RESEARCH TRIANGLE INSTITUTE

Web Site http://www.rti.org/gsa
General Services Administration
Federal Supply Services

Environmental Services
Contract Number: **GS-10F-0283K**

899-1	**Environmental Consulting**	**899-1RC**
899-3	**Environmental Training**	**899-3RC**
899-7	**Geographic Information Systems (GIS)**	**899-7RC**

Contract Period: 6/19/2000 to 6/18/2015

Company Information

Contractor: Research Triangle Institute
3040 Cornwallis Road
P.O. Box 12194
Research Triangle Park, NC 27709-2194

Business Size: Large Business

Telephone: (919) 541-6964

FAX Number: (919) 316.3911

E-mail: gsa@rti.org

Tradename: **RTI International**

Company Overview

RTI International* is an independent, nonprofit research organization dedicated to conducting research that improves the human condition. With a worldwide staff of more than 2,800 people, RTI offers innovative research and development and a full spectrum of multidisciplinary services in the environment, health and pharmaceuticals, survey and statistics, education and training, economic and social development, advanced technology, and chemistry and engineering. Universities in North Carolina founded RTI in 1958 as the first scientific organization in and the centerpiece of the Research Triangle Park. Today, RTI International serves clients in government, industry, academia, and public service throughout the United States and abroad.

* RTI International is the tradename for Research Triangle Institute.

Environmental Services Schedule

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

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

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

ES Contract GS-10F-0283K

GS-10F-0283K, RTI's Environmental Service (ES) Multiple Award Schedule (MAS) contract, is an Indefinite Delivery, Indefinite Quantity (IDIQ) contract available for use by all Federal agencies worldwide. The period of performance for this award is 6/19/2000 through 6/18/2015.

GS-10F-0283K comprises three schedules of environmental services, each identified by a Special Item Number (SIN), as well as a single price list for all services offered:

- Environmental Consulting Services: SIN 899-1
- Environmental Training Services: SIN 899-3
- Geographic Information Systems (GIS) Services: SIN 899-7
- ES Price Lists

Further Information

To contact RTI with specific questions about our Environmental Services capabilities, please send inquiries to gsa@rti.org.

Environmental Consulting Services: SIN 899-1

RTI has extensive experience in nearly all phases of environmental planning services, environmental management activities, and the preparation of related documentation. RTI has supported EPA in the development of dozens of new environmental regulations, including development of NSPS, NESHAP, RCRA, TSCA, and CWA rules. Our experience in supporting the development of environmental regulations has given us strong capabilities in interpreting regulations. RTI also has experience in waste-management-related services. Our experience includes

- Environmental assessment and analysis
- Watershed and water quality management planning
- Regulatory, economic, and risk analysis
- Environmental program management
- Environmental regulation development
- Environmental compliance audits
- Compliance management planning
- Pollution prevention surveys
- Waste management strategies
- Waste characterization and source reduction studies
- New technology evaluation.

Environmental Assessments and Analysis

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

Watershed and Water Quality Management Planning

RTI works with federal, state, and local agencies and commercial clients to implement requirements of the Clean Water Act. We have provided these services to over 30 states, several EPA program offices, and all 10 EPA Regions, major industrial clients, and

several European countries. RTI's capabilities in watershed and water quality management planning include

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

Regulatory, Economic, and Risk Analysis

RTI has provided economic analysis of environmental regulations and other government interventions for over 30 years using advanced empirical methods derived from accepted economic concepts, principles, and theories. Our economists have developed the economic and cost benefit analysis for dozens of regulations promulgated under the Clean Water Act, Clean Air Act, Resource Conservation and Recovery Act, and Toxic Substances Control Act.

RTI has evaluated economic and policy issues concerning the generation and management of wastes, including traditional administrative and regulatory approaches that dictate the waste management practices of generators, economic instruments that seek to induce changes in these practices, and other innovative approaches for changing fundamental attitudes, institutions, and technologies. RTI has developed sophisticated engineering and economic methods and models to evaluate the impact of new initiatives and specific policies and programs. RTI economists have recently provided support for numerous listing decisions, the RCRA air emission standards, and the hazardous waste combustor MACT standards. RTI recently assisted EPA's Office of Solid Waste in evaluating the risk associated with the chemical component of low-level (radioactive) mixed waste to determine whether the risk it poses is at a level to allow an exemption from RCRA Subtitle C disposal requirements and allow for disposal under the Atomic Energy Act (AEA) requirements. RTI compared RCRA Industrial D requirements with AEA requirements in the areas of siting, treatment, containerization, unit design and performance, site properties, and institutional controls.

