

Prime Contractor	Technology & Management Services, Inc. (TMS)
TMS Point of Contact	Dan Division, 301-670-6390, ext. 124 or James Veres, 301-670-6390, ext. 120
Contract Title	Professional Engineering Services (PES)
Contract Number	GS-23F-0136P
Period of Performance	February 9, 2004 through February 8, 2009
Contract Scope	SIN 871-1 & SIN 871-1 RC: Strategic Planning for Technology Programs/Activities SIN 871-2 & SIN 871-2 RC: Concept Development and Requirements Analysis SIN 871-3 & SIN 871-3 RC: System Design, Engineering and Integration SIN 871-4 & SIN 871-4 RC: Test and Evaluation SIN 871-5 & SIN 871-5 RC: Integrated Logistics Support SIN 871-6 & SIN 871-6 RC: Acquisition and Life Cycle Management Click <a href="#">here</a> for a <a href="#">detailed description of each SIN</a> .
Labor Categories & Rates	Principal, Executive Manager, Senior Manager, Principal Subject Matter Expert, Subject Matter Expert I, Subject Matter Expert II, Subject Matter Expert III, Senior Associate I, Senior Associate II, Associate I, Associate II, Senior Analyst I, Senior Analyst II, Analyst I, Analyst II, Graphics Specialist I, Graphics Specialist II, Administrative/Clerical I and Administrative/Clerical II. Click <a href="#">here</a> for a <a href="#">detailed description of each labor category</a> . Click <a href="#">here</a> for a <a href="#">current rate schedule</a> .
Authorized Users	All Federal Government Organizations
Buyer Usage Fee	.75%
Maximum Order	\$750,000.00
Minimum Order	\$100.00
Geographic Coverage	Domestic
Points of Production	Washington, DC and Gaithersburg, MD
Quantity Discounts	None
Credit Card	Government Commercial Credit Card accepted
FOB Point	Destination
Ordering Procedure	Click <a href="#">here</a> for <a href="#">detailed ordering procedure</a> .

## **Applicable Professional Engineering Services by SIN:**

Technology & Management Services, Inc. (TMS)

- **SIN 871-1 & SIN 871-1 RC: STRATEGIC PLANNING FOR TECHNOLOGY PROGRAMS/ACTIVITIES**

Services required under this SIN involve the definition and interpretation of high-level organizational engineering performance requirements such as projects, systems, missions, etc., and the objectives and approaches to their achievement. Typical associated tasks include, but are not limited to an analysis of mission, program goals and objectives, requirements analysis, organizational performance assessment, special studies and analysis, training, privatization and outsourcing. Inappropriate use of this SIN is providing professional engineering services not specifically related to strategic planning for technology programs/activities and associated disciplines.

Example: The evaluation and preliminary definition of new and/or improved performance goals for navigation satellites – such as launch procedures and costs, multi-user capability, useful service life, accuracy and resistance to natural and man made electronic interference.

Engineering Disciplines: Civil, Electrical, Mechanical and Chemical.

- **SIN 871-2 & SIN 871-2 RC: CONCEPT DEVELOPMENT AND REQUIREMENTS ANALYSIS**

Services required under this SIN involve abstract or concept studies and analysis, requirements definition, preliminary planning, the evaluation of alternative technical approaches and associated costs for the development or enhancement of high level general performance specifications of a system, project, mission or activity. Typical associated tasks include, but are not limited to requirements analysis, cost/cost-performance trade-off analysis, feasibility analysis, regulatory compliance support, technology conceptual designs, training, privatization and outsourcing. Inappropriate use of this SIN is providing professional engineering services not specifically related to concept development and requirements analysis and associated disciplines.

Example: The development and analysis of the total mission profile and life cycle of the improved satellite including examination of performance and cost tradeoffs.

Engineering Disciplines: Civil, Electrical, Mechanical and Chemical.

- **SIN 871-3 & SIN 871-3 RC: SYSTEM DESIGN, ENGINEERING AND INTEGRATION**

Services required under this SIN involve the translation of a system (or subsystem, program, project, activity) concept into a preliminary and detailed design (engineering

plans and specifications), performing risk identification/analysis/mitigation, traceability, and then integrating the various components to produce a working prototype or model of the system. Typical associated tasks include, but are not limited to computer-aided design, design studies and analysis, high level detailed specification preparation, configuration management and document control, fabrication, assembly and simulation, modeling, training, privatization and outsourcing. Inappropriate use of this SIN is providing professional engineering services not specifically related to system design, engineering and integration and associated disciplines.

