

General Services Administration

Multiple Award Schedule (MAS),
Federal Supply Group: Professional Services

Contract No. 47QRAA19D000Q

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Business Size: Other than Small Business – Large Business

Contract Period:
October 31, 2018 through October 30, 2023

Price List current as of Modification #PS-A812 effective 28 July 2020

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: GSA Advantage.gov.

For more information on ordering from Federal Supply Schedules go to the GSA Schedules page at GSA.gov.

GENERAL SERVICES ADMINISTRATION FEDERAL ACQUISITION SERVICE

Authorized Federal Supply Schedule Pricelist
Contract No. 47QRAA19D000Q

Contract Period: October 31, 2018 through October 30, 2023

Stantec appreciates your interest in our services offered through the General Services Administration (GSA) Federal Supply Schedules. Stantec’s services that are offered through our professional services schedule (47QRAA19D000Q) are detailed in this catalog. Agencies can access all of these services, from environmental assessments through remediation and from professional engineering services to program/project management through this single schedule contract. The following information is provided below:

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Section A - Contractor Information

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

New SIN(s)	SIN Title
OLM	OLM Order-Level Materials (OLMs)
522310	522310 Financial Advising, Loan Servicing and Asset Management Services
531210	531210 Financial Asset Resolution Services
541330ENG	541330ENG Engineering Services
541370GIS	541370GIS Geographic Information Systems (GIS) Services
541380	541380 Testing Laboratory Services
541420	541420 Engineering System Design and Integration Services
541611	541611 Management and Financial Consulting, Acquisition and Grants Management Support. and Business Program and Project Management Services
541613	541613 Marketing Consulting Services
541620	541620 Environmental Consulting Services
541715	541715 Engineering Research and Development and Strategic Planning
541810	541810 Advertising Services
541820	541820 Public Relations Services
541910	541910 Marketing Research and Analysis
562910REM	562910REM Environmental Remediation Services
611430	611430 Professional and Management Development Training

b. Lowest Period Model Number and Lowest Unit Price for that Model for Each SIN Award in the Contract: N/A

c. If the contractor is proposed hourly rates, a description: See Labor Category Summary Information

2. Maximum Order: \$1,000,000 (Higher orders may be accepted by contacting the Contractor's Representative)
3. Minimum Order: \$100
4. Geographic Coverage: Worldwide
5. Production Points: Contractor's POC and address
6. Discount from List Price: Net Prices Shown Herein
7. Quantity Discounts: None
8. Prompt Payment Terms: Net 30 days. 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
- 10 a. Time of Delivery: Negotiated with ordering entity on each order
- b. Expedited Delivery: Negotiated with each ordering entity on each order.
- c. Overnight and 2-day Delivery: Negotiated with each ordering entity on each order.

- d. Urgent Requirements: Negotiated with ordering entity on each order.
- 11. Free on Board (F.O.B.) Point(s): Destination
- 12 a. Ordering Address: Contractor's address
- b. Ordering Procedures; For supplies and services, the order procedures, information on Blanket Purchase Agreements (BPA's) are found in Federal Acquisition Regulation (FAR) 8.405.3.
- 13. Payment Addresses: 13980 Collections Center Drive, Chicago, IL 60693
- 14. Warranty Provisions: N/A
- 15. Export Packing Charges: N/A
- 16. Terms and Conditions of Rental, Maintenance, and Repair: N/A
- 17. Terms and Conditions of Installation: N/A
- 18. a. Terms and Conditions of Repair Parts: N/A
- b. Terms and Conditions of any other services: N/A
- 19. List of Service and Distribution Points: N/A
- 20. List of Participating Dealers: N/A
- 21. Preventative Maintenance: N/A
- 22. a. Environmental Attributes: N/A
- b. Section 508 Compliance Information: N/A
- 23. Data Universal Numbering System (DUNS) number: 86-923-7024
- 24. System for Award Management (SAM) database: Yes (Commercial and Government Entity CAGE Code ILWL7)

Stantec Company Profile

We live, work, and raise our families in the communities our federal clients defend and sustain.

Stantec unites more than 22,000 specialists working in over 400 locations, nationally and internationally. We collaborate across disciplines and industries to make facilities, infrastructure, and energy and resources project happen.

Our diverse team of experts provide design and engineering services to facilities, infrastructure, and natural resource projects across the globe. Each of our projects – from planning through design and engineering – are given personal and professional attention by our experts. We provide context sensitive solutions while protecting and preserving resources. Keeping our client's mission at the forefront, our goal is to exceed expectations and anticipate future needs as partners in building a secure and sustainable nation.

Section B - How to use this Schedule

Using this schedule and putting a Task Order in place is quick and efficient. It entails the five-step process described below:

- 1** **Buyer Identifies Requirement**
The Technical Buyer identifies a requirement, prepares a Scope of Work (SOW), and sends it to a Contracting Officer. Typically, the SOW will identify discrete tasks, deliverables, and a schedule.
- 2a** **For Task Order Under the micro-purchase threshold**
Place the Task Order directly with the schedule holder of your choice.
- 2b** **For Task Orders Over the micro-purchase threshold**
The Technical Buyer and Contracting Officer work together to prepare a Request for Quote (RFQ). In addition to the SOW, the RFQ describes the basis for selection and may include specific evaluation criteria. The RFQ may ask for a technical approach, staffing plan, rates, and information about the schedule holder's experience. The RFQ should be sent to three approved GSA Environmental Advisory Services schedule holders. GSA encourages Federal agencies to keep the burden on schedule holders to a minimum by holding oral interviews rather than requesting lengthy written responses to RFQs.
- 3** **The Contractor Submits a Response**
At a minimum, this will consist of a staffing plan, identifying the pertinent service area and professional levels and disciplines of staff within those service areas, together with the appropriate labor rates and other direct costs. If requested by the buyer, the response may also include a technical approach and description of qualifications.
- 4** **Evaluate Responses/Select Contractor**
The Technical Buyer and Contracting Officer will collaborate on the evaluation of the responses received. Selection should be made on a Best Value basis.
- 5** **Place Task Order with Selected Contractor**
After selecting the Best Value contractor, the final step is to place the Task Order directly with that Contractor. The buyer does not have to transfer any funds to GSA, and the buyer manages the Task Order without participation by GSA.

Section C - Table of Awarded Special Item Numbers (SINs)

522310 – FINANCIAL ADVISING, LOAN SERVICING AND ASSET MANAGEMENT SERVICES

Services include assisting agencies on cross-cutting issues, asset marketability, equity monitoring, originations, and addressing any other considerations regarding the acquisition, management and/or resolution of an asset; assisting agencies in servicing, monitoring and maintaining loan assets such as establishing loan database, remittance processing, processing loan cancellations and consolidations, billing services, and servicing troubled loans which may include borrower negotiations, restructuring, foreclosure and supervision of the sale of the collateral and workout agreements.

531210 – FINANCIAL ASSET RESOLUTION SERVICES

Assist agencies in all asset resolution related areas including valuation / pricing, portfolio stratification, restructuring and disposition strategies which best meet agency goals. Make specific recommendations as to the best execution. Conduct a sale or other disposition vehicle. Provide marketing expertise, budget and credit reform analyses.

541330ENG – ENGINEERING SERVICES

Services include applying physical laws and principles of engineering in the design, development, and utilization of machines, materials, instruments, processes, and systems. Services may involve any of the following activities: provision of advice, concept development, requirements analysis, preparation of feasibility studies, preparation of preliminary and final plans and designs, provision of technical services during the construction or installation phase, inspection and evaluation of engineering projects, and related services.

NOTE: Services under this SIN cannot include architect-engineer services as defined in the Brooks Act and FAR Part 2, or construction services as defined in FAR Parts 2 and 36.

541370GIS – GEOGRAPHIC INFORMATION SYSTEMS (GIS) SERVICES

Geographic Information Services (GIS) provided in support of environmental program include cultural resource GIS (CRGIS); groundwater monitoring; growth forecast modeling; habitat conservation plans; habitat modeling; image analysis support for emergency response; mapping, cartography, and mashups (e.g., combining data from more than one source into a single integrated tool to include aerial mapping); migration pattern analysis; natural resource planning; remote sensing for environmental studies; terrestrial, marine, and/or atmospheric measuring/management; vegetation mapping; and watershed characterization for mitigation planning.

NOTE: The services offered under this scope shall NOT include surveying and mapping services as set forth in FAR Part 36 and defined under the Brooks Act of 1972 (Public Law 92-582, 40 U.S. 1102 et seq.).

