

# General Services Administration

## Federal Supply Service

### Authorized Federal Supply Schedule Price List

## Multiple Award Schedule (MAS)

On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order are available through GSA Advantage!®, a menu-driven database system. The INTERNET address for GSA Advantage!® is: [GSAAdvantage.gov](http://GSAAdvantage.gov).

For more information on ordering from Federal Supply Schedules go to the GSA Schedules page at [GSA.gov](http://GSA.gov).

Prices shown herein are net (discount deducted)

**Contract Number:** 47QRAA18D002R

**Contract Period:** December 22, 2017 to December 21, 2022  
**FSC/PSC Code:** R414, R499, R408, R704, R425, F999, 0000  
**Federal Supply Group:** Professional Services  
Scientific Management and Solutions  
Miscellaneous

**Contractor Name:** **WSP USA Solutions Inc.**  
**dba WSP**

**Address:** 1250 23rd St. NW Fl 3  
Washington, DC 20037  
**Phone Number:** 202-303-2613  
**Fax Number:** 202-293-0787  
**E-mail:** [cristina.roman@wsp.com](mailto:cristina.roman@wsp.com)  
**Website:** <http://www.wsp.com>

**Contract Administrator:** Cristina C Roman

**Business Size:** Other than Small



# Customer Information

1a. Table of awarded special item number(s) with appropriate cross-reference to item descriptions and awarded price(s):

Special Item Number	Special Item Number Description	Labor Category Description Page	Awarded Price Page
541330ENG/RC	Engineering Services	5 – 10	11
541370GIS/RC	Geographic Information Systems (GIS) Services	16 – 22	23
541380/RC	Testing Laboratory Services	5 – 10	11
541420/RC	Engineering System Design and Integration Services	5 – 10	11
541611/RC	Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services	12 – 14	15
541620/RC	Environmental Consulting Services	16 – 22	23
541715/RC	Engineering Research and Development and Strategic Planning	5 – 10	11
562910REM/RC	Environmental Remediation Services	16 – 22	23
611430/RC	Professional and Management Development Training	16 – 22	23
OLM/RC	Order-Level Materials (OLM)	Defined at Order Level	Defined at Order Level

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: N/A

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: Please see pages 5 – 11, 13 – 14, and 16 – 23.

2. Maximum order:

Special Item Number	Maximum Order
541330ENG/RC	\$1,000,000
541370GIS/RC	
541380/RC	\$250,000
541420/RC	\$1,000,000
541611/RC	
541620/RC	
541715/RC	
562910REM/RC	
611430/RC	\$250,000
OLM/RC	

3. Minimum order: \$100



- 4. Geographic coverage (delivery area):** Domestic and Overseas
- 5. Point of production:** US
- 6. Discount from list prices or statement of net price:** Prices Shown Herein are Net (discount deducted).
- 7. Quantity discounts:** N/A.
- 8. Prompt payment terms:** Net 30. Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions.
- 9. Foreign items:** N/A.
- 10a. Time of delivery:** Specified on the Task Order
- 10b. Expedited delivery:** Items available for expedited delivery are noted in this price list.
- 10c. Overnight and 2-day delivery:** Contact Contractor
- 10d. Urgent requirements:** Please note the Urgent Requirements clause of this contract and contact Contractor.
- 11. F.O.B. point:** Destination
- 12a. Ordering address:** Same as company address
- 12b. Ordering procedures:** For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA's) are found in Federal Acquisition Regulation (FAR) 8.405-3.
- 13. Payment address:** Same as company address
- 14. Warranty provision:** N/A
- 15. Export packing charges, if applicable:** N/A
- 16. Terms and conditions of rental, maintenance, and repair (if applicable):** N/A.
- 17. Terms and conditions of installation (if applicable):** N/A
- 18a. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable):** N/A.
- 18b. Terms and conditions for any other services (if applicable):** N/A
- 19. List of service and distribution points (if applicable):** N/A
- 20. List of participating dealers (if applicable):** N/A
- 21. Preventative maintenance (if applicable):** N/A



**22a. Special attributes such as environmental attributes (e.g., recycled content, energy efficiency, and/ or reduced pollutants): N/A**

**22b. If applicable, indicate that Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services and show where full details can be found (e.g. contractor's website or other location.) The EIT standards can be found at: [www.Section508.gov/](http://www.Section508.gov/). – N/A**

**23. Data Universal Number System (DUNS) number: 080244851**

**24. System for Award Management Registration: WSP USA Solutions Inc. dba WSP is registered in the System for Award Management (SAM) database.**



## GSA Approved Labor Category Descriptions

SINs 541330ENG, 541420, 541380, 541715

Substitution / Equivalency Table:

Degree Requirements*	Equivalency
Associate's Degree	High School Diploma/GED + 2 years of general experience**
Bachelor's Degree	Associate's Degree+ 6 years of general experience**
Master's Degree	Bachelor's Degree + 4 years of general experience**
Ph.D.	Master's + 3 years of general experience**

\* In addition to the degree equivalencies above, a Secret Clearance may be substituted for one year of general experience and a TS/SCI Clearance may be substituted for two years of general experience.

\*\* Years of experience are in addition to the specific years of experience requirements in each labor category

\*\*\* The substitution methodology above is not applicable to Engineer I, Engineer II, Engineer III, or Engineer IV.

- **Architect / Landscape Architect:**

**Functional Responsibilities:** Individual may possess knowledge and experience in a wide range of architectural projects. Carries out assignments associated with the analysis and evaluation of architectural issues. Specific duties may include gathering and correlating basic data, preparing site analysis for land use, arranging concept layouts and schematic designs and organizing environmental/engineering studies.

**Qualifications and Requirements:**

- Architect / Landscape Architect I:
  - Minimum 3 years of experience.
  - BS/BA Degree in Architecture or related field.
  - Registered Architect license preferred.
- Architect / Landscape Architect II:
  - Minimum 8 years of experience.
  - MS/MA Degree in Architecture or related field.
  - Registered Architect license preferred.

