have the experience and expertise necessary to address all of the tasks described above and to achieve the overall objective of the project, which is to support 45 Space Wing (SW) Range Safety and the 45 SW Commander in carrying out responsibilities for the safety of the public, the general Cape Canaveral Air Force Station population, and all range users as derived from the applicable public laws. We performed this work by providing expertise in aerospace engineering, safety engineering and risk analysis, fluids engineering, statistical analysis, information storage and processing systems, dynamic systems and control, applied mechanics, advanced energy systems, fuels and combustion technologies, heat transfer, power, technology and society, nondestructive evaluation engineering, noise control and acoustics, and engineering management.



Integrated Logistics Support Services: SIN 871-5

Chemical Engineering

RTI is a recognized leader in aerosol challenge tests of protective garments, having developed the systems and swatch test methodologies now specified by the Department of Defense for aerosol challenge tests. Since 1985, RTI has provided ergonomic/human performance analysis, testing, and method development for the U.S. and Canadian military and for first responders such as fire departments. Over 430 full-scale human subject tests, over 200 manikin tests, and over 150 swatch tests have been performed.

Recently, RTI performed an ergonomic/human performance analysis of the level of aerosol protection afforded by chemical protective garments and equipment worn by the U.S. military. System-level, human-use, aerosol challenge tests were performed in RTI's full-scale aerosol exposure chamber/wind tunnel. The wind tunnel room contains a 3.1-m diameter, 40-hp vane-axial fan centrally located in a 9.3- X 15-m sealed room. Wind speeds up to 30 mph may be achieved within the 2-m diameter test section. The facility provided controlled temperature, humidity, wind speed, and aerosol conditions.

During this analysis, military personnel or other test subjects wore the equipment and performed a standard series of exercises. The challenge aerosol was a safe, fluorescently tagged, and aerosolized powder. The fluorescent tracer in the aerosol allowed the amount of aerosol deposited on skin to be directly measured after each test was performed. RTI also has a swatch test apparatus for the aerosol challenge of fabric samples that operates at controlled temperature and humidity conditions (typically, 90°F and 60% RH), constant 0.1-inch H₂O pressure drop, and constant face-velocity modes. Microbiological aerosol test facilities at RTI can be used for the generation and measurement of biological aerosols, if required for testing.

The chemical engineering expertise that RTI used in this work included preparation, handling, and measurement of chemical and biological aerosol challenges and evaluation of results. In addition, the means of tagging the solid-phase silica powder with the fluorescent tracer was developed by RTI under prior contract with the U.S. Navy. When testing requires, we can also test with liquid-phase challenge aerosols.



Price List

GS-00F-354CA—RTI International





Customer Information

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

SIN	SIN Description
Mission Oriented Business Integrated Services (MOBIS)	
874-1	Integrated Consulting Services
Environmental Services (ES)	
899-1	Environmental Consulting Services
899-3	Environmental Training Services
899-7	Geographic Information Systems (GIS) Services
Advertising and Integrated Marketing Services (AIMS)	
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
Professional Engineering	
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
Order Level Materials	
00CORP-500	Order Level Materials