541380 – TESTING LABORATORY SERVICES

Includes testing laboratory services and veterinary, natural, and life sciences; testing services and laboratories; and other professional, scientific, and technical consulting services.

Testing and services include, but are not limited to: physical, chemical, analytical, or other testing services; quality assurance; fire safety inspections; training; safety audits; relying upon experimental, empirical, quantifiable data, relying on the scientific method, and professional services, tasks, and labor

categories in the fields of biology, chemistry, physics, earth sciences, atmospheric science, oceanography, materials sciences, mathematics, geology, astronomy, veterinary medicine, statistics, systems science, etc., (excludes social and behavioral sciences).

Examples of labor categories include, but are not limited to, Scientific Researchers, Biologists, Physicists, Mathematicians, Statisticians, Research Engineers, Meteorologists, Lab Technicians, Veterinarians and Veterinary Services, Chemists, Biochemical Engineers, Research Nurses.

541420 – ENGINEERING SYSTEM DESIGN AND INTEGRATION SERVICES

Services include creating and developing designs and specifications that optimize the use, value, and appearance of their products. These services can include determination of the materials, construction, mechanisms, shape, color, and surface finishes of the product, taking into consideration human characteristics and needs, safety, market appeal, and efficiency in production, distribution, use, and maintenance.

Associated tasks include, but are not limited to computer-aided design, e.g. CADD, risk reduction strategies and recommendations to mitigate identified risk conditions, fire modeling, performance-based design reviews, high level detailed specification and scope preparation, configuration, management and document control, fabrication, assembly and simulation, modeling, training, consulting, analysis of single or multi spacecraft missions and mission design analysis.

NOTE: Services under this NAICs cannot include architect-engineer services as defined in the Brooks Act and FAR Part 2 or construction services as defined in the Federal Acquisition Regulation Part 36 and Part 2.

An implementation guide for Space launch Integration Services (SLIS) can be found at www.gsa.gov/psschedule - click on “Professional Engineering Solutions”.

541611 – MANAGEMENT AND FINANCIAL CONSULTING, ACQUISITION AND GRANTS MANAGEMENT SUPPORT, AND BUSINESS PROGRAM AND PROJECT MANAGEMENT SERVICES

Provide operating advice and assistance on administrative and management issues. Examples include: strategic and organizational planning, business process improvement, acquisition and grants management support, facilitation, surveys, assessment and improvement of financial management systems, financial reporting and analysis, due diligence in validating an agency’s portfolio of assets and related support services, strategic financial planning, financial policy formulation and development, special cost studies, actuarial services, economic and regulatory analysis, benchmarking and program metrics, and business program and project management.

Inherently Governmental services as identified in FAR 7.503 or by the ordering agency are prohibited. It is the responsibility of the Contracting Officer placing the order to make this determination. Ordering activities must require prospective contractors to identify potential conflicts of interest and address those, prior to task order award.

Personal services as defined in FAR 37.104 are prohibited.

541613 – MARKETING CONSULTING SERVICES

Services include providing operating advice and assistance on marketing issues, such as developing marketing objectives and policies, sales forecasting, marketing planning and strategy, and development of multi-media campaigns. Services relating to providing assistance with challenges, contests, and competitions, such as providing marketing and advertising support, assistance with conducting the challenge / contest / competition, facilitating events; and supporting the judging of events are included. The challenge / contest / competition may be to identify a solution to a particular problem or to accomplish

a particular goal. Prizes or other incentives may be offered by customers to find innovative or cost-effective solutions to improving open government. Solutions may be ideas, designs, proofs of concept or finished products. SIN 541810ODC must be used in conjunction with the payment for prizes or other incentives.

NOTE: Any commissions received for media placement, conference planning, etc. will either (a) be returned to the ordering agency or (b) applied as a credit to the cost of the project, whichever the ordering agency prefers.

541620 – ENVIRONMENTAL CONSULTING SERVICES

Services include providing advice and assistance to businesses and other organizations on environmental issues, such as the control of environmental contamination from pollutants, toxic substances, and hazardous materials; Endangered species, wetland, watershed, and other natural resource management plans; Archeological and/or cultural resource management plans. This includes identifying problems (e.g., inspect buildings for hazardous materials), measure and evaluate risks, and recommend solutions. Multi-disciplined staff of scientists, engineers, and other technicians with expertise in areas, such as air and water quality, asbestos contamination, remediation, ecological restoration, and environmental law such as Planning and Documentation Services for the development, planning, facilitation, coordination, and documentation of and/or for environmental initiatives (or mandates such as Executive Order 13693 in areas of chemical, radiological, and/or hazardous materials; ISO 14001 Environmental Management System (EMS) and sustainable performance measure development; Environmental Assessment (EA) and Environmental Impact Statement (EIS) preparation under the National Environmental Policy Act (NEPA).

541715 – ENGINEERING RESEARCH AND DEVELOPMENT AND STRATEGIC PLANNING

Services include conducting research and experimental development (except nanotechnology and biotechnology research and experimental development) in the physical, engineering and life sciences such as; such as agriculture, electronics, environmental, biology, botany, computers, chemistry, food, fisheries, forests, geology, health, mathematics, medicine, oceanography, pharmacy, physics, veterinary and other allied subjects.

Typical tasks include, but are not limited to, analysis of mission, program goals and objectives, program evaluations, analysis of program effectiveness, requirements analysis, organizational performance assessment, special studies and analysis, training, and consulting; requirements analysis, cost/cost performance trade-off analysis, feasibility analysis, developing and completing fire safety evaluation worksheets as they relate to professional engineering services; operation and maintenance, evaluation of inspection, testing, and maintenance program for fire protection and life safety systems, program/project management, technology transfer/insertion, training and consulting.

NOTE: Services under this NAICs cannot include architect-engineer services as defined in the Brooks Act and FAR Part 2 or construction services as defined in the Federal Acquisition Regulation Part 36 and Part 2.

541810 – ADVERTISING SERVICES

Services provided under this SIN will promote public awareness of an agency's mission and initiatives, enable public understanding of complex technical and social issues, disseminate information to industry and consumer advocacy groups and engage in recruitment campaigns. Services include, but are not limited to the following components: advertising objective determination, message decision / creation, media selection, outdoor marketing and media services, broadcast media (radio, TV, internet and public service announcements), direct mail services, media planning, media placement services, advertising evaluation, related activities to advertising services.

NOTE: Any commissions received for advertising agencies will either: (a) be returned to the ordering agency or (b) applied as a credit to the cost of the project, whichever the ordering agency prefers.

541820 – PUBLIC RELATIONS SERVICES

Services provided include providing customized media and public relation services such as the development of media messages and strategies; providing recommendations of media sources for placement of campaigns; preparing media materials such as, background materials, press releases, speeches and presentations and press kits; executing media programs, conducting press conferences, scheduling broadcast and/or print interviews, media alerts and press clipping services related activities to public relations services.

NOTE: Any commissions received for media placement, conference planning, etc. will either (a) be returned to the ordering agency or (b) applied as a credit to the cost of the project, whichever the ordering agency prefers.

541910 – MARKETING RESEARCH AND ANALYSIS

Services include customizing strategic marketing plans, branding initiatives, creating public awareness of products, services, and issues; targeting market identification and analysis, establishing measurable marketing objectives; determining market trends and conditions, identifying and implementing appropriate strategies, conducting focus groups, telemarketing, individual interviews, preparing/distributing surveys, and compiling/analyzing results, establishing call centers (in relation to services provided under this schedule).

NOTE: Any commissions received for media placement, conference planning, etc. will either (a) be returned to the ordering agency or (b) applied as a credit to the cost of the project, whichever the ordering agency prefers.

562910REM – ENVIRONMENTAL REMEDIATION SERVICES

Remediation services include site preparation, characterization, field investigation, conservation and closures, emergency response cleanup (ERC), underground storage tank/above-ground storage tank (UST/AST) removal, air monitoring, soil vapor extraction, stabilization/solidification, bio-venting, carbon absorption, containment, monitoring and/or reduction of hazardous waste sites, unexploded ordnance removal, and remediation-related laboratory testing (e.g., biological, chemical, physical, pollution and soil testing). Reclamation services include creating new land from sea or riverbeds, wetland restoration, and restoring areas to a more natural state (e.g., after pollution, desertification, or salinization have made it unusable).

NOTE: Services offered under this scope shall not include any remediation/transportation/disposal of radioactive waste, asbestos and/or paint abatement, radon mitigation, or construction and architect-engineer services as set forth in FAR Part 36 (including construction, alteration or repair of buildings, structures, or other real property). This SIN does not include Davis-Bacon work as defined in Federal Acquisition Regulation Subpart 22.4. Ordering agencies must ensure the work being required is not covered by the Davis-Bacon Act.