- **Architectural Designer:**

**Functional Responsibilities:** Individual may possess knowledge and experience in a wide range of architectural design projects for construction, renovation and relocation assignments of moderate size and complexity. Analyzes customer requirements and proposes finish statements, performs field measurements, documents as-built and existing conditions, contributes to furniture selection and specifications. Coordinates technical activities with employees in other disciplines. Other duties may include interior field surveys, design, CADD drafting, statement of work development and cost estimates.

**Qualifications and Requirements:**

- Architectural Designer I:
  - 0 years of experience.
  - BS/BA Degree in Architecture, Interior Design or related field.
- Architectural Designer II:
  - Minimum 8 years of experience.



- BS/BA Degree in Architecture, Interior Design or related field. If Degree is in Interior Design, an Interior Design License is preferred.
- **CADD Operator:**

**Functional Responsibilities:** Completion of several courses in drafting preferred. A certification in CADD and/or a certification in Drafting Technical Trade School is desired. Individual may possess knowledge and experience with AutoCADD, floor plans, elevations, sections, scale drawings, layering and concept design for architects and engineers. Duties may include configuring and maintaining CADD libraries, engineering documentation management systems and CADD computer network systems. Individual may possess knowledge of 3-D High-Tech Animation for software 3-D Studio Maxx or 3-D Studio VIZ.

**Qualifications and Requirements:**

  - CADD Operator I:
    - 0 years of experience.
    - High school diploma.
  - CADD Operator II:
    - Minimum 5 years of experience.
    - High school diploma.
- **Cost Estimator:**

**Functional Responsibilities:** Individual may possess knowledge and experience in developing project estimates using quantity take offs from project drawings and specifications at varying stages of the project including final design stage. The estimator also provides conceptual estimates at project initiation and throughout the life of the project that include rough order of magnitudes estimates for all aspects of projects. Assists in evaluating cost proposals, records and tracks project costs and creates a historical database for use in preparing future cost proposals. Individual may possess specific experience with life-cycle cost, economic analysis and estimating construction projects. Individual may be familiar with R.S. Means estimating software and Microsoft Excel.

**Qualifications and Requirements:**

  - Cost Estimator:
    - Minimum 5 years of experience.
    - BS Degree in Engineering, Architecture, Economics, Mathematics or related field.
- **Cultural Resource Specialist:**

**Functional Responsibilities:** Individual may possess knowledge and experience with planning, conducting and supervising project tasks with regards to archaeological investigations and historical issues. Possesses experience in evaluating cultural resources management reports. Duties may include gathering and correlating basic data, preparing routine analysis and evaluations, writing cultural resources management reports, drafting, photographing, performing laboratory analysis, technical editing.

**Qualifications and Requirements:**

  - Cultural Resource Specialist I:
    - 0 years of experience.
    - MS/MA Degree in Archaeology, Anthropology or related field
  - Cultural Resources Specialist II:
    - Minimum 8 years of experience.
    - MS/MA Degree in Archaeology, Anthropology or related field
- **Cultural Resource Analyst:**



**Functional Responsibilities:** Individual may possess knowledge and experience with office and/or field activities related to archeological assignments. Duties may include field sampling, data management and reporting.

**Qualifications and Requirements:**

- Cultural Resource Analyst I:
  - 0 years of experience.
  - BS/BA Degree in Archaeology, Anthropology or related field.
- Cultural Resource Analyst II:
  - Minimum 3 years of experience.
  - BS/BA Degree in Archaeology, Anthropology or related field.
- Cultural Resource Analyst III:
  - Minimum 8 years of experience.
  - BS/BA Degree in Archaeology, Anthropology or related field.

● **Economist:**

**Functional Responsibilities:** Individual may possess knowledge and experience with planning, conducting and supervising activities with regards to economic issues. Duties may include gathering and correlating basic data, conducting analyses and performing economic evaluations.

**Qualifications and Requirements:**

- conomist:
  - Minimum 5 years of experience.
  - MS/MA Degree in Economics or related field.

● **Engineer:**

**Functional Responsibilities:** Duties may include performing engineering studies, requirements development and programming, engineering site investigations and evaluation, facility criteria development, facility requirements development, budget and programming support, environmental analyses and program execution. Individual may possess experience in computer-aided design and drafting (CADD). Individual may possess knowledge and experience with planning, program development, construction management and maintenance. Areas of expertise include but are not limited to: civil, structural, mechanical, environmental, electrical, chemical and geotechnical engineering.

**Qualifications and Requirements:**

- Engineer I:
  - Minimum 3 years of experience.
  - BS Degree in Engineering or related field. Professional license preferred.
- Engineer II:
  - Minimum 7 years of experience.
  - BS Degree in Engineering or related field. Professional license preferred.
- Engineer III:
  - Minimum 11 years of experience.
  - BS Degree in Engineering or related field. Professional license preferred.
- Engineer IV:
  - Minimum 20 years of experience.
  - BS Degree in Engineering or related field. Professional license preferred.

● **Engineering/Field Technician\*\*:**

**Functional Responsibilities:** Individual may possess knowledge and experience in the application of principles, methods, and techniques of general engineering technology, reviews project specifications and confers with Engineers concerning assistance required. Duties may include plan preparation, acceptance testing, and evaluation of field conditions



**Qualifications and Requirements:**

- Engineering/Field Technician I\*\*:
  - 0 years of experience.
  - High school diploma.

● **Engineering Analyst:**

**Functional Responsibilities:** Individual may possess knowledge and experience with office and / or field activities to engineering assignments. Duties may include field sampling, field measurements, data management and data reporting. Individual may possess CADD and / or GIS knowledge.

**Qualifications and Requirements:**

- Engineering Analyst II:
  - Minimum 3 years of experience.
  - Bachelor's Degree in Engineering or related field.
- Engineering Analyst III:
  - Minimum 8 years of experience.
  - Bachelor's Degree in Engineering or related field.