Example: The navigation satellite concept produced in the preceding stage will be converted to a detailed engineering design package, performance will be computer simulated and a working model will be built for testing and design verification.

Engineering Disciplines: Civil and Mechanical.

- **SIN 871-4 & SIN 871-4 RC: TEST AND EVALUATION**

Services required under this SIN involve the application of various techniques demonstrating that a prototype system (subsystem, program, project or activity) performs in accordance with the objectives outlined in the original design. Typical associated tasks include, but are not limited testing of a prototype and first article(s) testing, environmental testing, independent verification and validation, reverse engineering, simulation and modeling (to test the feasibility of a concept), system safety, quality assurance, physical testing of the product or system, training, privatization and outsourcing. Inappropriate use of this SIN is providing professional engineering services not specifically related to testing and evaluating and associated disciplines.

Example: The navigation satellite-working model will be subjected to a series of tests, which may simulate and ultimately duplicate its operational environment.

Engineering Disciplines: Electrical, Mechanical and Chemical.

- **SIN 871-5 & SIN 871-5 RC: INTEGRATED LOGISTICS SUPPORT**

Services required under this SIN involves the analysis, planning and detailed design of all engineering specific logistics support including material goods, personnel, and operational maintenance and repair of systems throughout their life cycles. Typical associated tasks include, but are not limited to ergonomic/human performance analysis, feasibility analysis, logistics planning, requirements determination, policy standards/procedures development, long-term reliability and maintainability, training, privatization and outsourcing. Inappropriate use of this SIN is providing professional engineering services not specifically related to integrated logistics support and associated disciplines.

Example: The full range of life cycle logistics support for the navigation satellite will be identified and designed in this stage including training, operation and maintenance requirements, and replacement procedures.

Engineering Disciplines: Mechanical.

- **SIN 871-6 & SIN 871-6 RC: ACQUISITION AND LIFE CYCLE MANAGEMENT**

Services required under this SIN involve all of the planning, budgetary, contract and systems/program management execution functions required to procure and/or produce, render operational and provide life cycle support (maintenance, repair, supplies, engineering specific logistics) to technology-based systems, activities, subsystems, projects, etc. Typical associated tasks include, but are not limited to operation and maintenance, program/project management (including, but not limited to, construction management) technology transfer/insertion, training, privatization and outsourcing. Inappropriate use of this SIN is professional engineering services not specifically related to acquisition and life cycle management and associated disciplines.

Example: During this stage the actual manufacturing, launch, and performance monitoring of the navigation satellite will be assisted through project management, configuration management, reliability analysis, engineering retrofit improvements and similar functions.

Engineering Disciplines: Civil, Electrical, Mechanical and Chemical

**For all SINS listed above, the following applies:**

*Architect-Engineering (A/E) Services as that term is defined in FAR 36.601-3 are excluded from the PES Schedule. If the agency's statement of work, substantially or to a dominant extent, specifies performance or approval by a registered or licensed architect or engineer for services related to real property, the Brooks Architect-Engineers Act applies and such services must be procured in accordance with FAR Part 36. Use of this schedule for Brooks Act architectural or engineering services is not authorized.*

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## **TMS Labor Categories for Professional Engineering Services Schedule:**

- **Principal**

More than 18 years professional experience in consulting, managing, and executing professional engineering services projects. Provides strong executive-level management and direction on client projects, defining project management plan, strategy, objectives, and scope. Demonstrated understanding of the client's industry, and also possesses an extensive set of skills to solve the client's problems. Provides executive level leadership in strategic, business, and action planning. Provides oversight of key business and process enablers, and management of project resources. Provides management review, industry insight, issue resolution, and corporate quality assurance. Works effectively under pressure and in the conduct of difficult assignments and expresses ideas well both orally and in writing. Possesses technical and management expertise and command of associated analytical disciplines. Delivers presentations and leads strategic client meetings. Bachelor's degree or equivalent experience required (two years experience is equivalent to one year of education). Disciplines include, but not limited to, Engineering, Architecture, Biology, Chemistry, Communications, Economics, Finance, Information Technology, Life Sciences, Management Science, Mathematics, Operations Research, Physics, Public Policy, and Statistics.