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
- 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/. 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 - 4/30/2018	5/01/2018 - 9/29/2018	9/30/2018 - 9/29/2019	9/30/2019 - 9/29/2020
Mission Oriented Business Integrated Services (MOBIS) 874-1						
Senior Advisor	\$329.55	\$339.63	\$350.03	\$350.03	\$360.74	\$371.78
Project Director	\$225.49	\$232.39	\$239.50	\$239.50	\$246.83	\$254.38
Project Associate 2	\$124.09	\$127.89	\$131.80	\$131.80	\$135.83	\$139.99
Project Associate 1	\$91.84	\$94.65	\$97.55	\$97.55	\$100.53	\$103.61
Administrative Support [SCA 01020]	\$78.72	\$81.13	\$83.61	\$83.61	\$86.17	\$88.81
Word Processors [SCA 01613]	\$53.37	\$55.00	\$56.69	\$56.69	\$58.42	\$60.21
Senior Editor	\$177.71	\$183.15	\$188.75	\$188.75	\$194.53	\$200.48
Graphics Designer / Illustrator	\$155.81	\$160.58	\$165.49	\$165.49	\$170.56	\$175.77
Editor / Graphics Designer 2	\$145.44	\$149.89	\$154.48	\$144.00	\$148.41	\$152.95
Editor / Graphics Designer 1	\$117.83	\$121.44	\$125.15	\$125.15	\$128.98	\$132.93
Publishing Associate 2	\$94.73	\$97.63	\$100.62	\$100.62	\$103.70	\$106.87
Publishing Associate 1	\$69.76	\$71.89	\$74.09	\$74.09	\$76.36	\$78.70
Sr. Survey Scientist 4	\$402.92	\$415.25	\$427.96	\$375.43	\$386.92	\$398.76
Sr. Survey Scientist 3	\$282.85	\$291.51	\$300.43	\$300.43	\$309.62	\$319.09
Sr. Survey Scientist 2	\$220.15	\$226.89	\$233.83	\$233.83	\$240.98	\$248.36
Sr. Survey Scientist 1	\$193.47	\$199.39	\$205.49	\$197.27	\$203.31	\$209.53
Midlevel Survey Scientist 2	\$156.11	\$160.89	\$165.81	\$165.81	\$170.88	\$176.11
Midlevel Survey Scientist 1	\$130.74	\$134.74	\$138.86	\$132.00	\$136.04	\$140.20
Associate Survey Scientist 2	\$109.39	\$112.74	\$116.19	\$109.74	\$113.10	\$116.56
Associate Survey Scientist 1	\$85.39	\$88.00	\$90.70	\$90.00	\$92.75	\$95.59
Research Assistant 2: Survey Scientist	\$72.05	\$74.25	\$76.53	\$76.53	\$78.87	\$81.28
Research Assistant 1: Survey Scientist	\$62.70	\$64.62	\$66.60	\$66.60	\$68.63	\$70.73
Data Collection Support	\$45.36	\$46.75	\$48.18	\$48.18	\$49.65	\$51.17
Interviewer [SCA 01420]	\$40.02	\$41.24	\$42.51	\$42.51	\$43.81	\$45.15
Sr. Social Scientist 4	\$357.56	\$368.50	\$379.78	\$379.78	\$391.40	\$403.38
Sr. Social Scientist 3	\$300.20	\$309.39	\$318.85	\$318.85	\$328.61	\$338.67
Sr. Social Scientist 2	\$240.15	\$247.50	\$255.07	\$255.07	\$262.88	\$270.92
Sr. Social Scientist 1	\$189.44	\$195.24	\$201.21	\$201.21	\$207.37	\$213.71
Midlevel Social Scientist 2	\$165.43	\$170.49	\$175.71	\$175.71	\$181.09	\$186.63
Midlevel Social Scientist 1	\$133.41	\$137.49	\$141.70	\$141.70	\$146.04	\$150.50
Associate Social Scientist 2	\$120.07	\$123.74	\$127.53	\$122.43	\$126.18	\$130.04
Associate Social Scientist 1	\$94.73	\$97.63	\$100.62	\$100.62	\$103.70	\$106.87
Research Assistant 2: Social Scientist	\$82.72	\$85.25	\$87.86	\$87.86	\$90.55	\$93.32
Research Assistant 1: Social Scientist	\$69.38	\$71.50	\$73.69	\$73.00	\$75.23	\$77.54
Sr. Statistician 4	\$394.92	\$407.00	\$419.46	\$419.46	\$432.29	\$445.52
Sr. Statistician 3	\$290.85	\$299.75	\$308.92	\$308.92	\$318.38	\$328.12
Sr. Statistician 2	\$249.49	\$257.12	\$264.99	\$264.99	\$273.10	\$281.46
Sr. Statistician 1	\$196.13	\$202.13	\$208.32	\$208.32	\$214.69	\$221.26
Midlevel Statistician 2	\$178.77	\$184.24	\$189.88	\$189.88	\$195.69	\$201.68
Midlevel Statistician 1	\$154.76	\$159.50	\$164.38	\$164.38	\$169.41	\$174.59
Associate Statistician 2	\$129.42	\$133.38	\$137.46	\$137.46	\$141.67	\$146.00
Associate Statistician 1	\$109.39	\$112.74	\$116.19	\$116.19	\$119.74	\$123.41