● **Geologist/Hydrologist:**

**Functional Responsibilities:** Individual may have a formal degree in earth- and/or water-related sciences or a related field in engineering and may possess knowledge and experience in a wide range of geological and/or hydrological issues. Assignments may include field assessments and investigations (surface and/or subsurface), gathering and correlating earth-or water-related data and performing associated analyses/evaluations and report writing.

**Qualifications and Requirements:**

- Geologist/Hydrologist I:
  - 0 -years of experience.
  - BS/BA Degree in Geology, Hydrology or related field.
- Geologist/Hydrologist II:
  - Minimum 3 years of experience.
  - BS/BA Degree in Geology, Hydrology or related field.
- Geologist/Hydrologist III:
  - Minimum 8 years of experience.
  - MS/MA Degree in Geology, Hydrology or related field; or a Professional License preferred and a BS/BA Degree in Geology, Hydrology, or related field.

● **GUS Specialist:**

**Functional Responsibilities:** Individual may possess knowledge and experience in the development, support and maintenance of GIS (Geographical Information Systems) systems and applications, network operating systems as well as workstation and peripheral configurations. Specific duties may include manipulating and entering GIS data, performing moderate level data queries, developing appropriate information presentations and maintaining metadata information. Individual may also possess experience with a broad range of GIS application areas such as planning, flood mitigation/flood zones, archeology, parcel mapping and emergency management.

**Qualifications and Requirements:**

- GIS Specialist I:
  - 0 -years of experience.
  - BS Degree in GIS or related field.
- GIS Specialist II:
  - Minimum 3 years of experience.
  - BS Degree in GIS or related field.
- GIS Specialist III:



- Minimum 8 years of experience.
- BS Degree in GIS or related field.

• **Graphic Designer:**

**Functional Responsibilities:** Individual may possess knowledge and experience in the development and usage of computer graphics, charts, drawings, documents and schematics. Specific duties may include proofing for visual appearance and developing free-hand Illustrations.

**Qualifications and Requirements:**

- Graphic Designer I:
  - 0 -years of experience.
  - BA Degree in Graphics or related field.
- Graphic Designer II:
  - Minimum 10 years of experience.
  - BA Degree in Graphics or related field.

• **Planner:**

**Functional Responsibilities:** Individual may possess knowledge and experience in a wide range of assignments in the area of planning. Individual may also possess experience with analytical/independent problem solving, facility requirements development, engineering site investigations and evaluation, budget and programming support, environmental analyses and program execution. Specific duties may include gathering and correlating basic data, performing routine analyses/evaluations, coordinating the activities of junior professionals or technicians, planning, conducting and supervising various project tasks. Expertise may include but is not limited to aviation, transportation, environmental, urban and regional planning.

**Qualifications and Requirements:**

- Planner I:
  - 0 years of experience.
  - BS/BA in related field.
- Planner II:
  - Minimum 3 years of experience.
  - BS/BA in related field.
- Planner III:
  - Minimum 8 years of experience.
  - BS/BA in related field.

• **Program Manager:**

**Functional Responsibilities:** Individual may possess knowledge and experience in providing strategic direction, vision, leadership and program management to the team. Duties may include planning, scheduling and overseeing the overall program as well as directing and coordinating various project tasks. The Program Manager also maintains a productive and effective client relationship with the most senior levels of the client organization.

**Qualifications and Requirements:**

- Program Manager:
  - Minimum 15 years of experience.
  - MS/MA Degree in Business or related field.

• **Project Manager:**

**Functional Responsibilities:** Individual may possess knowledge and experience with assignments that include gathering and correlating basic data as well as performing routine analysis/evaluations. Duties may include developing project requirements, site investigations, facility requirements development, budget and programming support, analyses and project execution. Individual may also be familiar with planning, supervising and overseeing the overall project tasks.



**Qualifications and Requirements:**

- Project Manager I:
  - Minimum 5 years of general experience with 2 years of experience managing projects.
  - BS/BA Degree in related field.
- Project Manager II:
  - Minimum 8 years of general experience with 4 years of experience managing projects.
  - MS/MA Degree in related field.

● **Project Support Specialist:**

**Functional Responsibilities:** Individual may possess knowledge and experience in maintaining a resources library, performing research, preparing charts, tables, graphs and diagrams to assist in analyzing problems, tracking projects status/schedules and monitoring project requirements and regulations by clients.

**Qualifications and Requirements:**

- Project Support Specialist I:
  - 0 years of experience.
  - BS/BA Degree.
- Project Support Specialist II:
  - Minimum 4 years of experience.
  - BS/BA Degree.

● **Scientist:**

**Functional Responsibilities:** Individual may possess knowledge and experience in various areas of science including but not limited to air quality, biology, chemistry and environmental science. Duties may include gathering and correlating basic data, performing analyses/evaluations, developing detailed studies, creating reports and permit applications as well as coordinating the project's field activities.

**Qualifications and Requirements:**

- Scientist I:
  - 0 years of experience.
  - BS/BA Degree in a Science related field.
- Scientist II:
  - Minimum 3 years of experience.
  - BS/BA Degree in a Science related field.
- Scientist III:
  - Minimum 8 years of experience.
  - MS/MA Degree in a Science related field.



