

# ManTech

## GENERAL SERVICES ADMINISTRATION FEDERAL SUPPLY SERVICE

### Authorized Multiple Award Schedule 874 MISSION ORIENTED BUSINESS INTEGRATED SERVICES SCHEDULE PRICE LIST

**Contract Number**  
**GS-23F-9819H**

**Contract Period of Performance**  
July 29, 1998 through September 30, 2012

Current through Modification PO-0013, dated October 30, 2007

FSC Group: Industrial 874 Group  
FSC Class: Industrial Class 8742

**ManTech Systems Engineering Corporation**

12015 Lee Jackson Highway, 8th Floor

Fairfax, Virginia 22033

Attn: Melissa Amdahl

Tel: 703-218-6000

Fax: 703-218-6340

Large Business

<http://www.mantech.com/>

On-line access to contract ordering information, terms, and conditions, up-to-date pricing, and the option to create an electronic delivery order is available through GSA Advantage!, a menu-driven database system. The INTERNET address GSA Advantage! is: <http://www.gsaadvantage.gov>. For more information on ordering from Federal Supply Schedules click on the FSS Schedules button at <http://www.fss.gsa.gov>.

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**SPECIAL ITEM NUMBERS**

**874-1 CONSULTATION SERVICES**

- Process improvement/reengineering
- Performance management
- Workforce productivity

**874-1RC CONSULTATION SERVICES – RECOVERY PURCHASING**

**874-2 FACILITATION SERVICES**

- Resource allocation
- Project management/process analysis
- Creative problem-solving
- Strategic planning
- Focus group research
- Individual development counseling

**874-2RC FACILITATION SERVICES – RECOVERY PURCHASING**

**CUSTOMER INFORMATION**

**1. Scope of Contract:**

ManTech’s labor categories and associated qualifications for Mission Oriented Business Integrated Services under each SIN are described in detail in Section B.

Mission Oriented Business Integrated Services	
SIN	Title
874-1	Consultation Services
874-1RC	Consultation Services – Recovery Purchasing
874-2	Facilitation Services
874-2RC	Facilitation Services – Recovery Purchasing

This contract shall only be used for the services listed. Inappropriate use of the contract for other than Mission Oriented Business Integrated Services may subject the contractor/agency to penalties provided by statute and regulation.

**2. Maximum Order:**

The maximum order limit for this contract is \$1 million. Notwithstanding this limit, agencies may place and ManTech may honor orders exceeding this limit in accordance with FAR 8.404. In accordance with the Maximum Order provisions contained in the Schedule, a delivery order may be placed against the schedule even though it exceeds the maximum order threshold. There is no maximum ceiling for any task order. This maximum order value is the suggested renegotiation point whereby agencies should seek additional concessions if orders exceed this amount. The contractor may 1) offer a new lower price, 2) offer the lowest price available under the contract, or 3) decline the order within five (5) days, with written notice stating the contractor’s intent not to ship the item (or items) called for and the reason. Upon receiving this notice, the Government may acquire the supplies or services from another source. For purchase card orders exceeding the maximum order value, ManTech will provide written notice within 24 hours after receipt if we intend to decline the order.

**3. Minimum Order:**

\$300 unless ManTech agrees to accept a smaller order amount. When the Government requires supplies or services by this contract in an amount less than \$300, the Government is not obligated to purchase, nor is ManTech obligated to furnish those supplies or services under the contract. However, if the Government places such orders, they shall be deemed accepted by ManTech, unless returned to the ordering office within 5 workdays after receipt by ManTech.

**4. Geographic Coverage:**

All government locations within the scope of the contract The geographic scope of this contract is the 48 contiguous states, the District of Columbia, Alaska, Hawaii, the Commonwealth of Puerto Rico and all U.S. Government installations and/or agencies abroad.

**5. Point(s) of Production:**

All items listed herein are domestic end products, from designated countries under the Trade Agreements Act or are U.S. made end products.

**6. Discount from List Prices/Statement of Net Price:**

Reference Net pricing Included Herein

**7. Quantity Discounts:** None

**8. Prompt Payment Terms:** None; net 30 ARO

**9a. Notification that Government purchase cards are accepted at or below the micro-purchase threshold.**

Government Commercial Credit Cards will be acceptable for payment. Contractors are required to accept the Government purchase card for payments equal to or less than the micro-purchase threshold for oral or written delivery orders.

**9b. Notification whether Government purchase cards are accepted or not accepted above the micro-purchase threshold.**

Government purchase cards will be acceptable for payment above the micro-purchase threshold. In addition, bank account information for wire transfer payment will be shown on the invoice.