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 - 4/30/2018	Year 3 5/01/2018 - 9/29/2018	Year 4 9/30/2018 - 9/29/2019	Year 5 9/30/2019 - 9/29/2020
Mission Oriented Business Integrated Services (MOBIS) 874-1						
Research Assistant 2: Statistician	\$98.72	\$101.74	\$104.85	\$104.85	\$108.06	\$111.37
Research Assistant 1: Statistician	\$82.72	\$85.25	\$87.86	\$87.86	\$90.55	\$93.32
Sr. Computer Programmer/ Scientist 4	\$282.85	\$291.51	\$300.43	\$300.43	\$309.62	\$319.09
Sr. Computer Programmer/ Scientist 3	\$253.48	\$261.24	\$269.23	\$269.23	\$277.47	\$285.96
Sr. Computer Programmer/ Scientist 2	\$238.82	\$246.13	\$253.66	\$253.66	\$261.42	\$269.42
Sr. Computer Programmer/ Scientist 1	\$194.79	\$200.75	\$206.89	\$214.00	\$220.55	\$227.30
Midlevel Computer Programmer/ Scientist 2	\$180.12	\$185.63	\$191.31	\$191.31	\$197.17	\$203.20
Midlevel Computer Programmer/ Scientist 1	\$157.42	\$162.24	\$167.20	\$167.20	\$172.32	\$177.59
Associate Computer Programmer/ Scientist 2	\$148.10	\$152.63	\$157.30	\$147.00	\$151.50	\$156.13
Associate Computer Programmer/ Scientist 1	\$121.42	\$125.14	\$128.96	\$128.96	\$132.91	\$136.98
Research Asst 2: Computer Programmer/ Scientist	\$101.40	\$104.50	\$107.70	\$104.50	\$107.70	\$110.99
Research Asst 1: Computer Programmer/ Scientist	\$84.05	\$86.62	\$89.27	\$89.27	\$92.00	\$94.82
Senior Environmental Scientist 4	\$292.19	\$301.13	\$310.35	\$310.35	\$319.84	\$329.63
Senior Environmental Scientist 3	\$214.81	\$221.38	\$228.16	\$228.16	\$235.14	\$242.33
Senior Environmental Scientist 2	\$186.78	\$192.50	\$198.39	\$198.39	\$204.46	\$210.71
Senior Environmental Scientist 1	\$150.77	\$155.38	\$160.14	\$160.14	\$165.04	\$170.09
Midlevel Environmental Scientist 2	\$128.09	\$132.01	\$136.05	\$136.05	\$140.21	\$144.50
Midlevel Environmental Scientist 1	\$104.07	\$107.25	\$110.54	\$110.54	\$113.92	\$117.40
Associate Environmental Scientist 2	\$94.73	\$97.63	\$100.62	\$100.62	\$103.70	\$106.87
Associate Environmental Scientist 1	\$76.06	\$78.39	\$80.79	\$80.79	\$83.26	\$85.81
Research Assistant 2: Environmental Scientist	\$68.05	\$70.13	\$72.28	\$72.28	\$74.49	\$76.77
Research Assistant 1: Environmental Scientist	\$60.05	\$61.89	\$63.78	\$63.78	\$65.73	\$67.74
Senior Engineer 4	\$321.54	\$331.38	\$341.52	\$341.52	\$351.97	\$362.74
Senior Engineer 3	\$260.17	\$268.13	\$276.34	\$276.34	\$284.79	\$293.51
Senior Engineer 2	\$220.15	\$226.89	\$233.83	\$233.83	\$240.98	\$248.36
Senior Engineer 1	\$206.81	\$213.14	\$219.66	\$219.66	\$226.38	\$233.31
Midlevel Engineer 2	\$186.78	\$192.50	\$198.39	\$198.39	\$204.46	\$210.71
Midlevel Engineer 1	\$144.09	\$148.50	\$153.04	\$153.04	\$157.73	\$162.55
Associate Engineer 2	\$124.09	\$127.89	\$131.80	\$131.80	\$135.83	\$139.99
Associate Engineer 1	\$113.42	\$116.89	\$120.47	\$120.47	\$124.15	\$127.95
Research Assistant 2: Engineer	\$112.07	\$115.50	\$119.03	\$106.02	\$109.26	\$112.61
Research Assistant 1: Engineer	\$81.40	\$83.89	\$86.46	\$86.46	\$89.10	\$91.83
Engineer Technician 2	\$93.40	\$96.26	\$99.20	\$99.20	\$102.24	\$105.37
Engineer Technician 1	\$85.39	\$88.00	\$90.70	\$90.70	\$93.47	\$96.33