611430 – PROFESSIONAL AND MANAGEMENT DEVELOPMENT TRAINING

Services include offering an array of short duration courses and seminars for management and professional development. Training for career development may be provided directly to individuals or through employers' training programs, and courses may be customized or modified to meet the special needs of customers. Instruction may be provided in diverse settings, such as the establishment's or agency's training facilities, and through diverse means, such as correspondence, television, the Internet, or other electronic and distance-learning methods. The training provided may include the use of simulators and simulation methods.

Examples include Training Services that are instructor led Training or Web Based Training of Education Courses, Course Development and Test Administration, Learning Management, and Internships; Environmental Training Services in order to meet Federal mandates and Executive Orders; training of agency personnel to deal with media and media responses; Logistics Training Services related to system operations, automated tools for supply and value chain management, property and inventory management, distribution and transportation management, and maintenance of equipment and facilities; Audit & Financial training services related to course development and instruction required to support audit, review, financial assessment and financial management activities.

Any firm offering Defense Acquisition Workforce Improvement Act (DAWIA) and Federal Acquisition Certification in Contracting (FAC-C) Training for Acquisition Workforce Personnel will include an identify only DAWIA and FAC-C courses that have been deemed DAU equivalent or approved by the Federal Acquisition Institute (FAI).

NOTE: In accordance with OMB Policy Letter 05-01, civilian agencies must follow the course equivalency determinations accepted by the Defense Acquisition University (DAU) to ensure that core training is comparable across the workforce and qualifies for certification. When procuring FAC-C and DAWIA training for the audience identified below, the task order level Contracting Officer shall confirm that the courses being acquired are listed on one of the following websites:

<https://www.fai.gov/drupal/certification/verified-contracting-course-vendor-listing> OR

<http://icatalog.dau.mil/appg.aspx> (click on commercial vendors). Training Audience – Acquisition professionals interested in completing FAC-C or DAWIA.

Section D – Labor Category Summary Information

522310 Financial Advising, Loan Servicing and Asset Management Services
 531210 Financial Asset Resolution Services
 541810 Advertising Services
 541820 Public Relations Services
 541910 Marketing Research and Analysis
 541613 Professional and Management Development Training

SIN(s)	Labor Category	Base Period, Yr 1 10/31/18-10/30/19	Base Period, Yr 2 10/31/19-10/30/20	Base Period, Yr 3 10/31/20-10/30/21	Base Period, Yr 4 10/31/21-10/30/22	Base Period, Yr 5 10/31/22-10/30/23
522310, 531210, 541810, 541820, 541910, 541613	Contract Manager	\$263.25	\$269.31	\$275.50	\$281.84	\$288.32
522310, 531210, 541810, 541820, 541910, 541613	Senior Contracts Administrator	\$160.78	\$164.47	\$168.26	\$172.13	\$176.09
522310, 531210, 541810, 541820, 541910, 541613	Contracts Administrator	\$120.67	\$123.44	\$126.28	\$129.18	\$132.16
522310, 531210, 541810, 541820, 541910, 541613	Project Administrator	\$99.11	\$101.39	\$103.73	\$106.11	\$108.55
522310, 531210, 541810, 541820, 541910, 541613	Project Manager	\$163.31	\$167.07	\$170.91	\$174.84	\$178.87
522310, 531210, 541810, 541820, 541910, 541613	Senior CADD**	\$135.79	\$138.91	\$142.11	\$145.37	\$148.72
522310, 531210, 541810, 541820, 541910, 541613	CADD**	\$106.00	\$108.43	\$110.93	\$113.48	\$116.09
522310, 531210, 541810, 541820, 541910, 541613	Junior CADD**	\$75.66	\$77.40	\$79.18	\$81.00	\$82.86
522310, 531210, 541810, 541820, 541910, 541613	Administrative Assistant**	\$92.34	\$94.47	\$96.64	\$98.86	\$101.14
522310, 531210, 541810, 541820, 541910, 541613	Word Processor**	\$75.07	\$76.80	\$78.57	\$80.37	\$82.22
522310, 531210, 541810, 541820, 541910, 541613	Clerk**	\$57.96	\$59.30	\$60.66	\$62.06	\$63.48
522310, 531210, 541810, 541820, 541910, 541613	Project Controls Specialist	\$138.85	\$142.05	\$145.31	\$148.65	\$152.07

SIN(s)	Labor Category	Base Period, Yr 1 10/31/18-10/30/19	Base Period, Yr 2 10/31/19-10/30/20	Base Period, Yr 3 10/31/20-10/30/21	Base Period, Yr 4 10/31/21-10/30/22	Base Period, Yr 5 10/31/22-10/30/23
522310, 531210, 541810, 541820, 541910, 541613	Senior Principal Consultant	\$339.65	\$347.46	\$355.45	\$363.63	\$371.99
522310, 531210, 541810, 541820, 541910, 541613	Consultant V	\$279.76	\$286.19	\$292.78	\$299.51	\$306.40
522310, 531210, 541810, 541820, 541910, 541613	Senior Managing Consultant	\$233.80	\$239.18	\$244.68	\$250.31	\$256.07
522310, 531210, 541810, 541820, 541910, 541613	Consultant IV	\$204.72	\$209.42	\$214.24	\$219.17	\$224.21
522310, 531210, 541810, 541820, 541910, 541613	Consultant III	\$176.70	\$180.76	\$184.92	\$189.17	\$193.52
522310, 531210, 541810, 541820, 541910, 541613	Consultant II	\$137.17	\$140.32	\$143.55	\$146.85	\$150.23
522310, 531210, 541810, 541820, 541910, 541613	Junior Consultant	\$124.61	\$127.48	\$130.41	\$133.41	\$136.48
522310, 531210, 541810, 541820, 541910, 541613	Consultant I	\$92.90	\$95.03	\$97.22	\$99.46	\$101.74
522310, 531210, 541810, 541820, 541910, 541613	Director	\$339.65	\$347.46	\$355.45	\$363.63	\$371.99
522310, 531210, 541810, 541820, 541910, 541613	Program Manager	\$273.36	\$279.65	\$286.08	\$292.66	\$299.39

541715 Engineering Research and Development and Strategic Planning
 541330ENG Engineering Services
 541420 Engineering System Design and Integration Services
 541380 Testing Laboratory Services

SIN(s)	Labor Category	Base Period, Yr 1 10/31/18-10/30/19	Base Period, Yr 2 10/31/19-10/30/20	Base Period, Yr 3 10/31/20-10/30/21	Base Period, Yr 4 10/31/21-10/30/22	Base Period, Yr 5 10/31/22-10/30/23
541715, 541330ENG, 541420, 541380	Contract Manager	\$263.25	\$269.31	\$275.50	\$281.84	\$288.32
541715, 541330ENG, 541420, 541380	Senior Contracts Administrator	\$160.78	\$164.47	\$168.26	\$172.13	\$176.09
541715, 541330ENG, 541420, 541380	Contracts Administrator	\$120.67	\$123.44	\$126.28	\$129.18	\$132.16
541715, 541330ENG, 541420, 541380	Project Administrator	\$99.11	\$101.39	\$103.73	\$106.11	\$108.55
541715, 541330ENG, 541420, 541380	Project Manager	\$163.31	\$167.07	\$170.91	\$174.84	\$178.87
541715, 541330ENG, 541420, 541380	Senior CADD**	\$135.79	\$138.91	\$142.11	\$145.37	\$148.72
541715, 541330ENG, 541420, 541380	CADD**	\$106.00	\$108.43	\$110.93	\$113.48	\$116.09
541715, 541330ENG, 541420, 541380	Junior CADD**	\$75.66	\$77.40	\$79.18	\$81.00	\$82.86
541715, 541330ENG, 541420, 541380	Administrative Assistant**	\$92.34	\$94.47	\$96.64	\$98.86	\$101.14
541715, 541330ENG, 541420, 541380	Word Processor**	\$75.07	\$76.80	\$78.57	\$80.37	\$82.22
541715, 541330ENG, 541420, 541380	Clerk**	\$57.96	\$59.30	\$60.66	\$62.06	\$63.48
541715, 541330ENG, 541420, 541380	Project Controls Specialist	\$138.85	\$142.04	\$145.31	\$148.65	\$152.07
541715, 541330ENG, 541420, 541380	Senior Project Advisor	\$311.17	\$318.33	\$325.65	\$333.14	\$340.80
541715, 541330ENG, 541420, 541380	Engineer/Analyst V	\$254.50	\$260.35	\$266.34	\$272.47	\$278.73