## GSA Approved Labor Rates

*SINs 541330ENG, 541420, 541380, 541715*

Labor Category	12-22-2017 – 12-21-2018	12-22-2018 – 12-21-2019	12-22-2019 – 12-21-2020	12-22-2020 – 12-21-2021	12-22-2021 – 12-21-2022
Architect / Landscape Architect I	\$110.65	\$113.08	\$115.57	\$118.11	\$120.71
Architect / Landscape Architect II	\$194.05	\$198.32	\$202.68	\$207.14	\$211.70
Architectural Designer I	\$112.81	\$115.29	\$117.83	\$120.42	\$123.07
Architectural Designer II	\$143.45	\$146.61	\$149.83	\$153.13	\$156.50
CADD Operator I**	\$75.86	\$77.53	\$79.23	\$80.97	\$82.75
CADD Operator II**	\$103.98	\$106.27	\$108.61	\$111.00	\$113.44
Cost Estimator	\$137.80	\$140.83	\$143.93	\$147.10	\$150.33
Cultural Resource Specialist I	\$67.21	\$68.69	\$70.20	\$71.74	\$73.32
Cultural Resource Specialist II	\$80.79	\$82.57	\$84.38	\$86.24	\$88.13
Cultural Resource Analyst I	\$36.42	\$37.22	\$38.04	\$38.88	\$39.73
Cultural Resource Analyst II	\$51.06	\$52.18	\$53.33	\$54.50	\$55.70
Cultural Resource Analyst III	\$66.69	\$68.16	\$69.66	\$71.19	\$72.76
Economist	\$152.63	\$155.99	\$159.42	\$162.93	\$166.51
Engineer I	\$108.34	\$110.72	\$113.16	\$115.65	\$118.19
Engineer II	\$131.76	\$134.66	\$137.62	\$140.65	\$143.74
Engineer III	\$162.49	\$166.06	\$169.72	\$173.45	\$177.27
Engineer IV	\$190.28	\$194.47	\$198.74	\$203.11	\$207.58
Engineering/Field Technician I**	\$80.08	\$81.84	\$83.64	\$85.48	\$87.36
Engineering Analyst II	\$100.32	\$102.53	\$104.78	\$107.09	\$109.44
Engineering Analyst III	\$150.42	\$153.73	\$157.11	\$160.57	\$164.10
Geologist/Hydrologist I	\$81.09	\$82.87	\$84.70	\$86.56	\$88.47
Geologist/Hydrologist II	\$112.35	\$114.82	\$117.35	\$119.93	\$122.57
Geologist/Hydrologist III	\$156.05	\$159.48	\$162.99	\$166.58	\$170.24
GIS Specialist I	\$76.59	\$78.27	\$80.00	\$81.76	\$83.56
GIS Specialist II	\$86.60	\$88.51	\$90.45	\$92.44	\$94.47
GIS Specialist III	\$115.79	\$118.34	\$120.94	\$123.60	\$126.32
Graphic Designer I	\$81.43	\$83.22	\$85.05	\$86.92	\$88.83
Graphic Designer II	\$102.81	\$105.07	\$107.38	\$109.74	\$112.16
Planner I	\$86.66	\$88.57	\$90.51	\$92.50	\$94.54
Planner II	\$98.41	\$100.58	\$102.79	\$105.05	\$107.36
Planner III	\$153.87	\$157.26	\$160.71	\$164.25	\$167.86
Program Manager	\$247.61	\$253.06	\$258.62	\$264.31	\$270.12
Project Manager I	\$145.44	\$148.64	\$151.91	\$155.25	\$158.67
Project Manager II	\$183.59	\$187.63	\$191.76	\$195.98	\$200.29
Project Support Specialist I	\$83.36	\$85.19	\$87.07	\$88.99	\$90.94
Project Support Specialist II	\$100.17	\$102.37	\$104.63	\$106.93	\$109.28
Scientist I	\$65.49	\$66.93	\$68.40	\$69.90	\$71.44
Scientist II	\$86.81	\$88.72	\$90.67	\$92.66	\$94.70
Scientist III	\$144.19	\$147.36	\$150.60	\$153.91	\$157.30



## GSA Approved Labor Category Descriptions

SIN 541611

Substitution / Equivalency Table:

Degree Requirements*	Equivalency
Associate’s Degree	High School Diploma/GED + 2 years of general experience**
Bachelor’s Degree	Associate’s Degree + 6 years of general experience**
Master’s Degree	Bachelor’s Degree + 4 years of general experience**
Ph.D.	Master’s + 3 years of general experience**

\* In addition to the degree equivalencies above, a Secret Clearance may be substituted for one year of general experience and a TS/SCI Clearance may be substituted for two years of general experience.

\*\* Years of experience are in addition to the specific years of experience requirements in each labor category

- **Analyst:**

**Functional Responsibilities:** Individual may possess knowledge and experience in performing all labor efforts identified as business in nature, including but not limited to project control, project planning, scheduling and cost estimating. Duties may include conducting and overseeing analyses, developing and documenting project requirements, conducting audits and efforts related to the development, issuance and analysis of surveys. Individual may also have experience in defining project objectives and strategic direction, providing leadership and vision to client and project teams, and applying analytical techniques and methodologies to resolve complex problems.

**Qualifications and Requirements:**

- Analyst I:
  - 0 years of experience.
  - BS/BA Degree in business or related field.
- Analyst II:
  - Minimum 8 years of experience.
  - BS/BA Degree in business or related field.

- **Program Manager:**

**Functional Responsibilities:** Individual may possess knowledge and experience in providing strategic direction, vision, leadership and program management to the team. Duties may include planning, scheduling and overseeing the overall program as well as directed and coordinating various project tasks. The Program Manager also maintains a productive and effective client relationship with the most senior levels of the client organization.

**Qualification and Requirements:**

- Program Manager:
  - Minimum 15 years of experience.
  - MS/MA Degree in business or related field.

- **Project Manager:**

**Functional Responsibilities:** Individual may possess knowledge and experience with assignments that include gathering and correlating basic data as well as performing routine analysis/evaluations. Duties may include developing project requirements, site investigations, facility requirements

development, budget and programming support, analyses and project execution. Individual may also be familiar with planning, supervising and overseeing the overall project tasks.

**Qualifications and Requirements:**

- Project Manager I:
  - Minimum 5 years of general experience with 2 years of experience managing projects.
  - BS/BA Degree in related field.
- Project Manager II:
  - Minimum 8 years of general experience with 4 years of experience managing projects.
  - MS/MA Degree in related field.

● **Project Support Specialist:**

**Functional Responsibilities:** Individual may possess knowledge and experience in maintaining a resources library, performing research, preparing charts, tables, graphs and diagrams to assist in analyzing problems, tracking projects status/schedules and monitoring project requirements and regulations by clients.