- **Executive Manager**

More than 15 years professional experience in consulting, managing, and executing professional engineering services projects. Provides strong executive-level management and direction on client projects, defining project strategy, objectives, and scope. Demonstrated understanding of the client's industry, and also possesses an extensive set of skills to solve the client's problems. Provides executive level leadership in strategic, business, and action planning. Provides oversight of key business and process enablers, and management of project resources. Provides management and technical review, industry insight, issue resolution, and overall quality assurance. Works effectively under pressure and in the conduct of demanding assignments and expresses ideas well both orally and in writing. Possesses technical and management expertise and command of associated analytical disciplines. Delivers presentations and leads strategic client meetings. Bachelor's degree or equivalent experience required (two years experience is equivalent to one year of education). Disciplines include, but not limited to, Engineering, Architecture, Biology, Chemistry, Communications, Economics, Finance, Information Technology, Life Sciences, Management Science, Mathematics, Operations Research, Physics, Public Policy, and Statistics.

- **Senior Manager**

More than 12 years professional experience in consulting, managing, and executing professional engineering services projects. Provides strong senior-level management and direction on client projects, defining project objectives and scope, including defining

project deliverables. Demonstrated understanding of the client's industry, and also possesses an wide set of skills to solve the client's problems. Provides leadership in strategic, business, and action planning. Provides oversight of key business and process enablers, and management of project resources. Provides management and technical review, industry insight, issue resolution, and quality assurance. Works effectively under pressure and in the conduct of demanding assignments and expresses ideas well both orally and in writing. Possesses technical and management expertise and command of associated analytical disciplines. Delivers presentations and leads strategic client meetings. Bachelor's degree or equivalent experience required (two years experience is equivalent to one year of education). Disciplines include, but not limited to, Engineering, Architecture, Biology, Chemistry, Communications, Economics, Finance, Information Technology, Life Sciences, Management Science, Mathematics, Operations Research, Physics, Public Policy, and Statistics.

- **Principal Subject Matter Expert**

More than 12 years of progressively responsible experience in the particular area of expertise executing professional engineering services projects. Provides 1) expert-level domain and functional consulting, analysis, and support to client or 2) expert-level consulting regarding highly specialized technologies or methods. Provides interface with client management personnel regarding strategic issues. Works effectively under pressure and in the conduct of demanding assignments and expresses ideas well both orally and in writing. Has extensive knowledge in an area of specialization that is necessary for effective implementation of the *Specific Subject Matter Area* specified in the order. Demonstrated ability to independently plan, conduct, and lead extensive research and analysis resulting in products of significant impact. Performs extremely difficult, high visibility tasks requiring application of new or original concepts. Requires a PhD with more than 12 years experience, a Masters with more than 15 years experience, or a B.S. with more than 20 years experience. Disciplines include, but not limited to, Engineering, Architecture, Biology, Chemistry, Communications, Economics, Finance, Information Technology, Life Sciences, Management Science, Mathematics, Operations Research, Physics, Public Policy, and Statistics.

- **Subject Matter Expert I**

More than 10 years of progressively responsible experience in the particular area of expertise executing professional engineering services projects. Provides 1) expert-level domain and functional consulting, analysis, and support to client or 2) expert-level consulting regarding specialized technologies or methods. Provides interface with client management personnel regarding strategic issues. Works effectively under pressure and in the conduct of demanding assignments and expresses ideas well both orally and in writing. Has wide knowledge in an area of specialization that is necessary for effective implementation of the *Specific Subject Matter Area* specified in the order. Demonstrated ability to independently plan, conduct, and lead wide-ranging research and analysis resulting in products of important impact. Performs difficult, high visibility tasks requiring application of new or tailored concepts. Requires a PhD with more than 10 years experience, a Masters with more than 12 years experience, or a B.S. with more than

15 years experience. Disciplines include, but not limited to, Engineering, Architecture, Biology, Chemistry, Communications, Economics, Finance, Information Technology, Life Sciences, Management Science, Mathematics, Operations Research, Physics, Public Policy, and Statistics.

- **Subject Matter Expert II**

More than seven years of progressively responsible experience in the particular area of expertise executing professional engineering services projects. Provides 1) expert-level domain and functional consulting, analysis, and support to client or 2) expert-level consulting regarding highly specialized technologies or methods. Provides interface with client management personnel regarding strategic issues. Works effectively under pressure and in the conduct of demanding assignments and expresses ideas well both orally and in writing. Has extensive knowledge in an area of specialization which is necessary for effective implementation of the *Specific Subject Matter Area* specified in the order. Demonstrated ability to plan and conduct extensive research and analysis resulting in products acceptable to the client. Performs high visibility tasks requiring application of existing or tailored concepts. Requires a PhD with more than 7 years experience, a Masters with more than 10 years experience, or a B.S. with more than 12 years experience. Disciplines include, but not limited to, Engineering, Architecture, Biology, Chemistry, Communications, Economics, Finance, Information Technology, Life Sciences, Management Science, Mathematics, Operations Research, Physics, Public Policy, and Statistics.