SIN(s)	Labor Category	Base Period, Yr 1 10/31/18-10/30/19	Base Period, Yr 2 10/31/19-10/30/20	Base Period, Yr 3 10/31/20-10/30/21	Base Period, Yr 4 10/31/21-10/30/22	Base Period, Yr 5 10/31/22-10/30/23
541715, 541330ENG, 541420, 541380	Senior Managing Engineer/Analyst	\$211.73	\$216.60	\$221.58	\$226.68	\$231.89
541715, 541330ENG, 541420, 541380	Engineer/Analyst IV	\$205.63	\$210.36	\$215.20	\$220.15	\$225.21
541715, 541330ENG, 541420, 541380	Engineer/Analyst III	\$165.76	\$169.58	\$173.48	\$177.47	\$181.55
541715, 541330ENG, 541420, 541380	Engineer/Analyst II	\$129.06	\$132.03	\$135.06	\$138.17	\$141.35
541715, 541330ENG, 541420, 541380	Engineer/Analyst I	\$102.51	\$104.87	\$107.28	\$109.75	\$112.27
541715, 541330ENG, 541420, 541380	Engineer/Analyst Technician**	\$86.16	\$88.14	\$90.17	\$92.24	\$94.36

541611 Management and Financial Consulting Services

SIN(s)	Labor Category	Base Period, Yr 1 10/31/18-10/30/19	Base Period, Yr 2 10/31/19-10/30/20	Base Period, Yr 3 10/31/20-10/30/21	Base Period, Yr 4 10/31/21-10/30/22	Base Period, Yr 5 10/31/22-10/30/23
541611	Contract Manager	\$263.25	\$269.31	\$275.50	\$281.84	\$288.32
541611	Senior Contracts Administrator	\$160.78	\$164.47	\$168.26	\$172.13	\$176.09
541611	Contracts Administrator	\$120.67	\$123.44	\$126.28	\$129.18	\$132.16
541611	Project Administrator	\$99.11	\$101.39	\$103.73	\$106.11	\$108.55
541611	Project Manager	\$163.31	\$167.07	\$170.91	\$174.84	\$178.87
541611	Senior CADD**	\$135.79	\$138.91	\$142.11	\$145.37	\$148.72
541611	CADD**	\$106.00	\$108.43	\$110.93	\$113.48	\$116.09
541611	Junior CADD**	\$75.66	\$77.40	\$79.18	\$81.00	\$82.86
541611	Administrative Assistant**	\$92.34	\$94.47	\$96.64	\$98.86	\$101.14
541611	Word Processor**	\$75.07	\$76.80	\$78.57	\$80.37	\$82.22
541611	Clerk**	\$57.96	\$59.30	\$60.66	\$62.06	\$63.48
541611	Project Controls Specialist	\$138.85	\$142.05	\$145.31	\$148.65	\$152.07
541611	Senior Principal Consultant	\$339.65	\$347.46	\$355.45	\$363.63	\$371.99
541611	Consultant V	\$279.76	\$286.19	\$292.78	\$299.51	\$306.40
541611	Senior Managing Consultant	\$233.80	\$239.18	\$244.68	\$250.31	\$256.07
541611	Consultant IV	\$204.72	\$209.42	\$214.24	\$219.17	\$224.21
541611	Consultant III	\$176.70	\$180.76	\$184.92	\$189.17	\$193.52
541611	Consultant II	\$137.17	\$140.32	\$143.55	\$146.85	\$150.23
541611	Junior Consultant	\$124.61	\$127.48	\$130.41	\$133.41	\$136.48
541611	Consultant I	\$92.90	\$95.03	\$97.22	\$99.46	\$101.74
541611	Senior Computer Programmer**	\$170.51	\$174.43	\$178.44	\$182.55	\$186.75
541611	Computer Programmer**	\$129.79	\$132.78	\$135.83	\$138.96	\$142.15
541611	Junior Computer Programmer**	\$108.63	\$111.13	\$113.69	\$116.30	\$118.98
541611	Technical Editor**	\$82.70	\$84.60	\$86.55	\$88.54	\$90.58
541611	Director	\$339.65	\$347.46	\$355.45	\$363.63	\$371.99
541611	Program Manager	\$273.36	\$279.65	\$286.08	\$292.66	\$299.39

541620 Environmental Consulting Services
 611430 Professional and Management Development Training
 541370GIS Geographic Information Systems (GIS) Systems
 562910REM Environmental Remediation Services

SIN(s)	Labor Category	Base Period, Yr 1 10/31/18-10/30/19	Base Period, Yr 2 10/31/19-10/30/20	Base Period, Yr 3 10/31/20-10/30/21	Base Period, Yr 4 10/31/21-10/30/22	Base Period, Yr 5 10/31/22-10/30/23
541620, 611430, 541370GIS, 562910REM	Contract Manager	\$263.25	\$269.31	\$275.50	\$281.84	\$288.32
541620, 611430, 541370GIS, 562910REM	Senior Contracts Administrator	\$160.78	\$164.47	\$168.26	\$172.13	\$176.09
541620, 611430, 541370GIS, 562910REM	Contracts Administrator	\$120.67	\$123.44	\$126.28	\$129.18	\$132.16
541620, 611430, 541370GIS, 562910REM	Project Administrator	\$99.11	\$101.39	\$103.73	\$106.11	\$108.55
541620, 611430, 541370GIS, 562910REM	Project Manager	\$163.31	\$167.07	\$170.91	\$174.84	\$178.87
541620, 611430, 541370GIS, 562910REM	Technical Leader	\$284.35	\$290.89	\$297.58	\$304.43	\$311.43
541620, 611430, 541370GIS, 562910REM	Environmental Professional IV	\$190.51	\$194.89	\$199.37	\$203.96	\$208.65
541620, 611430, 541370GIS, 562910REM	Environmental Professional III	\$142.16	\$145.43	\$148.77	\$152.19	\$155.69
541620, 611430, 541370GIS, 562910REM	Environmental Professional II	\$110.93	\$113.48	\$116.09	\$118.76	\$121.50
541620, 611430, 541370GIS, 562910REM	GIS V	\$182.61	\$186.81	\$191.11	\$195.50	\$200.00
541620, 611430, 541370GIS, 562910REM	GIS IV	\$115.46	\$118.11	\$120.83	\$123.61	\$126.45
541620, 611430, 541370GIS, 562910REM	GIS III	\$100.61	\$102.93	\$105.30	\$107.72	\$110.20
541620, 611430, 541370GIS, 562910REM	GIS II	\$74.46	\$76.17	\$77.92	\$79.72	\$81.55
541620, 611430, 541370GIS, 562910REM	GIS I	\$67.70	\$69.25	\$70.85	\$72.48	\$74.14

SIN(s)	Labor Category	Base Period, Yr 1 10/31/18-10/30/19	Base Period, Yr 2 10/31/19-10/30/20	Base Period, Yr 3 10/31/20-10/30/21	Base Period, Yr 4 10/31/21-10/30/22	Base Period, Yr 5 10/31/22-10/30/23
541620, 611430, 541370GIS, 562910REM	Trainer V	\$204.52	\$209.23	\$214.04	\$218.96	\$224.00
541620, 611430, 541370GIS, 562910REM	Trainer IV	\$185.51	\$189.78	\$194.14	\$198.61	\$203.18
541620, 611430, 541370GIS, 562910REM	Trainer III	\$142.32	\$145.59	\$148.94	\$152.36	\$155.87
541620, 611430, 541370GIS, 562910REM	Trainer II	\$112.58	\$115.17	\$117.82	\$120.53	\$123.31
541620, 611430, 541370GIS, 562910REM	Senior Training Software Developer	\$225.50	\$230.69	\$235.99	\$241.42	\$246.97
541620, 611430, 541370GIS, 562910REM	Training Software Developer	\$161.42	\$165.13	\$168.93	\$172.82	\$176.79
541620, 611430, 541370GIS, 562910REM	Junior Training Software Developer	\$127.03	\$129.95	\$132.94	\$136.00	\$139.13
541620, 611430, 541370GIS, 562910REM	Senior CADD**	\$135.79	\$138.91	\$142.11	\$145.37	\$148.72
541620, 611430, 541370GIS, 562910REM	CADD**	\$106.00	\$108.43	\$110.93	\$113.48	\$116.09
541620, 611430, 541370GIS, 562910REM	Junior CADD**	\$75.66	\$77.40	\$79.18	\$81.00	\$82.86
541620, 611430, 541370GIS, 562910REM	Administrative Assistant**	\$92.34	\$94.47	\$96.64	\$98.86	\$101.14
541620, 611430, 541370GIS, 562910REM	Word Processor**	\$75.07	\$76.80	\$78.57	\$80.37	\$82.22
541620, 611430, 541370GIS, 562910REM	Clerk**	\$57.96	\$59.30	\$60.66	\$62.06	\$63.48
541620, 611430, 541370GIS, 562910REM	Construction Manager	\$215.52	\$220.47	\$225.54	\$230.73	\$236.04
541620, 611430, 541370GIS, 562910REM	Superintendent	\$146.42	\$149.79	\$153.23	\$156.76	\$160.36
541620, 611430, 541370GIS, 562910REM	Field Engineer	\$102.36	\$104.71	\$107.12	\$109.58	\$112.10