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

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

- For ATSDR, we developed over Toxicological Profiles for more than 100 substances (e.g., benzene, cadmium, uranium, and ionizing radiation) with detailed discussions of health effects by route of exposure, toxicokinetics, and biomarkers of exposure and effect.
- For EPA's Office of Solid Waste, we have performed complex assessments of hazardous waste combustors, developed the technical modules for the Multimedia, Multipathway and Multiple Receptor Risk Analysis (3MRA) model, and conducted numerous national risk assessments to support regulatory decisions.
- For EPA's Human Exposure Assessment Survey, we conducted a multimedia, multicontaminant program to produce reliable estimates of status and trends in human exposure to potentially harmful environmental agents.

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

RTI has provided risk assessment support for development of hazardous waste combustor maximum available control technology (MACT) standards for EPA and currently provides risk assessment support to EPA for numerous regulatory efforts including hazardous waste listing determinations and the Hazardous Waste Identification Rule (HWIR). The HWIR risk assessment evaluates risks to human and ecological receptors in terrestrial and aquatic environments for approximately 200 chemicals via a multipathway, multiexposure, multiple receptor risk assessment model (3MRA model).

Environmental Program Management

Environmental program management capabilities that we offer include

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

Our community relations experience includes outreach to states, regions, industry, and the general public. We have experience providing all types of outreach materials to a variety of audiences using a full range of outreach mechanisms. RTI has developed Internet-based computer tools such as the Solvent Alternatives Guide (SAGE) and the Coatings Guide that are linked with EPA compliance assistance centers. We developed a system for EPA's Office of Research and Development to make their documents available to the public through the Internet and to routinely make outreach products available through Internet posting. RTI provided support to Enviro$ense by maintaining and operating the backup Web site. RTI has also provided support for the

development and operation of hotlines that provide environmental compliance information.

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

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

Environmental Regulation Development

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

Environmental Compliance Audits

RTI audit/inspection personnel provide unbiased, objective environmental assessments afforded by project staff who work for an independent, nonprofit institute. RTI personnel offer a special understanding of the original intent and interpretation of specific provisions under many federal and state air, solid waste, and water environmental regulations based on our experience in supporting their development and implementation.

RTI is fully qualified and experienced to conduct multimedia environmental compliance audits and inspections of individual facilities. RTI staff have experience working with EPA, state regulatory agencies, and industrial clients in conducting environmental audits, inspections, and site visits. In addition, RTI has assisted federal agencies with implementation of environmental requirements at federal facilities.

RTI's audit and inspection experience encompasses a wide selection of industrial facilities and processes, based on performing hundreds of facility inspections, audits, and site visits to assess compliance with specific environmental regulations. These have included wastewater treatment facilities, RCRA hazardous waste facilities, boilers and industrial furnaces, electric utility power plants, solvent recovery and recycling facilities, coating and printing operations, and many types of industrial manufacturing plants.

RTI has conducted multiple extensive reviews (including laboratory and field testing) of new technologies designed to achieve regulatory compliance in a wide variety of media (e.g., air, water, solid waste, hazardous waste). The new technologies have included developments in end-of-pipe controls, as well as evaluations of pollution prevention technologies. RTI is a key contractor in EPA's Environmental Technology Verification (ETV) program, which verifies the environmental performance characteristics of commercially ready technologies through the evaluation of objective and quality-assured data.

Compliance Management Planning

RTI has assisted both government and private clients in understanding and developing compliance plans to meet regulations. RTI also can assist with compliance management planning for entire agencies or specific facilities. This assistance includes policy development and dissemination, implementation of compliance plans, and evaluation and recommendations for corrective action.