- **Subject Matter Expert III**

More than five years of progressively responsible experience in the particular area of expertise executing professional engineering services projects. Provides 1) expert-level domain and functional consulting, analysis, and support to client or 2) expert-level consulting regarding highly specialized technologies or methods. Provides interface with client management personnel regarding strategic issues. Works effectively under pressure and in the conduct of demanding assignments and expresses ideas well both orally and in writing. Has extensive knowledge in an area of specialization which is necessary for effective implementation of the *Specific Subject Matter Area* specified in the order. Demonstrated ability to plan and conduct research and analysis resulting in products acceptable to the client. Performs high visibility tasks requiring application of existing or tailored concepts. Requires a PhD with more than 5 years experience, a Masters with more than 8 years experience, or a B.S. with more than 10 years experience. Disciplines include, but not limited to, Engineering, Architecture, Biology, Chemistry, Communications, Economics, Finance, Information Technology, Life Sciences, Management Science, Mathematics, Operations Research, Physics, Public Policy, and Statistics.

- **Senior Associate I**

More than 15 years professional experience in managing and executing professional engineering services projects. Demonstrated ability to independently plan, conduct, and lead extensive research and analysis resulting in products of significant impact. Performs extremely difficult, high visibility tasks requiring application of new or original concepts. Capable of managing multi-task projects of high complexity. Sets parameters for optimum use of resources and personnel, and directs task execution at all levels to meet work plan schedules and task objectives within budget constraints. Provides primary interface with client management personnel regarding strategic issues. Works effectively under pressure and in the conduct of demanding assignments and expresses ideas well both orally and in writing. Possesses technical and management expertise and command of associated analytical disciplines. Delivers presentations and leads strategic client meetings. Bachelor's degree or equivalent experience required (two years experience is equivalent to one year of education). Disciplines include, but not limited to, Engineering, Architecture, Chemistry, Communications, Economics, Finance, Information Technology, Life Sciences, Management Science, Mathematics, Operations Research, Physics, Public Policy, and Statistics.

- **Senior Associate II**

More than 10 years professional experience in managing and executing professional engineering services projects. Demonstrated ability to independently plan, conduct, and lead extensive research and analysis resulting in products of significant impact. Performs extremely difficult, high visibility tasks requiring application of new or original concepts. Capable of managing multitask projects of high complexity. Sets parameters for optimum utilization of resources and personnel, and directs task execution at all levels to meet work plan schedules and task objectives within budget constraints. Provides primary interface with client management personnel regarding strategic issues. Works effectively under pressure and in the conduct of demanding assignments and expresses ideas well both orally and in writing. Possesses technical and management expertise and command of associated analytical disciplines. Delivers presentations and leads strategic client meetings. Bachelor's degree or equivalent experience required (two years experience is equivalent to one year of education). Disciplines include, but not limited to, Engineering, Architecture, Biology, Chemistry, Communications, Economics, Finance, Information Technology, Life Sciences, Management Science, Mathematics, Operations Research, Physics, Public Policy, and Statistics.

- **Associate I**

More than seven years professional experience in leading professional engineering services projects. Demonstrated ability to develop and execute work plans, manage performers assigned to task, and ensure timely delivery of high quality products within prescribed budget. Performs highly complex technical, economic, and financial studies and analyses in engineering services. Works effectively under pressure and in the conduct of demanding assignments and expresses ideas well both orally and in writing.

Disaggregates moderately complex tasks into discrete work elements, representative of complete task scope. Executes each component as assigned and integrates work product with the final deliverable. Demonstrates flexibility and innovative approaches to perform varying assignments. Delivers presentations and leads strategic client meetings.

Bachelor's degree or equivalent experience required (two years experience is equivalent to one year of education). Disciplines include, but not limited to, Engineering, Architecture, Biology, Chemistry, Communications, Economics, Finance, Information Technology, Life Sciences, Management Science, Mathematics, Operations Research, Physics, Public Policy, and Statistics.