SIN(s)	Labor Category	Base Period, Yr 1 10/31/18-10/30/19	Base Period, Yr 2 10/31/19-10/30/20	Base Period, Yr 3 10/31/20-10/30/21	Base Period, Yr 4 10/31/21-10/30/22	Base Period, Yr 5 10/31/22-10/30/23
541620, 611430, 541370GIS, 562910REM	Field Technician** (Construction)	\$64.70	\$66.18	\$67.71	\$69.26	\$70.86
541620, 611430, 541370GIS, 562910REM	Environmental Technician	\$78.84	\$80.65	\$82.51	\$84.41	\$86.35
541620, 611430, 541370GIS, 562910REM	Field Technician**	\$64.70	\$66.18	\$67.71	\$69.26	\$70.86
541620, 611430, 541370GIS, 562910REM	O&M Technician**	\$86.77	\$88.77	\$90.81	\$92.90	\$95.03
541620, 611430, 541370GIS, 562910REM	Project Controls Specialist	\$138.85	\$142.05	\$145.31	\$148.65	\$152.07
541620, 611430, 541370GIS, 562910REM	Site Health and Safety Officer	\$130.65	\$133.65	\$136.73	\$139.87	\$143.09
541620, 611430, 541370GIS, 562910REM	Field Administrator**	\$57.96	\$59.30	\$60.66	\$62.06	\$63.48
541620, 611430, 541370GIS, 562910REM	Senior Project Advisor	\$311.17	\$318.33	\$325.65	\$333.14	\$340.80
541620, 611430, 541370GIS, 562910REM	Engineer/Analyst V	\$254.50	\$260.35	\$266.34	\$272.47	\$278.73
541620, 611430, 541370GIS, 562910REM	Senior Managing Engineer/Analyst	\$211.73	\$216.60	\$221.58	\$226.68	\$231.89
541620, 611430, 541370GIS, 562910REM	Engineer/Analyst IV	\$205.63	\$210.36	\$215.20	\$220.15	\$225.21
541620, 611430, 541370GIS, 562910REM	Engineer/Analyst III	\$165.76	\$169.58	\$173.48	\$177.47	\$181.55
541620, 611430, 541370GIS, 562910REM	Engineer/Analyst II	\$129.06	\$132.03	\$135.06	\$138.17	\$141.35
541620, 611430, 541370GIS, 562910REM	Engineer/Analyst I	\$102.51	\$104.87	\$107.28	\$109.75	\$112.27
541620, 611430, 541370GIS, 562910REM	Engineer/Analyst Technician**	\$86.16	\$88.14	\$90.17	\$92.24	\$94.36

SERVICE CONTRACT LABOR STANDARDS (SCLS) MATRIX		
SCA Eligible Contract Labor Category	SCA Equivalent Code - Title	WD Number
Senior CADD	30064 – Drafter/CAD Operator IV	WD-2015-4215
CADD	30063 – Drafter/CAD Operator III	WD-2015-4215
Junior CADD	30061 – Drafter/CAD Operator I	WD-2015-4215
Administrative Assistant	01020 – Administrative Assistant	WD-2015-4215
Word Processor	01613 – Word Processor III	WD-2015-4215
Clerk	01112 - General Clerk II	WD-2015-4215
Field Technician	30090 - Environmental Technician	WD-2015-4215
O&M Technician	25210 – Water Treatment Plant Operator	WD-2015-4215
Field Technician (Construction)	30090 - Environmental Technician	WD-2015-4215
Field Administrator	01112 - General Clerk II	WD-2015-4215
Engineer/Analyst Technician	30040 – Civil Engineering Technician	WD-2015-4215
Senior Computer Programmer	14074 – Computer Programmer IV	WD-2015-4215
Computer Programmer	14073 – Computer Programmer III	WD-2015-4215
Junior Computer Programmer	14072 – Computer Programmer II	WD-2015-4215
Technical Editor	30461 – Technical Writer I	WD-2015-4215

The Service Contract Labor Standards (SCLS), 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 an (**) 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).

Section E – Labor Categories and Requirements

SINs	Labor Category	Min. Exp (Years)	Minimum Education (Degree)	Registration/Certification	Other
522310, 531210, 541810, 541820, 541910, 541613, 541715, 541330ENG, 541420, 541380, 541611, 541620, 611430, 541370GIS, 562910REM	Contract Manager	12	Bachelors	Preferred where applicable	<ul style="list-style-type: none"> • A minimum of 8 years of Contract Management experience • Working knowledge of applicable federal, state and local laws, regulations and guidance • Effective delegator, communicator, mentor, and organizer • Able to perform complex or non-routine tasks • Capable of balancing staff work and project needs and effectively settling internal problems • Superior client manager, effective at understanding and implementing client needs in achieving contract goals
522310, 531210, 541810, 541820, 541910, 541613, 541715, 541330ENG, 541420, 541380, 541611, 541620, 611430, 541370GIS, 562910REM	Senior Contracts Administrator	7	Bachelors	Preferred where applicable	<ul style="list-style-type: none"> • Leads efforts in contract administration and establishes procedures • Strong knowledge in multiple federal contracts and contract negotiation • Performs role similar to contract manager on contracting issues
522310, 531210, 541810, 541820, 541910, 541613, 541715, 541330ENG, 541420, 541380, 541611, 541620, 611430, 541370GIS, 562910REM	Contracts Administrator	5	Bachelors	None	<ul style="list-style-type: none"> • Detailed and substantial interaction with project teams regarding accounting and contract analysis • Performs procurement of subcontractors • Thorough knowledge of FAR and federal contracting regulations • Manages complex contracts and completes detailed analysis and reporting such as 72A reporting and SB reporting

SINs	Labor Category	Min. Exp (Years)	Minimum Education (Degree)	Registration/Certification	Other
522310, 531210, 541810, 541820, 541910, 541613, 541715, 541330ENG, 541420, 541380, 541611, 541620, 611430, 541370GIS, 562910REM	Project Administrator	2	High School Diploma	None	<ul style="list-style-type: none"> • Supports project team needs in general project administration • Performs job setup, invoicing, and closeout activities • Knowledgeable about the fundamental concepts and practices of contract administration
522310, 531210, 541810, 541820, 541910, 541613, 541715, 541330ENG, 541420, 541380, 541611, 541620, 611430, 541370GIS, 562910REM	Project Manager	6	Bachelors	Preferred where applicable	<ul style="list-style-type: none"> • Minimum 5 years project management experience • Demonstrated ability to successfully manage projects including supervision and oversight of project teams working on specific project elements • Broad breadth of experience and capabilities, and ability to work proficiently and competently on a wide range of work • Demonstrated ability to perform technical tasks such as calculations, layouts, data evaluations, and design or technical report preparation • Working knowledge of applicable federal, state and local laws, regulations, and guidance
541620, 6411430, 541370GIS, 562910REM	Technical Leader	20	Bachelors	Preferred where applicable	<ul style="list-style-type: none"> • Recognized as a technical expert in the environmental field • Conceptualizes, develops and reviews new methods, techniques and/or processes in areas of expertise • Responsible for the development and implementation of major programs, projects, and/or business operations that help shape the future direction and strategy of the organization • Establishes organizational priorities, implementing the strategic plan and vision • Thorough knowledge of organizational directives, programs, standards and administrative procedures required • Working knowledge of applicable federal, state and local laws, regulations, and guidance