Pollution Prevention Surveys

RTI has conducted pollution prevention surveys and developed pollution prevention plans for both government and private clients. The P2 staff at RTI have performed more than $8 million of P2 research and consulting, primarily for various agencies of the federal government. As an example, RTI recently conducted ISO 14001 (environmental management systems), ISO 9000 (quality management), and P2 audits at six small manufacturing facilities. Based on RTI-collected emissions and materials usage data for each facility, RTI developed customized pollution prevention/ISO 14001 audit checklists. RTI staff conducted day-long audits at each facility using the pollution prevention/ISO 14001 checklists and interviewed key managers and technical personnel to identify opportunities for pollution prevention. Environmental impacts for each facility were evaluated, ranked, and summarized in a report. The report for each facility presented a P2 plan, including a ranking of P2 modifications from "high" to "low" priority as well as an economic analysis for the suggested options. The economic analysis included costs, savings, and payback periods, where applicable.

Waste Management Strategies

RTI has performed extensive research for EPA (cofunded by DOE) involving life cycle assessment of municipal solid waste management options. The goal of life cycle

assessment is to look at costs and environmental impacts of waste management options from the gathering of raw materials through the return of residuals to the earth. The outputs of this research include a database of life cycle and economic information for the various waste management options and a computer-based decision support tool to allow decision makers to more easily determine the energy use, environmental emissions, and costs of waste handling options. The decision support tool allows evaluation of any potential combination of the following waste handling options: recycling (in a materials recovery facility), mass-burning or refuse-derived-fuel combustion (with energy recovery), composting, anaerobic digestion, and landfilling.

Waste Characterization and Source Reduction Studies

Frequently, the best option for managing wastes is to actually reduce or eliminate the wastes or to reduce or eliminate the hazardous substances present in the wastes. RTI conducted a project for the State of North Carolina and EPA Region 4 to reduce wastes from painting operations. RTI conducted interviews with 93 facilities generating painting wastes and visited several sites to gather more detailed information about painting operations, the nature of the waste produced, and waste reduction options. RTI identified specific waste reduction opportunities that had not yet been widely practiced and recommended approaches for disseminating this information to industry.

New Technology Evaluation

RTI has conducted multiple extensive reviews of new environmental technologies including engineering and economic analyses, as well as laboratory and field testing. RTI is a key contractor in EPA's ETV program designed to verify the environmental performance characteristics of commercially ready technologies. The goal of this program is to ensure that potential purchasers and permitters are provided with an independent and credible assessment of what they are buying and permitting.

Environmental Training Services: SIN 899-3

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

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

Conventional Course Development and Customized Courses to Meet Specific Needs

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

RTI has developed a training approach that also serves as the basis for EPA's training. This approach is detailed in EPA QA/G-10, *Guidance for Developing a Training Program for Quality Systems* (2000, reissued 2006) which RTI produced and released for EPA/QAD. RTI uses this framework to develop custom-designed courses that meet the audience's environmental training needs as well as the client's resource constraints.

Computer-Based Interactive Course Development

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

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

RTI also produces virtual reality (VR) products that deliver interactive, immersive, and three-dimensional learning experience through computer technology. VR enables learners

to practice skills, rehearse procedures, troubleshoot problems, and develop new approaches. Situations in which VR has proven to be useful include training that involves

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

Geographic Information Systems (GIS) Services:

SIN 899-7

RTI provides the following geographic information systems (GIS) related services, including

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

Environmental Management Information Systems

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

GIS Support for Social and Health Policy Research

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

Automated Mapping

RTI's GIS program develops automated mapping systems to support geospatial applications and research activities that require large numbers of high-quality and consistent maps to support fieldwork. Automated mapping systems have been developed to support very large nationwide household surveys in which tens of thousands of detailed maps must be produced in a short time frame. These systems are constructed to support fully automated production for 24 hours a day, 7 days a week. They also support interactive mapping production where visual review of areas to be mapped is necessary to produce maps that meet quality and clarity requirements. RTI's GIS staff have more than 15 years of experience making use of U.S. Census Bureau Topographically Integrated Geographic Encoding Reference (TIGER) line files in map production environments. In addition, RTI has large nationwide geospatial databases on-line for use in automated mapping systems.

Geospatial Database Design and Development

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

GIS for International Development

GIS is one of the cornerstone's of RTI's Local Governance Project for the United States Agency for International Development (USAID) in Iraq. GIS has been used to generate large quantities of basemaps for use by RTI staff and other contractors in Iraq to aid in basic navigation and location activities. As RTI continues to help Iraqis develop civil society institutions, GIS is used to monitor and evaluate the status and success of various strategies and initiatives that are designed to help establish democracy and local government operations. In other countries, RTI is developing GIS capabilities to enhance monitoring and evaluation of projects involving health and education support.