**Qualifications and Requirements:**

- Project Support Specialist I:
  - 0 years of experience.
  - BS/BA Degree.
- Project Support Specialist II:
  - Minimum 4 years of experience.
  - BS/BA Degree.
  -

● **Project Principal**

**Functional Responsibilities:** Responsible for the management and operation of the practice area. This includes oversight of on-going projects and contracts, new business activities and IQC delivery orders taking place within the practice area. This requires supervision, direct or indirect, of all personnel assigned to the practice area, both home office and overseas. The practice area are profit centers which have their own budgets and profit and loss.

**Qualifications and Requirements:**

- Project Principal:
  - Minimum 20 years experience.
  - MS/MA Degree in related field.

🔍 **Subject Matter Expert**

**Functional Responsibilities:** SME areas of expertise include but are not limited to banking, financial and non-financial products and services, digital financial services (Fintech), local governance, tax and revenue mobilization, PFM reforms, urban planning, economics, legal & regulatory services, international trade agreements, monitoring, evaluation and learning, data analysis, data management systems. Defines the problems and analyzes and develops plans and requirements in the subject matter area for moderately complex to complex systems. Coordinates and manages the preparation of analysis, evaluations, and recommendations for proper implementation of programs and systems specifications.

**Qualifications and Requirements:**

- Subject Matter Expert I:
  - Minimum 5 years experience.



- BS/BA Degree in related field.
  - Subject Matter Expert II:
    - Minimum 8 years experience.
    - BS/BA Degree in related field.
  - Subject Matter Expert III:
    - Minimum 15 years experience.
    - BS/BA Degree in related field.
- **In-Country Subject Matter Specialist**

**Functional Responsibilities:** Individual should have at a minimum a basic understanding of a particular subject matter including but not limited to IT, Finance, Urban Planning, Data Management Coordinates and supports the preparation of analysis, evaluations, and recommendations for proper implementation of programs and systems specifications. This individual will work under the supervision of a manager, and may also have particular knowledge of the local context.

**Qualifications and Requirements:**

  - Subject Matter Specialist:
    - Minimum 2 years experience.
    - High School Diploma in related field.
- **Operations Management**

**Functional Responsibilities:** Understanding of Federal Acquisition Regulations, and other regulatory policies, procedures, and standards. Oversee and perform a wide range of operations/contract/procurement/grant administration functions and personnel. Including development and enforcement of policies and procedures.

**Qualifications and Requirements:**

  - Operations Management I:
    - Minimum 6 years experience.
    - BS/BA Degree in related field.
  - Operations Management II:
    - Minimum 15 years experience.
    - BS/BA Degree in related field.
- **In-Country Operations and Administrative Specialists**

**Functional Responsibilities:** Candidate should have at least a theoretical understanding of Federal Regulations and other regulatory policies, procedures and standards, and/or other job relevant operational and administrative functions Provide support to any of a range and degree of Administrative and Operational Functions, including but not limited to motor pool, office management, logistics, procurement, grant and contract administration, human resources, and general administration. This individual may also have particular knowledge of the local context.

**Qualifications and Requirements:**

  - Operations and Administrative Specialists:
    - Minimum 2 years experience.
    - High School Diploma in related field.



## GSA Approved Labor Rates

SINs 541611

Labor Category	12-22-2017 – 12-21-2018	12-22-2018 – 12-21-2019	12-22-2019 – 12-21-2020	12-22-2020 – 12-21-2021	12-22-2021 – 12-21-2022
Analyst I	\$112.91	\$115.39	\$117.93	\$120.53	\$123.18
Analyst II	\$199.15	\$203.53	\$208.01	\$212.59	\$217.26
Program Manager	\$247.61	\$253.06	\$258.62	\$264.31	\$270.12
Project Manager I	\$145.44	\$148.64	\$151.91	\$155.25	\$158.67
Project Manager II	\$183.59	\$187.63	\$191.76	\$195.98	\$200.29
Project Support Specialist I	\$83.36	\$85.19	\$87.07	\$88.98	\$90.94
Project Support Specialist II	\$100.17	\$102.37	\$104.63	\$106.93	\$109.28
Project Principal			\$289.25	\$295.61	\$302.12
Subject Matter Expert I			\$139.25	\$142.31	\$145.44
Subject Matter Expert II			\$173.45	\$177.27	\$181.17
Subject Matter Expert III			\$242.00	\$247.32	\$252.77
In-Country Subject Matter Specialist			\$63.33	\$64.72	\$66.15
Operations Management I			\$122.08	\$124.77	\$127.51
Operations Management II			\$139.19	\$142.25	\$145.38
In-Country Operations and Administrative Specialists			\$41.07	\$41.97	\$42.90



## GSA Approved Labor Category Descriptions

SINs 541620, 611430, 541370GIS, 562910REM

Substitution / Equivalency Table:

Degree Requirements*	Equivalency
Associate’s Degree	High School Diploma/GED + 2 years of general experience**
Bachelor’s Degree	Associate’s Degree + 6 years of general experience**
Master’s Degree	Bachelor’s Degree + 4 years of general experience**
Ph.D.	Master’s + 3 years of general experience**

\* In addition to the degree equivalencies above, a Secret Clearance may be substituted for one year of general experience and a TS/SCI Clearance may be substituted for two years of general experience.

\*\* Years of experience are in addition to the specific years of experience requirements in each labor category.

\*\*\*The substitution methodology above is not applicable to Engineer I, Engineer II, Engineer III, or Engineer IV.

• **Architect / Landscape Architect:**

**Functional Responsibilities:** Individual may possess knowledge and experience in a wide range of architectural projects. Carries out assignments associated with the analysis and evaluation of architectural issues. Specific duties may include gathering and correlating basic data, preparing site analysis for land use, arranging concept layouts and schematic designs and organizing environmental/engineering studies.