SINs	Labor Category	Min. Exp (Years)	Minimum Education (Degree)	Registration/Certification	Other
541620, 6411430, 541370GIS, 562910REM	Environmental Professional IV	10	Bachelors	Preferred where applicable	<ul style="list-style-type: none"> • Broad breadth of experience and capabilities in the environmental field • Assignments/projects are complex in nature and require the application of specialized knowledge with a high degree of initiative and independence • Establishes work methods and procedures by devising practical and economical solutions. • Exercises independent judgment and decision-making to determine work methods and procedures on new or special assignments and projects • Provides guidance on direction of work; reviews and evaluates work. • In-depth knowledge of organizational directives, programs, standards and administrative procedures required
541620, 6411430, 541370GIS, 562910REM	Environmental Professional III	7	Bachelors	None	<ul style="list-style-type: none"> • Demonstrates wide-ranging environmental experience and applies professional concepts to resolve complex problems with effective, innovative, economical and creative approaches • Works under minimal supervision with broad guidelines • Determines methods and procedures on new assignments • Assigns, reviews and evaluates work for technical accuracy and completeness; advises on technical problems • Demonstrates mature knowledge in a variety of methods, techniques and best practices • Capable of performing technical tasks such as calculations, layouts, data evaluations, and design or technical report preparation • Capable of managing tasks and field efforts and supervising subcontractors and multiple subcontractor teams

SINs	Labor Category	Min. Exp (Years)	Minimum Education (Degree)	Registration/Certification	Other
541620, 6411430, 541370GIS, 562910REM	Environmental Professional II	5	Bachelors	None	<ul style="list-style-type: none"> • Experienced environmental professional demonstrating a comprehensive understanding of specialized area of expertise • Works under general supervision • General guidance is provided for new assignments, review of plans, and unusual issues • Performs a variety of assignments using creative methods and problem solving approaches including the application of sound principles and best practices • Exercises independent judgment to analyze issues, interpret information, and select methods and solutions to resolve problems; handles deviations from standard practice • Assignments are broad, varied and diverse in scope • Contributor to a project team and capable of performing routine site work
541620, 6411430, 541370GIS, 562910REM	GIS V	10	Bachelors	None	<ul style="list-style-type: none"> • Demonstrated ability to successfully manage GIS projects • Assignments/projects are complex in nature and require the application of specialized knowledge with a high degree of initiative and independence • Establishes work methods and procedures by devising practical and economical solutions. • Exercises independent judgment and decision-making to determine work methods and procedures on new or special assignments and projects • Provides guidance on direction of work; reviews and evaluates work. • In-depth knowledge of organizational directives, programs, standards and administrative procedures required

SINs	Labor Category	Min. Exp (Years)	Minimum Education (Degree)	Registration/ Certification	Other
541620, 6411430, 541370GIS, 562910REM	GIS IV	7	Bachelors	None	<ul style="list-style-type: none"> • Demonstrates wide-ranging GIS experience and applies professional concepts to resolve complex problems with effective, innovative, economical and creative approaches • Capable of managing training tasks • Works under minimal supervision with broad guidelines • Determines methods and procedures on new assignments • Assigns, reviews and evaluates work for technical accuracy and completeness; advises on technical problems • Demonstrates mature knowledge in a variety of methods, techniques and best practices • Capable of performing technical tasks such as calculations, layouts, data evaluations, and design or technical report preparation • Capable of managing tasks and field efforts and supervising subcontractors and multiple subcontractor teams
541620, 6411430, 541370GIS, 562910REM	GIS III	5	Bachelors	None	<ul style="list-style-type: none"> • Experienced professional demonstrating a comprehensive understanding of GIS expertise • Contributor to a team and capable of performing routine GIS tasks • Works under general supervision • General guidance is provided for new assignments, review of plans, and unusual issues • Performs a variety of assignments using creative methods and problem solving approaches including the application of sound principles and best practices • Exercises independent judgment to analyze issues, interpret information, and select methods and solutions to resolve problems; handles deviations from standard practice • Assignments are broad, varied and diverse in scope • Contributor to a project team and capable of performing routine site work
541620, 6411430, 541370GIS, 562910REM	GIS II	2	Bachelors	None	<ul style="list-style-type: none"> • Work is designed to provide initial learning and application of GIS concepts • Applies established standards, policies, procedures and guidelines to resolve routine issues and complete assigned tasks • Exercises judgment to carry out assignments that are comprised of clearly defined tasks within a limited scope • Contributor to a project team

SINs	Labor Category	Min. Exp (Years)	Minimum Education (Degree)	Registration/Certification	Other
541620, 6411430, 541370GIS, 562910REM	GIS I	0	High School Diploma	None	<ul style="list-style-type: none"> • Contributor to a project team and capable of performing routine GIS tasks • Demonstrates working knowledge of routine work applications • Uses a variety of standard methods and techniques • Works under direct supervision
541620, 6411430, 541370GIS, 562910REM	Trainer V	13	Bachelors	Preferred where applicable	<ul style="list-style-type: none"> • Demonstrated ability to successfully plan and implement training programs • Effectively manage work requirements by easily balancing priorities, focusing efforts and utilizing available resources • Provides direction, review and evaluates work, delegates authority, and issues instructions and other guidelines • Demonstrate outstanding levels of productivity by leading and empowering lower level staff • Thorough knowledge of organizational directives, programs, standards and administrative procedures required • Working knowledge of applicable federal, state and local laws, regulations, and guidance
541620, 6411430, 541370GIS, 562910REM	Trainer IV	10	Bachelors	Preferred where applicable	<ul style="list-style-type: none"> • Demonstrated ability to successfully manage training programs • Assignments/projects are complex in nature and require the application of specialized knowledge with a high degree of initiative and independence • Establishes work methods and procedures by devising practical and economical solutions. • Exercises independent judgment and decision-making to determine work methods and procedures on new or special assignments and projects • Provides guidance on direction of work; reviews and evaluates work. • In-depth knowledge of organizational directives, programs, standards and administrative procedures required

SINs	Labor Category	Min. Exp (Years)	Minimum Education (Degree)	Registration/Certification	Other
541620, 6411430, 541370GIS, 562910REM	Trainer III	7	Bachelors	Preferred where applicable	<ul style="list-style-type: none"> • Demonstrates wide-ranging training experience and applies professional concepts to resolve complex problems with effective, innovative, economical and creative approaches • Capable of managing training tasks • Works under minimal supervision with broad guidelines • Determines methods and procedures on new assignments • Assigns, reviews and evaluates work for technical accuracy and completeness; advises on technical problems • Demonstrates mature knowledge in a variety of methods, techniques and best practices • Capable of performing technical tasks such as calculations, layouts, data evaluations, and design or technical report preparation • Capable of managing tasks and field efforts and supervising subcontractors and multiple subcontractor teams
541620, 6411430, 541370GIS, 562910REM	Trainer II	5	Bachelors	Preferred where applicable	<ul style="list-style-type: none"> • Experienced training professional demonstrating a comprehensive understanding of specialized area of expertise • Contributor to a training team and capable of performing routine training tasks • Works under general supervision • General guidance is provided for new assignments, review of plans, and unusual issues • Performs a variety of assignments using creative methods and problem solving approaches including the application of sound principles and best practices • Exercises independent judgment to analyze issues, interpret information, and select methods and solutions to resolve problems; handles deviations from standard practice • Assignments are broad, varied and diverse in scope • Contributor to a project team and capable of performing routine site work
541620, 6411430, 541370GIS, 562910REM	Senior Training Software Developer	10	Bachelors	None	<ul style="list-style-type: none"> • Manages development of new routines or modifications to existing training software programs • Coordinates program specification development • Oversees implementation of user requirements in test plans and program logic flow charts • Directs program/application development, testing, and installation

SINs	Labor Category	Min. Exp (Years)	Minimum Education (Degree)	Registration/Certification	Other
541620, 6411430, 541370GIS, 562910REM	Training Software Developer	7	Bachelors	None	<ul style="list-style-type: none"> • Develops new routines or modifications to existing programs as needed for clients/training programs • Performs coding, testing and debugging, modification, and installation of operating programs/procedures • Participates in system testing • Strong contributor to training teams • Capable of managing tasks and supervising task teams
541620, 6411430, 541370GIS, 562910REM	Junior Training Software Developer	5	Bachelors	None	<ul style="list-style-type: none"> • Contributor to a project team and capable of performing routine programming tasks • Performs tasks with minimal guidance; competent programming skills
522310, 531210, 541810, 541820, 541910, 541613, 541715, 541330ENG, 541420, 541380, 541611, 541620, 611430, 541370GIS, 562910REM	Senior CADD**	10	High School Diploma	None	<ul style="list-style-type: none"> • Manages design efforts and team of designers; complies with project budget and schedule • Capable of completing/coordinating the development and delivery of complex designs and entire sets of drawings
522310, 531210, 541810, 541820, 541910, 541613, 541715, 541330ENG, 541420, 541380, 541611, 541620, 611430, 541370GIS, 562910REM	CADD**	5	High School Diploma	None	<ul style="list-style-type: none"> • Fully develops designs and client deliverables with minimal guidance • Responsible for layout & coordination of entire sets of drawings/graphics • Capable of leading drafters and coordinates work activities with other discipline designers/drafters • Manages design effort for large projects and complies with project budget and schedule