GENERAL SERVICES ADMINISTRATION
ENVIRONMENTAL SERVICES

Federal Supply Service

Authorized Federal Supply Schedule Price List

On-line access to current contract terms and conditions is available through **GSA** *Advantage*!™ at:
http://www.GSAAdvantage.gov.

Schedule for - Environmental Services (ES)
Class: 899
Contract Number: GS-10F-0283K

For more information on ordering from Federal Supply Schedules
click on the FSS Schedules button at http://www.fss.gsa.gov

Contract Period: 6-19-2000 through 6-18-2015
Pricelist Effective June 19, 2010

Contractor: Research Triangle Institute
3040 Cornwallis Road, P.O. Box 12194
Research Triangle Park, NC 27709 2194

Business Size: Large Business

FAX Number: (919) 316.3911
Web Site: www.rti.org/gsa/

E-mail: gsa@rti.org

Contract Administration: Don K. Enichen

CUSTOMER INFORMATION:

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

899-1	**899-1RC**
899-3	**899-3RC**
899-7	**899-7RC**

Contractor may accept ARRA funding under these SINs.

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 (Not applicable).

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

2. Maximum Order: $1,000,000

3. Minimum Order: $100

4. Geographic Coverage (delivery Area): FOB Worldwide

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

6. Discount from list prices or statement of net price:
Government Net Prices (discounts already deducted).
See prices attached

7. Quantity discounts: None offered

8. Prompt payment terms: Net 30 days

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

9b. Notification whether Government purchase cards are accepted or not accepted above the micro-purchase threshold: Up to $5,000

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

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

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

11c. Overnight and 2-day delivery: The Contractor will indicate whether overnight and 2-day delivery are available. Also, the Contractor will indicate that the schedule customer may contact the Contractor for rates for overnight and 2-day delivery: Contact Contractor

11d. Urgent Requirements: The Contractor will note in its price list the "Urgent Requirements" clause of its contract and advise agencies that they can also contact the Contractor's representative to effect a faster delivery: Contact Contractor

12. F.O.B Points(s): Destination

13a. Ordering Address(es): Same as contractor (above) or by email to gsa@rti.org

13b. Ordering procedures: For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA's), and a sample BPA can be found at the GSA/FSS Schedule homepage (fss.gsa.gov/schedules).

14. Payment address(es):
Research Triangle Institute
Post Office Box 900002
Raleigh, NC 27675-9000

15. Warranty provision: Contractor's Standard Commercial Warranty

16. Export Packing Charges (if applicable): N/A

17. Terms and conditions of Government purchase card acceptance (any thresholds above the micro-purchase level): See 9b. Contact Contractor

18. Terms and conditions of rental, maintenance, and repair (if applicable): N/A

19. Terms and conditions of installation (if applicable): N/A

20. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable): N/A

20a. Terms and conditions for any other services (if applicable): N/A

21. List of service and distribution points (if applicable): N/A

22. List of participating dealers (if applicable): None

23. Preventive maintenance (if applicable): N/A

24a. Special attributes such as environmental attributes, (e.g., recycled content, energy efficiency, and/or reduced pollutants): N/A

24b. If applicable, indicate that Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services and show where full details can be found (e.g. contactor's website or other location.) The EIT standards can be found at: www.Section508.gov/. N/A

25. Data Universal Numbering System (DUNS) number: 00-486-8105

26. Notification regarding registration in Central Contractor Registration (CCR) database: 00-486-8105/3A730

Current Environmental Schedule terms available on line at
FedBizOpps.gov **Solicitation Number: TFTP-EW-990899-B**