**10. Foreign Items:** N/A

**11a. Time of Delivery:**

Within the number of calendar days ARO (as negotiated between the government and the contractor)

**11b. Expedited Delivery:** N/A

**11c. Overnight and 2-Day Delivery:** Please contact ManTech for specific rates.

**11d. Urgent Requirements:**

When the Federal Supply Schedule contract delivery period does not meet the bona fide urgent delivery requirements of an ordering agency, agencies are encouraged, if time permits, to contact the contractor for the purpose of obtaining accelerated delivery. The contractor shall reply to the inquiry within 3 workdays after receipt. (Telephonic replies shall be confirmed by the contractor in writing.) If the contractor offers an accelerated delivery time acceptable to the ordering agency, any order(s) placed pursuant to the agreed upon accelerated delivery time frame shall be delivered within this shorter delivery time and in accordance with all other terms and conditions of the contract.

**12. F.O.B. Points:** Destination

**13a. Ordering Address:**

ManTech Systems Engineering Corporation  
12015 Lee Jackson Highway, 8<sup>th</sup> Floor  
Fairfax, Virginia 22033  
Attn: Ms. Melissa Amdahl  
703-218-8261

**13b. Ordering procedures:**

The organizations listed below may place orders under this contract.

- (1) Executive Agencies
  - (2) Other Federal Agencies
  - (3) Mixed-Ownership Government corporations
  - (4) The District of Columbia
  - (5) Government Contractors authorized in writing by a Federal agency pursuant to 48 CFR 51.1
  - (6) Other activities and organizations authorized by statute or regulation to use GSA as a source of supply
- 14. Payment Address:**  
ManTech Systems Engineering Corporation  
Attn: Marshall Kasten  
12015 Lee Jackson Highway  
Fairfax, VA 22033  
703-218-6472
- 15. Warranty Provisions:**  
IAW the applicable statement of work
- 16. Export Packing Charges:**  
Actual costs plus applicable G&A
- 17. Terms and conditions of Government purchase card acceptance (any thresholds above the micro-purchase level).**  
Government Commercial Credit Cards will be acceptable for payment. Contractors are required to accept the Government purchase card for payments equal to or less than the micro-purchase threshold for oral or written delivery orders. Government purchase cards will be acceptable for payment above the micro-purchase threshold. In addition, bank account information for wire transfer payments will be shown on the invoice.
- 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 repairs and/or services.**
- a. **Terms and conditions of repair parts indicating date of parts price lists and any discounts from the list prices (if applicable).**  
N/A
  - b. **Terms and conditions for any other services (if applicable).**  
N/A
- 21. List of service and distribution points (if applicable):** N/A
- 22. List of participating dealers (if applicable):** N/A
- 23. Preventive maintenance (if applicable):** N/A
- 24. Special Attributes:** N/A
- 25. DUNS/TIN Numbers:**

- a. **Data Universal Number System (DUNS) number.**  
17-424-5993
  - b. **Taxpayer Identification Number.**  
52-1396237
26. **Notification regarding registration in Central Contractor Registration (CCR) database.**  
Registered CAGE Code: 2U954
27. **Types of Orders.**  
Both firm fixed-price and time and materials task orders are acceptable under this contract.
28. **Security Requirements.**  
In the event security requirements are necessary, the ordering activities may incorporate in their delivery order(s), a security clause in accordance with current laws, regulations, and individual agency policy; however, the burden of administering the security requirements shall be with the ordering agency. If any costs are incurred as a result of the inclusion of security requirements, such costs will not exceed ten percent (10%) or \$100,000, of the total dollar value of the order, whichever is less.
29. **Contract Administration for Ordering Offices.**  
Any ordering office, with respect to any one or more delivery orders placed by it under this contract, may exercise the same rights of termination as might the GSA Contracting Officer under provisions of FAR 52.212-4, paragraphs (1) Termination for the Government's convenience, and (m) Termination for Cause (See C.1.).
30. **Purchase of Incidental, Non-Schedule Items.**  
For administrative convenience, open market (non-contract) items may be added to a Federal Supply Schedule Blanket Purchase Agreement (BPA) or an individual order, provided that the items are clearly labeled as such on the order, all applicable regulations have been followed, and the price reasonableness has been determined by the ordering activity for the open market (non-contract) items.
31. **Subcontractors.**  
Subcontractors are to be included on task orders under the schedule price list labor categories and rates when possible. Upon the approval of the ordering agency, subcontractors may be included as off-schedule costs if their services are not suitable under the contract labor categories as listed herein.
32. **Travel & Other Direct Costs (ODC)**  
ManTech may be required to travel in performance of orders issued under this contract. Allowable travel and per diem charges are governed by Pub. L. 99-234 and FAR Part 31, and are reimbursable by the ordering agency or can be priced as a fixed price item on orders placed under the Multiple Award Schedule as negotiated on a task order basis. The Industrial Funding Fee does not apply to travel and per diem charges.  
  