- **Associate II**

More than five years professional experience in leading professional engineering services projects. Demonstrated ability to develop and execute work plans, manage performers assigned to task, and ensure timely delivery of high quality products within prescribed budget. Performs highly complex technical, economic, and financial studies and analyses in engineering services. Works effectively under pressure and in the conduct of demanding assignments and expresses ideas well both orally and in writing.

Disaggregates moderately complex tasks into discrete work elements, representative of complete task scope. Executes each component as assigned and integrates work product with the final deliverable. Demonstrates flexibility and innovative approaches to perform varying assignments. Delivers presentations and leads strategic client meetings.

Bachelor's degree or equivalent experience required (two years experience is equivalent to one year of education). Disciplines include, but not limited to, Engineering, Architecture, Biology, Chemistry, Communications, Economics, Finance, Information Technology, Life Sciences, Management Science, Mathematics, Operations Research, Physics, Public Policy, and Statistics.

- **Senior Analyst I**

More than three years professional experience with demonstrated expertise in professional engineering services projects. Demonstrates good knowledge of a specific subject matter area and performs analyses in assigned subject matter area. Interfaces with clients on a day-to-day basis. Supports the completion of project specific tasks within estimated time frames and budget constraints. Responsible for required draft report documentation. Supports presentations and client meetings. Bachelor's degree or equivalent experience required (three years experience is equivalent to one year of education). Disciplines include, but not limited to, Engineering, Architecture, Biology, Chemistry, Communications, Economics, Finance, Information Technology, Life Sciences, Management Science, Mathematics, Operations Research, Physics, Public Policy, and Statistics.

- **Senior Analyst II**

More than two years professional experience with demonstrated expertise in professional engineering services projects. Demonstrates good knowledge of a specific subject matter area and performs analyses in assigned subject matter area. Interfaces with clients on a day-to-day basis. Supports the completion of project specific tasks within estimated time frames and budget constraints. Responsible for required draft report documentation. Supports presentations and client meetings. Bachelor's degree or equivalent experience required (two years experience is equivalent to one year of education). Disciplines include, but not limited to, Engineering, Architecture, Biology, Chemistry, Communications, Economics, Finance, Information Technology, Life Sciences, Management Science, Mathematics, Operations Research, Physics, Public Policy, and Statistics.

- **Analyst I**

More than two years professional experience providing organizational, research, writing, and editing support to professional engineering services projects. Interfaces with clients on a day-to-day basis. Able to perform routine duties in specific task areas; capable of developing factual data for specific requests and resulting products of acceptable quality. Accomplishes assignments with guidance, direction, and supervision. Compiles and assembles documents for delivery to multiple clients on a specified schedule. Bachelor's degree or equivalent experience required (two years experience is equivalent to one year of education). Disciplines include, but not limited to, Engineering, Architecture, Biology, Chemistry, Communications, Economics, Finance, Information Technology, Life Sciences, Management Science, Mathematics, Operations Research, Physics, Public Policy, and Statistics.

- **Analyst II**

Zero to two years of professional experience providing organizational, research, writing, and editing support to professional engineering services projects. Able to perform routine duties in specific task areas; capable of developing factual data for specific requests and resulting products of acceptable quality. Accomplishes assignments with guidance, direction, and supervision. Compiles and assembles documents for delivery to multiple clients on a specified schedule. Bachelor's degree or equivalent experience required (two years experience is equivalent to one year of education). Disciplines include, but not limited to, Engineering, Architecture, Biology, Chemistry, Communications, Economics, Finance, Information Technology, Life Sciences, Management Science, Mathematics, Operations Research, Physics, Public Policy, and Statistics.

- **Graphics Specialist I**

More than two years of experience in all aspects of graphics production, reproduction and distribution. Knowledgeable of most recent graphics, desktop publishing, and word-processing software using PC and Mac format to produce state-of-the-art presentation

materials and technical documents. Reviews graphics requests to determine scope of requirements, consults with and advises requestor as assignment progresses. Coordinates with service provider prior to production and prepares camera-ready or electronic files for service provider at the start of production, including Adobe (PDF) preparation, preflight pub, color separations, and color hardcopy for 4 color and 2 color printing jobs. Reviews bluelines and color proofs during production process. High School diploma or GED required.