**Qualifications and Requirements:**

- Architect / Landscape Architect I:
  - Minimum 3 years of experience.
  - BS/BA Degree in Architecture or related field.
  - Registered Architect license preferred
- Architect / Landscape Architect II:
  - Minimum 8 years of experience.
  - MS/MA Degree in Architecture or related field.
  - Registered Architect license preferred

• **Architectural Designer:**

**Functional Responsibilities:** Individual may possess knowledge and experience in a wide range of architectural design projects for construction, renovation and relocation assignments of moderate size and complexity. Analyzes customer requirements and proposes finish statements, moderate size and complexity. Analyzes customer requirements and proposes finish statements, performs field measurements, documents as-built and existing conditions, contributes to furniture selection and specifications. Coordinates technical activities with employees in other disciplines. Other duties may include interior field surveys, design, CADD drafting, statement of work and cost estimates.

**Qualifications and Requirements:**

- Architectural Designer I:
  - 0 years of experience.



- BS/BA Degree in Architecture, Interior Design or related field.
  - Architectural Designer II:
    - Minimum 8 years of experience.
    - BS/BA Degree in Architecture, Interior Design or related field. If Degree is in Interior Design, an Interior Design License is preferred.
- **CADD Operator:**

**Functional Responsibilities:** Completion of several courses in drafting is preferred. A certification in CADD and/or a certification in Drafting Technical Trade School is desired, Individual may possess knowledge and experience with AutoCADD, floor plans, elevations, sections, scale drawings, layering and concept design for architects and engineers. Duties may include configuring and maintain CADD libraries, engineering documentation management systems and CADD computer network systems. Individual may possess knowledge of 3-D High-Tech Animation software 3-D Studio Maxx or 3-D Studio VIZ.

**Qualifications and Requirements:**

  - CADD Operator I:
    - 0 years of experience.
    - High school diploma.
  - CADD Operator II:
    - Minimum 5 years of experience
    - High school diploma.
- **Cost Estimator:**

**Functional Responsibilities:** Individual may possess knowledge and experience in developing project estimates using quantity take offs from project drawings and specifications at varying stages of the project including final design stage. The estimator also provides conceptual estimates at project initiation and throughout the life of the project that include rough order of magnitudes estimates for all aspects of projects. Assists in evaluating cost proposals, records and tracks project costs and creates a historical database for use in preparing future cost proposals. Individual may possess specific experience with life-cycle cost, economic analysis and estimating construction projects. Individual may be familiar with R.S. Means estimating software and Microsoft Excel.

**Qualifications and Requirements:**

  - Cost Estimator:
    - Minimum 5 years of experience.
    - BS Degree in Engineering, Architecture, Economics, Mathematics or related field.
- **Cultural Resource Specialist:**

**Functional Responsibilities:** Individual may possess knowledge and experience with planning, conducting and supervising project tasks with regards to archaeological investigations and historical issues. Possess experience in evaluating cultural resources management reports. Duties may include gathering and correlating basic data, preparing routine analysis and evaluations, writing cultural resources management reports, drafting, photographing, performing laboratory analysis, technical editing.

**Qualifications and Requirements:**

  - Cultural Resource Specialist I:
    - 0 years of experience.
    - MS/MA Degree in Archaeology, Anthropology or related field
  - Cultural Resource Specialist II:
    - Minimum 8 years of experience.
    - MS/MA Degree in Archaeology, Anthropology or related field
- **Cultural Resource Analyst:**



**Functional Responsibilities:** Individual may possess knowledge and experience with office and/or field activities related to archeological assignments. Duties may include field sampling, data management and reporting.

**Qualifications and Requirements:**

- Cultural Resource Analyst I:
  - 0 years of experience.
  - BS/BA Degree in Archaeology, Anthropology, or related field.
- Cultural Resource Analyst II:
  - Minimum 3 years of experience.
  - BS/BA Degree in Archaeology, Anthropology, or related field.
- Cultural Resource Analyst III:
  - Minimum 8 years of experience.
  - BS/BA Degree in Archaeology, Anthropology, or related field.

● **Economist:**

**Functional Responsibilities:** Individual may possess knowledge and experience with planning, conducting and supervising activities with regards to economical issues. Duties may include gathering and correlating basic data, conducting analyses and performing economic evaluations.

**Qualifications and Requirements:**

- Economist:
  - Minimum 5 years of experience.
  - MS/MA Degree in Economics or related field.

● **Engineer:**

**Functional Responsibilities:** Duties may include performing engineering studies, requirements development and programming, engineering site investigations and evaluation, facility criteria development, facility requirements development, budget and programming support, environmental analyses and program execution. Individual may possess experience in computer-aided design and drafting (CADD). Individual may possess knowledge and experience with planning, program development, construction management and maintenance. Areas of expertise include but are not limited to: civil, structural, mechanical, environmental, electrical, chemical and geotechnical engineering.

**Qualifications and Requirements:**

- Engineer I:
  - Minimum 3 years of experience.
  - BS Degree in Engineering or related field. Professional license preferred.
- Engineer II:
  - Minimum 7 years of experience.
  - BS Degree in Engineering or related field. Professional license preferred.
- Engineer III:
  - Minimum 11 years of experience.
  - BS Degree in Engineering or related field. Professional license preferred.
- Engineer IV:
  - Minimum 20 years of experience.
  - BS Degree in Engineering or related field. Professional license preferred.

● **Engineering/Field Technician\*\*:**

**Functional Responsibilities:** Individual may possess knowledge and experience in the application of principles, methods, and techniques of general engineering technology, reviews project specifications and confers with Engineers concerning assistance required. Duties may include plan preparation, acceptance testing, and evaluation of field conditions.

**Qualifications and Requirements:**

- Engineering/Field Technician I\*\*:
  - 0 years of experience.
  - High School diploma.

**• Engineering Analyst:**

**Functional Responsibilities:** Individual may possess knowledge and experience with office and / or field activities related to engineering assignments. Duties may include field sampling, field measurements, data management, and data reporting. Individual may possess CADD and / or GSS knowledge.