RESEARCH TRIANGLE INSTITUTE

Environmental Services Schedule GS-10F-0283K

Labor Categories SINs 899-1, 899-3 & 899-7	Option Year 11 (6/19/10 - 6/18/11)	Option Year 12 (6/19/11 - 6/18/12)	Option Year 13 (6/19/12 - 6/18/13)	Option Year 14 (6/19/13 - 6/18/14)	Option Year 15 (6/19/14 - 6/18/15)
SENIOR LEVEL					
Program Manager 3	$256.07	$261.19	$266.41	$271.74	$277.17
Program Manager 2	$207.51	$211.66	$215.89	$220.21	$224.61
Program Manager 1	$176.07	$179.59	$183.18	$186.84	$190.58
Environmental/Chemical Engineer 2	$177.66	$181.21	$184.83	$188.53	$192.30
Environmental/Chemical Engineer 1	$149.43	$152.42	$155.47	$158.58	$161.75
Environmental Statistician 4	$284.53	$290.22	$296.02	$301.94	$307.98
Environmental Statistician 3	$196.29	$200.22	$204.22	$208.30	$212.47
Environmental Statistician 2	$171.53	$174.96	$178.46	$182.03	$185.67
Environmental Statistician 1	$130.13	$132.73	$135.38	$138.09	$140.85
Environmental Scientist 3	$176.34	$179.87	$183.47	$187.14	$190.88
Environmental Scientist 2	$130.66	$133.27	$135.94	$138.66	$141.43
Environmental Scientist 1	$114.36	$116.65	$118.98	$121.36	$123.79
Research Geographer 3	$169.58	$172.97	$176.43	$179.96	$183.56
Computer Scientist/GIS Specialist	$140.36	$143.17	$146.03	$148.95	$151.93
GIS Database Administrator	$121.44	$123.87	$126.35	$128.88	$131.46
GIS Programmer/Analyst 3	$111.14	$113.36	$115.63	$117.94	$120.30
Environmental Economist 4	$188.97	$192.75	$196.61	$200.54	$204.55
Environmental Economist 3	$153.53	$156.60	$159.73	$162.92	$166.18
Environmental Economist 2	$132.33	$134.98	$137.68	$140.43	$143.24
Environmental Economist 1	$97.75	$99.71	$101.70	$103.73	$105.80
Environmental Regulatory Analyst	$105.78	$107.90	$110.06	$112.26	$114.51
Environmental Analyst 2	$112.51	$114.76	$117.06	$119.40	$121.79
Environmental Analyst 1	$91.86	$93.70	$95.57	$97.48	$99.43
Occupational Industrial Hygiene Specialist	$116.61	$118.94	$121.32	$123.75	$126.23
Video Specialist	$72.61	$74.06	$75.54	$77.05	$78.59
Document Design/Production	$64.59	$65.88	$67.20	$68.54	$69.91

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MID LEVEL					
Environmental/Chemical Engineer 2	$111.48	$113.71	$115.98	$118.30	$120.67
Environmental/Chemical Engineer 1	$93.13	$94.99	$96.89	$98.83	$100.81
Environmental Statistician	$107.66	$109.81	$112.01	$114.25	$116.54
Environmental Scientist 2	$104.99	$107.09	$109.23	$111.41	$113.64
Environmental Scientist 1	$86.16	$87.88	$89.64	$91.43	$93.26
GIS Project Manager 2	$163.85	$167.13	$170.47	$173.88	$177.36
Research Geographer 2	$158.11	$161.27	$164.50	$167.79	$171.15
GIS Programmer/Analyst 2	$95.10	$97.00	$98.94	$100.92	$102.94
Computer Scientist/GIS Specialist	$85.97	$87.69	$89.44	$91.23	$93.05
GIS Cartographer	$79.06	$80.64	$82.25	$83.90	$85.58
GIS Technician 2	$71.04	$72.46	$73.91	$75.39	$76.90
Environmental Economist 3	$109.91	$112.11	$114.35	$116.64	$118.97
Environmental Economist 2	$93.44	$95.31	$97.22	$99.16	$101.14
Environmental Economist 1	$61.86	$63.10	$64.36	$65.65	$66.96
Environmental Regulatory Analyst	$87.60	$89.35	$91.14	$92.96	$94.82
Environmental Analyst 2	$95.50	$97.41	$99.36	$101.35	$103.38
Environmental Analyst 1	$68.49	$69.86	$71.26	$72.69	$74.14
Occupational Industrial Hygiene Specialist	$96.31	$98.24	$100.20	$102.20	$104.24
Editor/Writer	$96.25	$98.18	$100.14	$102.14	$104.18
Video Specialist	$61.60	$62.83	$64.09	$65.37	$66.68
Document Design/Production	$56.05	$57.17	$58.31	$59.48	$60.67