- **Graphics Specialist II**

Zero to two years of experience in many aspects of graphics production, reproduction, and distribution. Knowledgeable of most recent graphics, desktop publishing, and word processing software using IBM or Mac format to produce state-of-the-art presentation materials and technical documents. Reviews graphics requests to determine scope of requirements, consults with, and advises requestor and supervisor as assignment progresses. Coordinates with service provider prior to production and prepares camera-ready and / or electronic files for service provider at the start of production, including PDF (portable document format) preparation, preflight pub, color separations, and color hardcopy for 4-color and 2-color printing jobs. Reviews bluelines and color proofs during production process. High School diploma or GED required.

- **Administrative/Clerical I**

More than two years of experience in all aspects of office support services including typing, word processing, reproduction, and distribution. Knowledgeable of most recent software and computer applications to produce timely and accurate standard and nonstandard documents. Under close supervision, performs clerical and secretarial tasks. Efficiently and accurately reproduce final products by copying, collating, and binding. High School diploma or GED required.

- **Administrative/Clerical II**

Zero to two years of experience in most aspects of office support services including typing, word processing, reproduction, and distribution. Knowledgeable of many recent software and computer applications to produce timely and accurate standard and nonstandard documents. Under close supervision, performs clerical and secretarial tasks. Efficiently and accurately reproduce final products by copying, collating, and binding. High School diploma or GED required.

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## **Procedure to Order TMS Services Under the PES Schedule:**

- Step 1: Prepare Statement of Work

A performance based Statement of Work (SOW) specifying the services desired and the required deliverables should be prepared by the client. If the estimate is less than \$2,500, proceed to Step 4.

- Step 2: Prepare Request For Quotation (RFQ)

If the estimate exceeds \$2,500, prepare a RFQ and identify two PES contractors in addition to TMS for distribution of the RFQ. The SOW (Step 1) must accompany the RFQ.

- Step 3: Evaluate Proposals

Evaluate the responses to determine the best value to the Government considering factors such as price, special qualifications, administrative costs, etc.

- Step 4: Place the Order

When the desired contractor is selected, contact the winning company and place the order. Orders to TMS should be sent to Mr. Dan Division, 301-670-6390 (ext. 124), 301-670-1942 (FAX), or e-mail [ddivision@tms-hq.com](mailto:ddivision@tms-hq.com) or Mr. James Veres, 301-670-6390 (ext. 120), 301-670-1942 (FAX), or mail [jveres@tms-hq.com](mailto:jveres@tms-hq.com)

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**TMS RATE SCHEDULE  
PROFESSIONAL ENGINEERING SERVICES**

**EFFECTIVE 2/09/08 – 2/08/09**

<b>Labor Category</b>	<b>Government Hourly Rate Offered</b>	<b>Government Daily Rate Offered</b>	<b>Commercial Price List Hourly Rate</b>	<b>Commercial Price List Daily Rate</b>	<b>Government Percentage Discount Offered</b>
<b>Principal</b>	<b>\$187.36</b>	<b>\$1,499</b>			
<b>Executive Manager</b>	<b>\$159.24</b>	<b>\$1,274</b>			
<b>Senior Manager</b>	<b>\$149.33</b>	<b>\$1,195</b>			
<b>Principal Subject Matter Expert</b>	<b>\$225.88</b>	<b>\$1,807</b>			
<b>Subject Matter Expert I</b>	<b>\$200.11</b>	<b>\$1,601</b>			
<b>Subject Matter Expert II</b>	<b>\$174.25</b>	<b>\$1,394</b>			
<b>Subject Matter Expert III</b>	<b>\$155.59</b>	<b>\$1,245</b>			
<b>Senior Associate I</b>	<b>\$125.86</b>	<b>\$1,007</b>			
<b>Senior Associate II</b>	<b>\$105.98</b>	<b>\$848</b>			
<b>Associate I</b>	<b>\$92.74</b>	<b>\$742</b>			
<b>Associate II</b>	<b>\$79.49</b>	<b>\$636</b>			
<b>Senior Analyst I</b>	<b>\$76.26</b>	<b>\$610</b>			
<b>Senior Analyst II</b>	<b>\$66.25</b>	<b>\$530</b>			
<b>Analyst I</b>	<b>\$55.64</b>	<b>\$445</b>			
<b>Analyst II</b>	<b>\$47.96</b>	<b>\$384</b>			
<b>Graphics Specialist I</b>	<b>\$59.61</b>	<b>\$477</b>			
<b>Graphics Specialist II</b>	<b>\$51.97</b>	<b>\$416</b>			
<b>Admin/Clerical I</b>	<b>\$52.99</b>	<b>\$424</b>			
<b>Admin/Clerical II</b>	<b>\$45.32</b>	<b>\$363</b>			

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