**Qualifications and Requirements:**

- Engineering Analyst I:
  - Minimum 3 years of experience.
  - Bachelor's Degree in Engineering or related field.
- Engineering Analyst II:
  - Minimum 8 years of experience.
  - Bachelor's Degree in Engineering or related field.

**• Environmental Law Specialist:**

**Functional Responsibilities:** Individual may possess knowledge and experience in performing policy and regulatory analyses with regards to environmental law and requirements. Duties may include providing counsel to other professionals.

**Qualifications and Requirements:**

- Environmental Law Specialist:
  - 7 years of experience
  - Law Degree (J.D.)

**• Geologist/Hydrologist:**

**Functional Responsibilities:** Individual may have a formal degree in earth- and/or water-related sciences or a related field in engineering and may possess knowledge and experience in a wide range of geological and/or hydrological issues. Assignments may include field assessments and investigations (surface and/or subsurface), gathering and correlating earth- or water-related data and performing associated analyses/evaluations and report writing.

**Qualifications and Requirements:**

- Geologist/Hydrologist I:
  - 0 years of experience.
  - BS/BA Degree in Geology, Hydrology or related field.
- Geologist/Hydrologist II:
  - Minimum 3 years of experience.
  - BS/BA Degree in Geology, Hydrology or related field.
- Geologist/Hydrologist III:
  - Minimum 8 years of experience.
  - MS/MA Degree in Geology, Hydrology or related field; or a Professional License preferred and a BS/BA Degree in Geology, Hydrology or related field.

**• GUS Specialist:**

**Functional Responsibilities:** Individual may possess knowledge and experience in the development, support and maintenance of GIS (Geographical Information Systems) systems and applications, network operating systems as well as workstation and peripheral configurations. Specific duties may include manipulating and entering GIS data, performing moderate level data queries, developing appropriate information presentations and maintaining metadata information. Individual may also possess experience with a broad range of GIS application areas such as planning, flood mitigation/flood zones, archeology, parcel mapping and emergency management.



**Qualifications and Requirements:**

- GIS Specialist I:
  - 0 years of experience.
  - BS Degree in GIS or related field.
- GIS Specialist II:
  - Minimum 3 years of experience
  - BS Degree in GIS or related field.
- GIS Specialist III:
  - Minimum 8 years of experience
  - BS Degree in GIS or related field.

● **Graphic Designer:**

**Functional Responsibilities:** Individual may possess knowledge and experience in the development and usage of computer graphics, charts, drawings, documents and schematics. Specific duties may include proofing for visual appearance and developing free-hand illustrations.

**Qualifications and Requirements:**

- Graphic Designer I:
  - 0 years of experience.
  - BA Degree in Graphics or related field.
- Graphic Designer II:
  - Minimum 10 years of experience.
  - BA Degree in Graphics or related field.

● **Industrial Hygienist:**

**Functional Responsibilities:** Individual may possess knowledge and experience carrying out assignments associated with project tasks related to Industrial Hygiene. Assignments may include Industrial hygiene and/or hazardous materials (e.g., asbestos, lead paint, mold) assessments and investigations, gathering and correlating related data, and performing associated analyses/evaluations and report writing.

**Qualifications and Requirements:**

- Industrial Hygienist I:
  - 0 years of experience.
  - BS/BA Degree in Industrial Hygiene or related field. Inspector's License (asbestos, lead pain or mold) is preferred.
- Industrial Hygienist II:
  - Minimum 5 years of experience.
  - BS/BA Degree in Industrial Hygiene or related field. Inspector's License (asbestos, lead pain or mold) is preferred.
- Industrial Hygienist III:
  - Minimum 10 years of experience.
  - Preferred CIH credential and either a BS/BA Degree in Industrial Hygiene or related field or preferred Inspector's License (asbestos, lead pain or mold).

● **Planner:**

**Functional Responsibilities:** Individual may possess knowledge and experience in a wide range of assignments in the area of planning. Individual may possess experience with analytical/independent problem solving, facility requirements development, engineering site investigations and evaluation, budget and programming support, environmental analyses and program execution. Specific duties may include gathering and correlating basic data, performing routine analyses/evaluations, coordinating the activities of junior professionals or technicians, planning, conducting, and supervising various project



tasks. Expertise may include but is not limited to aviation, transportation, environmental, urban and regional planning.

**Qualifications and Requirements:**

- Planner I:
  - 0 years of experience.
  - BS/BA in related field.
- Planner II:
  - Minimum 3 years of experience.
  - BS/BA in related field.
- Planner III:
  - Minimum 8 years of experience.
  - BS/BA in related field.

● **Program Manager:**

**Functional Responsibilities:** Individual may possess knowledge and experience in providing strategic direction, vision, leadership and program management to the team. Duties may include planning, scheduling and overseeing the overall program as well as directed and coordinating various project tasks. The Program Manager also maintains a productive and effective client relationship with the most senior levels of the client organization.

**Qualification and Requirements:**

- Program Manager:
  - Minimum 15 years of experience.
  - MS/MA Degree in Business or related field.

● **Project Manager:**

**Functional Responsibilities:** Individual may possess knowledge and experience with assignments that include gathering and correlating basic data as well as performing routine analysis/evaluations. Duties may include developing project requirements, site investigations, facility requirements development, budget and programming support, analyses and project execution. Individual may also be familiar with planning, supervising and overseeing the overall project tasks.

**Qualifications and Requirements:**

- Project Manager I:
  - Minimum 5 years of general experience with 2 years of experience managing projects.
  - BS/BA Degree in related field.
- Project Manager II:
  - Minimum 8 years of general experience with 4 years of experience managing projects.
  - MS/MA Degree in related field.

● **Project Support Specialist:**

**Functional Responsibilities:** Individual may possess knowledge and experience in maintaining a resources library, performing research, preparing charts, tables, graphs and diagrams to assist in analyzing problems, tracking projects status/schedules and monitoring project requirements and regulations by clients.

**Qualifications and Requirements:**

- Project Support Specialist I:
  - 0 years of experience.
  - BS/BA Degree.
- Project Support Specialist II:
  - Minimum 4 years of experience.