RESEARCH TRIANGLE INSTITUTE

Environmental Services Schedule GS-10F-0283K

Labor Categories SINs 899-1, 899-3 & 899-7	Option Year 11 (6/19/10 - 6/18/11)	Option Year 12 (6/19/11 - 6/18/12)	Option Year 13 (6/19/12 - 6/18/13)	Option Year 14 (6/19/13 - 6/18/14)	Option Year 15 (6/19/14 - 6/18/15)
JUNIOR LEVEL					
Research Geographer 1	$129.48	$132.07	$134.71	$137.40	$140.15
GIS Project Manager 1	$126.03	$128.55	$131.12	$133.74	$136.41
Computer Scientist/GIS Specialist	$79.28	$80.87	$82.49	$84.14	$85.82
GIS Technician 1	$68.76	$70.14	$71.54	$72.97	$74.43
Environmental Statistician	$85.07	$86.77	$88.51	$90.28	$92.09
Environmental/Chemical Engineer	$74.53	$76.02	$77.54	$79.09	$80.67
Environmental Economist 2	$75.28	$76.79	$78.33	$79.90	$81.50
Environmental Economist 1	$57.62	$58.77	$59.95	$61.15	$62.37
Environmental Regulatory Analyst	$67.39	$68.74	$70.11	$71.51	$72.94
Environmental Scientist 2	$75.27	$76.78	$78.32	$79.89	$81.49
Environmental Scientist 1	$66.41	$67.74	$69.09	$70.47	$71.88
Occupational Industrial Hygiene Specialist	$78.82	$80.40	$82.01	$83.65	$85.32
Video Specialist	$55.63	$56.74	$57.87	$59.03	$60.21
Environmental Analyst	$52.97	$54.03	$55.11	$56.21	$57.33
Document Design/Production	$49.54	$50.53	$51.54	$52.57	$53.62
ENTRY LEVEL					
Environmental Statistician	$60.61	$61.82	$63.06	$64.32	$65.61
Environmental/Chemical Engineer	$57.43	$58.58	$59.75	$60.95	$62.17
Computer Scientist/GIS Specialist	$54.23	$55.31	$56.42	$57.55	$58.70
Environmental Economist	$54.09	$55.17	$56.27	$57.40	$58.55
Environmental Regulatory Analyst	$45.03	$45.93	$46.85	$47.79	$48.75
Environmental Scientist	$44.22	$45.10	$46.00	$46.92	$47.86
Environmental Analyst	$44.08	$44.96	$45.86	$46.78	$47.72
Occupational Industrial Hygiene Specialist	$70.03	$71.43	$72.86	$74.32	$75.81
Video Specialist	$42.56	$43.41	$44.28	$45.17	$46.07
Document Design/Production	$45.11	$46.01	$46.93	$47.87	$48.83

The Service Contract Act (SCA) is applicable to this contract as it applies to the entire Environmental Services Schedule and all services provided. While no specific labor categories have been identified as being subject to SCA due to exemptions for professional employees (FAR 22.1101, 22.1102, and 29 CFR 541.300), this contract still maintains the provisions and protections for SCA eligible labor categories. If and/or when the contractor adds labor categories/employees to the contract through the modification process, the contractor must inform the Contracting Officer and establish a SCA matrix identifying labor category titles and applicable WD number. Failure to do so may result in cancellation of the contract.

Labor Category	Level	Description	Experience	Minimum Education
SENIOR LEVEL PROFESSIONALS				
(Sr) Program Manager	3	Plans and supplies technical advice and counsel to other professionals, especially on more complex tasks. Has advanced level knowledge of the broad scope of scientific research and the ability to originate and apply new and unique methods and procedures.	12	MA/MS
(Sr) Program Manager	2	Plans and supplies technical advice and counsel to other professionals, especially on more complex tasks. Has advanced level knowledge of the broad scope of scientific research and the ability to originate and apply new and unique methods and procedures.	10	MA/MS
(Sr) Program Manager	1	Plans and supplies technical advice and counsel to other professionals, especially on more complex tasks. Has advanced level knowledge of the broad scope of scientific research and the ability to originate and apply new and unique methods and procedures.	10	BA/BS
(Sr) Environmental Scientist	3	Perform research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative. May be considered a national expert in field of expertise.	12	MA/MS
(Sr) Environmental Scientist	2	Perform research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative. May be considered a local or national expert in field of expertise.	10	MA/MS
(Sr) Environmental Scientist	1	Perform research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative. May be considered a local expert in field of expertise.	10	BA/BS
(Sr) Environmental/Chemical Engineer	2	Perform research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative. May be considered a national expert in field of expertise.	10	MA/MS
(Sr) Environmental/Chemical Engineer	1	Perform research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative. May be considered a local or national expert in field of expertise.	10	BA/BS
(Sr) Environmental Economist	4	Perform research tasks of significant complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative. May be considered a national expert in field of expertise.	10	Ph.D.
(Sr) Environmental Economist	3	Perform research tasks of significant complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative. May be considered a national expert in field of expertise.	12	MA/MS
(Sr) Environmental Economist	2	Perform research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative. May be considered a local or national expert in field of expertise.	10	MA/MS