SINs	Labor Category	Min. Exp (Years)	Minimum Education (Degree)	Registration/Certification	Other
522310, 531210, 541810, 541820, 541910, 541613, 541715, 541330ENG, 541420, 541380, 541611, 541620, 611430, 541370GIS, 562910REM	Junior CADD**	0	High School Diploma	None	<ul style="list-style-type: none"> • Contributor to a project team and capable of performing routine drafting/CADD/graphics tasks • Develops drawings or graphics with minimal guidance; competent skills in CADD
522310, 531210, 541810, 541820, 541910, 541613, 541715, 541330ENG, 541420, 541380, 541611, 541620, 611430, 541370GIS, 562910REM	Administrative Assistant**	3	High School Diploma	None	<ul style="list-style-type: none"> • Arranges travel for project team as needed • Coordinates project deliverables • Supports project needs as required by project manager
522310, 531210, 541810, 541820, 541910, 541613, 541715, 541330ENG, 541420, 541380, 541611, 541620, 611430, 541370GIS, 562910REM	Word Processor	2	High School Diploma	None	<ul style="list-style-type: none"> • Knowledgeable in word processing programs • Familiar with corporate style guide for report formatting

SINs	Labor Category	Min. Exp (Years)	Minimum Education (Degree)	Registration/Certification	Other
522310, 531210, 541810, 541820, 541910, 541613, 541715, 541330ENG, 541420, 541380, 541611, 541620, 611430, 541370GIS, 562910REM	Clerk	0	High School Diploma	None	<ul style="list-style-type: none"> • Supports project needs in general project administration • Performs project filing, mailings, and general accounting needs
541620, 6411430, 541370GIS, 562910REM	Construction Manager	10	Bachelors	P.E. preferred	<ul style="list-style-type: none"> • Demonstrated ability to successfully manage remediation projects including supervision and oversight of project teams • Developed expertise in remedial construction implementation and management • Has overall project responsibility in the field
541620, 6411430, 541370GIS, 562910REM	Superintendent	5	Bachelors	E.I.T. or P.E. preferred	<ul style="list-style-type: none"> • Broad breadth of experience and capabilities, and ability to work proficiently and competently on a wide range of work • Demonstrated ability to successfully manage remediation projects including supervision and oversight of project teams • Provides overall on-site administration, project supervision, and technical management at project site
541620, 6411430, 541370GIS, 562910REM	Field Engineer	2	Bachelors	None	<ul style="list-style-type: none"> • Ensures implementation of overall field remediation/construction program is consistent with job specifications
541620, 6411430, 541370GIS, 562910REM	Field Technician (Construction)	0	High School Diploma	None	<ul style="list-style-type: none"> • Implements tasks in support of remediation, construction, and/or optimization field activities • Implements environmental and personal monitoring/sampling required in the TO work plan and site safety and health plan • Completed OSHA training for site work
541620, 6411430, 541370GIS, 562910REM	Environmental Technician	0	Bachelors	None	<ul style="list-style-type: none"> • Contributor to a project team and capable of performing routine work in conjunction with office or field work
541620, 6411430, 541370GIS, 562910REM	Field Technician	0	High School Diploma	None	<ul style="list-style-type: none"> • Contributor to a project team and capable of performing routine site work

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541620, 6411430, 541370GIS, 562910REM	O&M Technician	0	High School Diploma	None	<ul style="list-style-type: none"> • Performs O&M tasks in support of remediation, construction, and/or optimization field activities • Provides/performs operations, maintenance, and monitoring services • Implements TO-specific environmental and personal monitoring/sampling in conjunction with O&M activities • Completed OSHA training for site work
522310, 531210, 541810, 541820, 541910, 541613, 541715, 541330ENG, 541420, 541380, 541611, 541620, 611430, 541370GIS, 562910REM	Project Controls Specialist	5	High School Diploma	None	<ul style="list-style-type: none"> • Performs cost, schedule, budget analysis for projects • Compiles and reports performance data to Project/Contract Manager and client as required by SOW • Performs variance analysis to identify deviations from project schedule and/or budget • Able to work proficiently and competently on a wide range of work
541620, 6411430, 541370GIS, 562910REM	Site Health and Safety Officer	2	Bachelors	Certified Safety Professional	<ul style="list-style-type: none"> • Responsible for oversight and field implementation of all Federal, state, and local safety, health, and training requirements. • Provides regional consistency for field construction projects • Completed OSHA 10-hour safety awareness class
541620, 6411430, 541370GIS, 562910REM	Field Administrator	2	High School Diploma	None	<ul style="list-style-type: none"> • Supports project needs in general project administration in field • Supports daily coordination/reporting requirements • Knowledgeable about internal systems for project administration and reporting
541715, 541330ENG, 541420, 541380, 541620, 611430, 541370GIS, 562910REM	Senior Project Advisor	20	Bachelors	PE	<ul style="list-style-type: none"> • Recognized as a technical expert in the engineering field • Conceptualizes, develops and reviews new methods, techniques and/or processes in areas of expertise • Responsible for the development and implementation of major programs, projects, and/or business operations that help shape the future direction and strategy of the organization • Establishes organizational priorities, implementing the strategic plan and vision • Thorough knowledge of organizational directives, programs, standards and administrative procedures required • Working knowledge of applicable federal, state and local laws, regulations, and guidance

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541715, 541330ENG, 541420, 541380, 541620, 611430, 541370GIS, 562910REM	Engineer/Analyst V	13	Bachelors	Preferred where applicable	<ul style="list-style-type: none"> • Outstanding technical capabilities/knowledge in the engineering field; has emerged as a technical differentiator • Effectively manage work requirements by easily balancing priorities, focusing efforts and utilizing available resources • Provides direction, review and evaluates work, delegates authority, and issues instructions and other guidelines • Demonstrate outstanding levels of productivity by leading and empowering lower level staff • Thorough knowledge of organizational directives, programs, standards and administrative procedures required • Working knowledge of applicable federal, state and local laws, regulations, and guidance
541715, 541330ENG, 541420, 541380, 541620, 611430, 541370GIS, 562910REM	Senior Managing Engineer/ Analyst	12	Bachelors	Preferred where applicable	<ul style="list-style-type: none"> • Minimum 8 years' experience in project management • Outstanding capabilities/knowledge; has emerged as a technical differentiator • Effectively manage work requirements by easily balancing priorities, focusing efforts and utilizing available resources • Demonstrate outstanding levels of productivity by leading and empowering lower level staff • Strongest of project managers, and possess a thorough understanding of contract administration, project financials, and client service • Working knowledge of applicable federal, state and local laws, regulations, and guidance
541715, 541330ENG, 541420, 541380, 541620, 611430, 541370GIS, 562910REM	Engineer/Analyst IV	10	Bachelors	Preferred where applicable	<ul style="list-style-type: none"> • Broad breadth of experience and capabilities in the engineering field • Assignments/projects are complex in nature and require the application of specialized knowledge with a high degree of initiative and independence • Establishes work methods and procedures by devising practical and economical solutions. • Exercises independent judgment and decision-making to determine work methods and procedures on new or special assignments and projects • Provides guidance on direction of work; reviews and evaluates work. • In-depth knowledge of organizational directives, programs, standards and administrative procedures required