- BS/BA Degree.

- **Scientist:**

**Functional Responsibilities:** Individual may possess knowledge and experience in various areas of science including but not limited to air quality, biology, chemistry and environmental science. Duties may include gathering and correlating basic data, performing analyses/evaluations, developing detailed studies, creating reports and permit applications as well as coordinating the project's field activities.

**Qualifications and Requirements:**

- Scientist I:
  - 0 years of experience.
  - BS/BA Degree in a Science related field.
- Scientist II:
  - Minimum 3 years of experience.
  - BS/BA Degree in a Science related field.
- Scientist I:
  - Minimum 8 years of experience.
  - MS/MA Degree in a Science related field.



## GSA Approved Labor Rates

*SINs 541620, 611430, 541370GIS, 562910REM*

Labor Category	12-22-2017 – 12-21-2018	12-22-2018 – 12-21-2019	12-22-2019 – 12-21-2020	12-22-2020 – 12-21-2021	12-22-2021 – 12-21-2022
Architect / Landscape Architect I	\$110.65	\$113.08	\$115.57	\$118.11	\$120.71
Architect / Landscape Architect II	\$194.05	\$198.32	\$202.68	\$207.14	\$211.70
Architectural Designer I	\$112.81	\$115.29	\$117.83	\$120.42	\$123.07
Architectural Designer II	\$143.45	\$146.61	\$149.83	\$153.13	\$156.50
CADD Operator I**	\$75.86	\$77.53	\$79.23	\$80.97	\$82.75
CADD Operator II**	\$103.98	\$106.27	\$108.61	\$111.00	\$113.44
Cost Estimator	\$137.80	\$140.83	\$143.93	\$147.10	\$150.33
Cultural Resource Specialist I	\$67.21	\$68.69	\$70.20	\$71.74	\$73.32
Cultural Resource Specialist II	\$80.79	\$82.57	\$84.38	\$86.24	\$88.13
Cultural Resource Analyst I	\$36.42	\$37.22	\$38.04	\$38.88	\$39.73
Cultural Resource Analyst II	\$51.06	\$52.18	\$53.33	\$54.50	\$55.70
Cultural Resource Analyst III	\$66.69	\$68.16	\$69.66	\$71.19	\$72.76
Economist	\$152.63	\$155.99	\$159.42	\$162.93	\$166.51
Engineer I	\$108.34	\$110.72	\$113.16	\$115.65	\$118.19
Engineer II	\$131.76	\$134.66	\$137.62	\$140.65	\$143.74
Engineer III	\$162.49	\$166.06	\$169.72	\$173.45	\$177.27
Engineer IV	\$190.28	\$194.47	\$198.74	\$203.11	\$207.58
Engineering/Field Technician I**	\$80.08	\$81.84	\$83.64	\$85.48	\$87.36
Engineering Analyst II	\$100.32	\$102.53	\$104.78	\$107.09	\$109.44
Engineering Analyst III	\$150.42	\$153.73	\$157.11	\$160.57	\$164.10
Environmental Law Specialist	\$306.19	\$312.93	\$319.81	\$326.85	\$334.04
Geologist/Hydrologist I	\$81.09	\$82.87	\$84.70	\$86.56	\$88.47
Geologist/Hydrologist II	\$112.35	\$114.82	\$117.35	\$119.93	\$122.57
Geologist/Hydrologist III	\$156.05	\$159.48	\$162.99	\$166.58	\$170.24
GIS Specialist I	\$76.59	\$78.27	\$80.00	\$81.76	\$83.56
GIS Specialist II	\$86.60	\$88.51	\$90.45	\$92.44	\$94.47
GIS Specialist III	\$115.79	\$118.34	\$120.94	\$123.60	\$126.32
Graphic Designer I	\$81.43	\$83.22	\$85.05	\$86.92	\$88.83
Graphic Designer II	\$102.81	\$105.07	\$107.38	\$109.74	\$112.16
Industrial Hygienist I	\$53.41	\$54.59	\$55.79	\$57.02	\$58.27
Industrial Hygienist II	\$92.30	\$94.33	\$96.41	\$98.53	\$100.70
Industrial Hygienist III	\$165.43	\$169.07	\$172.79	\$176.59	\$180.48
Planner I	\$86.66	\$88.57	\$90.51	\$92.50	\$94.54
Planner II	\$98.41	\$100.58	\$102.79	\$105.05	\$107.36
Planner III	\$153.87	\$157.26	\$160.71	\$164.25	\$167.86
Program Manager	\$247.61	\$253.06	\$258.62	\$264.31	\$270.12
Project Manager I	\$145.44	\$148.64	\$151.91	\$155.25	\$158.67
Project Manager II	\$183.59	\$187.63	\$191.76	\$195.98	\$200.29
Project Support Specialist I	\$83.36	\$85.19	\$87.07	\$88.99	\$90.94
Project Support Specialist II	\$100.17	\$102.37	\$104.63	\$106.93	\$109.28
Scientist I	\$65.49	\$66.93	\$68.40	\$69.90	\$71.44
Scientist II	\$86.81	\$88.72	\$90.67	\$92.66	\$94.70
Scientist III	\$144.19	\$147.36	\$150.60	\$153.91	\$157.30



## Service Contract Labor Standards Matrix

SCLS Eligible Contract Labor Category	SCLS Equivalent Title	Wage Determination
CADD Operator I	Drafter/CAD Operator I	2015-4281
CADD Operator II	Drafter/CAD Operator II	2015-4281
Engineering/Field Technician I	Engineering Technician I	2015-4281

*The Service Contract Labor Standards, formerly the Service Contract Act (SCA), apply to this contract and it includes SCLS applicable labor categories. Labor categories and fixed price services marked with a (\*\*) in this pricelist are based on the U.S. Department of Labor Wage Determination Number(s) identified in the SCLS/SCA matrix. The prices awarded are in line with the geographic scope of the contract (i.e., nationwide).*