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

Labor Category	Level	Description	Experience	Minimum Education
(Sr) GIS Database Administrator		Perform research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative. May be considered a local or national expert in field of expertise.	10	BA/BS
(Sr) GIS Programmer/Analyst	3	Perform research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative. May be considered a local or national expert in field of expertise.	10	BA/BS
(Sr) Occupational Industrial Hygiene Specialist		Perform research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex analyses; develop or direct the development of innovative and creative technical or policy-related solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative. May be considered a national expert in field of expertise.	10	BA/BS
(Sr) Environmental Regulatory Analyst		Perform research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex analyses; develop or direct the development of innovative and creative technical or policy-related solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative. May be considered a local or national expert in field of expertise.	10	BA/BS
(Sr) Video Specialist		Plan and manage set up and maintenance of equipment for audio and video conferencing and teleconferencing meeting needs, especially on more complex tasks. Set up and maintain equipment for audio and video conferencing and teleconferencing meeting needs. Create and prepare photographic images to display in a variety of published mediums.	10	BA/BS
(Sr) Document Design/Production		Plan and manage document design and production, especially on more complex tasks. Copy edit to ensure consistency and appropriateness of tone and style, as well as consistency of formatting. Develop diagrams, flow charts, and other images to accompany text from reports and other project deliverables. Create brochures, flyers, posters, photo collages, and PowerPoint or custom slides. Design newsletters, letterhead, CD labels, certificates, programs, or report covers for project deliverables. Develop technical illustrations, including tables and graphs, Gantt charts, chart, maps, and other conceptual models.	10	High School
MID LEVEL PROFESSIONALS				
(ML) GIS Project Manager	2	Plan, manage and conduct research tasks utilizing integrated business services, requiring advanced knowledge of the relevant science and the ability to apply new and unique methods and procedures to meet client's mission oriented needs. Provide data management, logistics, data publication, and testing support to projects. Responsible for maintaining project and program Gantt charts and geodatabases, gathering estimate to complete information from project participants, and preparing management and customer reports for review and approval by the Project Manager. Work is performed with minimal supervision of the project manager.	6	BA/BS
(ML) Research Geographer	2	Perform research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative.	6	BA/BS
(ML) Environmental Scientist	2	Perform research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative.	8	BA/BS
(ML) Environmental Scientist	1	Perform research tasks of significant technical complexity, applying standard and established theories, concepts, and techniques, but often using innovative approaches and/or complex analyses; develop or direct the development of innovative and creative technical solutions to research problems, questions, and issues, using or extending state-of-the-art methods and technology; direct development of timely project reports that are organized, clear, and in the proper format. Work is performed with minimal supervision and guidance. Results of work are considered technically authoritative.	6	BA/BS