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
Environmental Services 899-1, 899-3, 899-7					
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
Environmental Services 899-1, 899-3, 899-7 <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
Advertising and Integrated Marketing Services 541-4A, 541-4B, 541-4C, 541-5					
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
Advertising and Integrated Marketing Services 541-4A, 541-4B, 541-4C, 541-5 <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
Professional Engineering Services 871-1, 871-2, 871-3, 871-4, 871-5					
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
Meeting Costs Based on 150 People		
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
CD Duplication Pricing		
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
Stock Packaging Options		
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
Color Copy Inserts		
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
DVD Duplication Pricing		
DVD Duplicating - Black	DVD	\$22.50
DVD Duplicating - Full Color	DVD	\$42.50

(continued)


Other Direct Costs 541-1000 *(continued)*

Support Product (ODCs)	Unit of Issue	Price
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
Replication w/4 Color Wallets		
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
Equipment Rental		
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.

Order Level Materials

Order Level Materials (OLMs) are supplies and/or materials acquired in direct support of an individual task or delivery order placed against a Schedule contract that are not defined, priced, or awarded at the Schedule contract level. OLMs are not “open market items”.

OLMs are defined and priced at the ordering activity level in accordance with GSAR 552.238-82 and are inclusive of the Industrial Funding Fee (IFF) and indirect cost burdens on ODCs at current provisional rates.



Labor Category Descriptions

FOR LABOR CATEGORIES UNDER SIN 874-1

Labor Category	Level	Description	Minimum Experience	Minimum Education
Project Management				
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.	12	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
Communications Specialists				
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
Communications Specialists				
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
Survey Scientists				
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
Survey Scientists				
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
Social Scientists				
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
Social Scientists				
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
Statisticians				
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
Statisticians				
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
Computer Programmers/Scientists				
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
Computer Programmers/Scientists				
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.	0	BA/BS
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
Environmental Scientists				
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.

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Labor Category Descriptions *(continued)*
FOR LABOR CATEGORIES UNDER SIN 874-1

Labor Category	Level	Description	Minimum Experience	Minimum Education
Environmental Scientists				
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
Engineers				
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
Engineers				
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.	0	BA/BS
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
Senior Level Professionals				
(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

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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
Senior Level Professionals				
(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
Senior Level Professionals				
(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

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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
Senior Level Professionals				
(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
Mid Level Professionals				
(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

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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
Mid Level Professionals				
(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

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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
Mid Level Professionals				
(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
Mid Level Professionals				
(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
Junior Level Professionals				
(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

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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
Junior Level Professionals				
(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
Junior Level Professionals				
(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
Entry Level Professionals				
(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

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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
Entry Level Professionals				
(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

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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
Entry Level Professionals				
(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
Creative Services			
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
Creative Services			
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
Marketing Specialists			
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
Marketing Specialists			
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
Survey Scientists			
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
Survey Scientists			
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
Statisticians			
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

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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
Statisticians			
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

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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
Statisticians			
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
Computer Programmers			
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

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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
Computer Programmers			
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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