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541715, 541330ENG, 541420, 541380, 541620, 611430, 541370GIS, 562910REM	Engineer/Analyst III	7	Bachelors	Preferred where applicable	<ul style="list-style-type: none"> • Demonstrates wide-ranging engineering experience and applies professional concepts to resolve complex problems with effective, innovative, economical and creative approaches • Works under minimal supervision with broad guidelines • Determines methods and procedures on new assignments • Assigns, reviews and evaluates work for technical accuracy and completeness; advises on technical problems • Demonstrates mature knowledge in a variety of methods, techniques and best practices • Capable of performing technical tasks such as calculations, layouts, data evaluations, and design or technical report preparation • Capable of managing tasks and field efforts and supervising subcontractors and multiple subcontractor teams
541715, 541330ENG, 541420, 541380, 541620, 611430, 541370GIS, 562910REM	Engineer/Analyst II	5	Bachelors	Preferred where applicable	<ul style="list-style-type: none"> • Experienced engineering professional demonstrating a comprehensive understanding of specialized area of expertise • Works under general supervision • General guidance is provided for new assignments, review of plans, and unusual issues • Performs a variety of assignments using creative methods and problem solving approaches including the application of sound principles and best practices • Exercises independent judgment to analyze issues, interpret information, and select methods and solutions to resolve problems; handles deviations from standard practice • Assignments are broad, varied and diverse in scope • Contributor to a project team and capable of performing routine site work
541715, 541330ENG, 541420, 541380, 541620, 611430, 541370GIS, 562910REM	Engineer/Analyst I	0	Bachelors	None	<ul style="list-style-type: none"> • Work is designed to provide initial learning and application of engineering concepts • Applies established standards, policies, procedures and guidelines to resolve routine issues and complete assigned tasks • Exercises judgment to carry out assignments that are comprised of clearly defined tasks within a limited scope • Contributor to a project team

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541715, 541330ENG, 541420, 541380, 541620, 611430, 541370GIS, 562910REM	Engineer/ Analyst Technician	0	High School Diploma	None	<ul style="list-style-type: none"> • Contributor to a project team and capable of performing routine engineering tasks • Demonstrates working knowledge of routine work applications • Uses a variety of standard methods and techniques • Works under direct supervision
541611, 522310, 531210	Senior Principal Consultant	20	Bachelors	Preferred where applicable	<ul style="list-style-type: none"> • Minimum 14 years' experience in project management • Outstanding technical capabilities/knowledge; has emerged as a technical differentiator • Effectively manages work requirements by easily balancing priorities, focusing efforts and utilizing available resources • Demonstrates outstanding levels of productivity by leading and empowering lower level staff • Strongest of project managers, and possesses a thorough understanding of contract administration, project financials, and client service • Working knowledge of applicable federal, state and local laws, regulations, and guidance
541611, 522310, 531210	Consultant V	13	Bachelors	Preferred where applicable	<ul style="list-style-type: none"> • 10 or more years participating in and leading project and program engagements • Broad breadth of experience and capabilities, and ability to work proficiently and competently on a wide range of work • Responsible for managing programs that consist of multiple projects • Directs the planning and completion of overall scope within a program • Defines and oversees execution of activities within a program including, planning, scoping, leading focus groups, evaluations, studies, consulting, project management, benchmarking, and other related tasks • Acts as senior liaison to the client, and delivers presentations and facilitates client meetings • Responsible for monitoring and reporting the status of the program • Responsibilities include engagement planning, supervision, review and completion of work • Responsible for project and program resourcing, reviews work papers and is responsible for final review of reports • Capability to manage multi-task projects of high complexity.

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541611, 522310, 531210	Senior Managing Consultant	12	Bachelors	Preferred where applicable	<ul style="list-style-type: none"> • Minimum 8 years' experience in project management • Superior experience and capabilities, and able to work proficiently and competently on a wide range of work • Demonstrated ability to successfully manage large projects including supervision and oversight of multiple project teams and/or subcontractors • Working knowledge of applicable federal, state and local laws, regulations, and guidance
541611, 522310, 531210	Consultant IV	10	Bachelors	Preferred where applicable	<ul style="list-style-type: none"> • Broad breadth of experience and capabilities, and ability to work proficiently and competently on a wide range of work • Demonstrated ability to successfully manage programs consisting of multiple projects • In conjunction with the Director and Consultant V, defines and oversees execution of activities within a program including, planning, scoping, leading focus groups, evaluations, studies, consulting, project management, benchmarking, and other related tasks • Acts as primary liaison to the client, delivers presentations and facilitates client meetings • Responsibilities include engagement planning, supervision, review and completion of work • Demonstrated ability to provide guidance and direction for project specific tasks • Monitors the status of the project or program and advises and consults with senior management on significant developments.

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541611, 522310, 531210	Consultant III	7	Bachelors	Preferred where applicable	<ul style="list-style-type: none"> • Broad breadth of experience and capabilities, and ability to work proficiently and competently on a wide range of work • Demonstrated ability to successfully manage project or program elements • Directs the completion of project specific tasks within estimated time frames and budget constraints • In conjunction with the Director and Consultant V, defines and executes activities within a project including planning, scoping, interviewing, leading focus groups, data analysis, evaluations, studies, consulting, project management, test and validation, benchmarking, and other related tasks • Acts as primary liaison to the client, delivers presentations and facilitates client meetings • Responsibilities include engagement planning, supervision, review and completion of work • Demonstrated ability to provide guidance and direction for project specific tasks • Monitors the status of the project or program and advises and consults with senior management on significant developments.
541611, 522310, 531210	Consultant II	5	Bachelors	Preferred where applicable	<ul style="list-style-type: none"> • Between 2 and 4 years participating in project and program engagements • Supports and helps direct the completion of project specific tasks within estimated time frames and budget constraints • Under supervision, assists in defining and executing activities within a project. including planning, scoping, interviewing, leading focus groups, data analysis, evaluations, studies, consulting, project management, testing and validation, benchmarking, and other related tasks • Interfaces with key client contacts on a frequent basis • Supports and helps deliver presentations and client meetings • Helps monitor the status of the project or program • Performs tasks with minimal guidance; experienced analytical and consulting skills • Guides less experienced staff and able to work effectively within a team environment or independently.

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541611, 522310, 531210	Junior Consultant	3	Bachelors	None	<ul style="list-style-type: none"> • Performs tasks with minimal guidance; competent technical/consulting skills • Contributor to a project team and capable of performing routine project tasks
541611, 522310, 531210	Consultant I	0	Bachelors	None	<ul style="list-style-type: none"> • Performs tasks with minimal guidance; competent technical/consulting skills • Contributor to a project team and capable of performing routine project tasks
541611	Senior Computer Programmer	7	Bachelors	None	<ul style="list-style-type: none"> • Manages development of new routines or modifications to existing computer programs • Coordinates program specification development • Oversees implementation of user requirements in test plans and program logic flow charts • Demonstrates outstanding levels of productivity by leading and empowering lower level staff • Directs program/application development, testing, installation
541611	Computer Programmer	5	Bachelors	None	<ul style="list-style-type: none"> • Develops new routines or modifications to existing computer programs as needed for clients/projects • Performs coding, testing and debugging, modification, and installation of operating programs/procedures • Participates in system testing • Strong contributor to project teams • Capable of managing tasks and supervising task teams
541611	Junior Computer Programmer	2	High School Diploma	None	<ul style="list-style-type: none"> • Contributor to a project team and capable of performing routine programming tasks • Performs tasks with minimal guidance; competent programming skills
541611	Technical Editor	2	High School Diploma	None	<ul style="list-style-type: none"> • Capable of establishing style and readability of various documents for client and/or public audiences, including plans, reports, fact sheets, and presentations • Familiar with corporate style guide for technical writing • Effective coordinator of technical and support staff for report/product production

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541611, 522310, 531210, 541810, 541820, 541910, 541613	Director	20	Bachelors	Preferred where applicable	<ul style="list-style-type: none"> • 12 or more years participating in and leading project and program engagements • Broad breadth of experience and capabilities and ability to direct a wide range of work • Defines the strategic goals and direction for the program including planning, scoping, evaluations, studies, consulting, benchmarking, and other related tasks • Responsible for program strategy, overall scope, direction, completion and resourcing • Monitors engagement status • Directs project completion within time frames and budget constraints • Responsible for strategic communications with the client management team, overall program quality and the adherence of final work products to customer requirements • Delivers presentations and leads strategic level client meetings, and solicits client feedback regarding program performance
541611, 522310, 531210, 541810, 541820, 541910, 541613	Program Manager	13	Bachelors	Preferred where applicable	<ul style="list-style-type: none"> • 10 or more years participating in and leading project and program engagements • Broad breadth of experience and capabilities, and ability to work proficiently and competently on a wide range of work • Responsible for managing programs that consist of multiple projects • Directs the planning and completion of overall scope within a program • Defines and oversees execution of activities within a program including, planning, scoping, leading focus groups, evaluations, studies, consulting, project management, benchmarking, and other related tasks • Acts as senior liaison to the client, and delivers presentations and facilitates client meetings • Responsible for monitoring and reporting the status of the program • Responsibilities include engagement planning, supervision, review and completion of work • Responsible for project and program resourcing, reviews work papers and is responsible for final review of reports • Capability to manage multi-task projects of high complexity.