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

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

Labor Category	Level	Description	Experience	Minimum Education
(Jr) Environmental Economist	1	Perform research tasks of some technical complexity, applying standard and established theories, concepts, and techniques; examples of tasks include designing/developing methods of data collection; collecting data; analyzing, interpreting, and summarizing data using a variety of modeling and computer programming techniques; preparing chapters of project reports in an organized, clear manner and in the proper format. Work is performed under general supervision of the project manager or more experienced researchers.	2	BA/BS
(Jr) Environmental Statistician		Perform research tasks of some technical complexity, applying standard and established theories, concepts, and techniques; examples of tasks include designing/developing methods of data collection; collecting data; analyzing, interpreting, and summarizing data using a variety of modeling and computer programming techniques; preparing chapters of project reports in an organized, clear manner and in the proper format. Work is performed under general supervision of the project manager or more experienced researchers.	2	BA/BS
(Jr) Environmental Analyst		Perform research tasks of some technical complexity, applying standard and established theories, concepts, and techniques; examples of tasks include designing/developing methods of data collection; collecting data; analyzing, interpreting, and summarizing data using a variety of modeling and computer programming techniques; preparing chapters of project reports in an organized, clear manner and in the proper format. Work is performed under general supervision of the project manager or more experienced researchers.	2	BA/BS
(Jr) Computer Scientist/GIS Specialist		Perform research tasks of some technical complexity, applying standard and established theories, concepts, and techniques; examples of tasks include designing/developing methods of data collection; collecting data; analyzing, interpreting, and summarizing data using a variety of modeling and computer programming techniques; preparing chapters of project reports in an organized, clear manner and in the proper format. Work is performed under general supervision of the project manager or more experienced researchers.	2	BA/BS
(Jr) GIS Technician	1	Perform research tasks of some technical complexity, applying standard and established theories, concepts, and techniques; examples of tasks include designing/developing methods of data collection; collecting data; analyzing, interpreting, and summarizing data using a variety of modeling and computer programming techniques; preparing chapters of project reports in an organized, clear manner and in the proper format. Work is performed under general supervision of the project manager or more experienced researchers.	2	BA/BS
(Jr) Occupational Industrial Hygiene Specialist		Perform research tasks of some technical complexity, applying standard and established theories, concepts, and techniques; examples of tasks include designing/developing methods of data collection; collecting data; analyzing, interpreting, and summarizing data using a variety of modeling and computer programming techniques; preparing chapters of project reports in an organized, clear manner and in the proper format. Work is performed under general supervision of the project manager or more experienced researchers.	2	BA/BS
(Jr) Environmental Regulatory Analyst		Perform research tasks of some technical complexity, applying standard and established theories, concepts, and techniques; examples of tasks include designing/developing methods of data collection; collecting data; analyzing, interpreting, and summarizing data using a variety of modeling and computer programming techniques; preparing chapters of project reports in an organized, clear manner and in the proper format. Work is performed under general supervision of the project manager or more experienced researchers.	2	BA/BS
(Jr) Video Specialist		The Video Specialists sets up and maintains equipment for audio and video conferencing and teleconferencing meeting needs. Creates and prepares photographic images to display in a variety of published mediums. Work is performed under general supervision of the project manager or more experienced specialists.	2	High School
(Jr) Document Design/Production		Copy edit to ensure consistency and appropriateness of tone and style, as well as consistency of formatting. Develop diagrams, flow charts, and other images to accompany text from reports and other project deliverables. Create brochures, flyers, posters, photo collages, and PowerPoint or custom slides. Design newsletters, letterhead, CD labels, certificates, programs, or report covers for project deliverables. Develop technical illustrations, including tables and graphs, Gantt charts, chart, maps, and other conceptual models. Work is performed under general supervision of the project manager or more experienced designers.	2	High School
ENTRY LEVEL PROFESSIONALS				
(EL) Occupational Industrial Hygiene Specialist		Perform research and administrative tasks of limited technical complexity, applying standard and established techniques; examples include conducting literature searches and summarizing information, collecting data, preparing tables, graphs, and executing straightforward quantitative analyses using spreadsheet or statistical software, and organizing and filing project materials; write chapters of project reports that are organized, clear, and in the proper format; complete work products on schedule. Project manager supervises all activities, providing detailed oral and/or written instruction and reviewing all work for accuracy, completeness, and soundness of judgment.	0	BA/BS
(EL) Environmental Scientist		Perform research and administrative tasks of limited technical complexity, applying standard and established techniques; examples include conducting literature searches and summarizing information, collecting data, preparing tables, graphs, and executing straightforward quantitative analyses using spreadsheet or statistical software, and organizing and filing project materials; write chapters of project reports that are organized, clear, and in the proper format; complete work products on schedule. Project manager supervises all activities, providing detailed oral and/or written instruction and reviewing all work for accuracy, completeness, and soundness of judgment.	0	BA/BS

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

The minimum education and experience criteria included in the list
may be substituted for each other per the following equivalencies:
Equivalencies: 4 yrs experience = BA/BS; 2 years experience plus AS degree or some college attendance = BA/BS;
3 years experience plus BA/BS = MS; 5 years experience plus AS or some college attendance = MS
4 years experience plus MS = Ph.D.; 8 years plus BA/BS = Ph.D.; 10 years plus AS or some college attendance = Ph.D.