For travel and ODC's costs, ManTech will follow the Federal Travel Regulations or Joint Travel Regulations, as applicable. As documented within ManTech's disclosure statement for each Business Unit, ManTech will apply applicable indirect rates to travel

and/or ODC costs per our disclosure statements and as negotiated on a task order basis.

**33. Differentials/Allowances**

The rates included herein do not include Cost of Living Allowances or Site Differentials, nor do they include Housing or Relocation Costs. These costs, to include overtime pay and shift differentials shall be negotiated separately on a case-by-case basis with the ordering agencies as open market items. Additionally, the rates do not include Hazardous Duty Pay or Sea Duty/Isolated Duty. These costs shall also be negotiated separately on a case-by case- basis with the ordering agencies as open market items.

**34. Overtime**

ManTech observes all overtime pay requirements of the Fair Labor Standards Act of 1938, as amended. Thus all employees who are subject to the law's wage and hour provisions (that is "non-exempt" employees, such as administrative personnel and certain technicians) will receive compensation for approved overtime in accordance with those provisions. In states that have established other overtime standards, applicable legal requirements will be observed.

**35. Defense Priorities and Allocations System Requirements**

For task orders issued under this schedule, ManTech recognizes the Defense Priorities and Allocations System Requirements regulation, reference DFAR 252.211-15.

**36. Liability for Injury or Damage**

The Contractor shall not be liable for any injury to Government personnel or damage to Government property arising from the use of equipment maintained by the Contractor, unless such injury or damage is due to the fault or negligence of the Contractor.

**37. Industrial Funding Fee.**

The Industrial Funding Fee is included in the labor rates and the products awarded under this Schedule. The IFF does not apply to off-schedule items such as travel, materials, and other direct costs.

## SECTION A LABOR CATEGORIES

### SIN 874-1 – Consulting Services

#### EXECUTIVE CONSULTANT

**Qualifications:** At least 15 years of professional experience planning, conducting, and participating in

- Short-term studies
- Design, review, and evaluation of management and administrative systems
- Provision of management support

Experience in

- Scheduling work to meet completion dates
- Estimating manpower needs
- Reviewing project progress
- Making changes in methodology when necessary

Ability to plan, conduct, and supervise projects of major significance, requiring advanced knowledge and ability to originate and apply new/unique methods and procedures. Ability to supply technical advice and counsel to other professionals as well as to operate with wide latitude for unreviewed action.

**Education:** Master's degree in

- Social Sciences
- Management
- Business Administration
- Public Administration or related discipline

#### SENIOR CONSULTANT

**Qualifications :** At least 10 years of professional experience planning, conducting, and participating in

- Short-term studies
- Design, review, and evaluation of management and administrative systems
- Provision of management support

Experience in

- Scheduling work to meet completion dates
- Estimating manpower needs
- Reviewing project progress
- Making changes in methodology when necessary

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\* Experience/Qualification Substitution:

1. BS/BA plus any combination of additional years of experience and graduate level study in the proposed field of expertise totaling 2 years will be an acceptable substitute for a master's degree.
2. Additional years of graduate level study in an appropriate field will be considered equal to years of experience on a 2-for-1 basis; i.e., 2 years of such study are considered equal to 1 year of experience.
3. Two years of relevant experience may be substituted for each year of a bachelor's degree.

Ability to plan, conduct, and supervise projects of major significance, requiring advanced knowledge and ability to originate and apply new/unique methods and procedures. Ability to supply technical advice and counsel to other professionals as well as to operate with wide latitude for unreviewed action.

**Education:** Master's degree in

- Social Sciences
- Management
- Business Administration
- Public Administration or related discipline

### CONSULTANT

**Qualifications :** At least 5 years of professional experience participating in

- Short-term studies
- Design, review, and evaluation of management and administrative systems
- Provision of management support

Ability to translate technical guidance received from a senior professional/project director into usable data applicable to a given assignment. Originality and ingenuity to respond to varied assignments.

**Education:** Bachelor's degree in

- Social Sciences
- Management
- Business Administration
- Public Administration or related discipline

### ASSOCIATE CONSULTANT

**Qualifications:** Under 3 years' experience in the areas of specialty. Ability to gather and correlate basic data and perform routine analyses. Ability to work on less complicated assignments that require little evaluation.

**Education:** Bachelor's degree in

- Social Sciences
- Management
- Business Administration
- Public Administration or related discipline

### ADMINISTRATIVE CONSULTANT

**Qualifications :** 6 to 7 years of relevant experience. Proficiency in the area of specialty.

**Education:** Associate's degree or equivalent experience.

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\* Experience/Qualification Substitution:

1. BS/BA plus any combination of additional years of experience and graduate level study in the proposed field of expertise totaling 2 years will be an acceptable substitute for a master's degree.
2. Additional years of graduate level study in an appropriate field will be considered equal to years of experience on a 2-for-1 basis; i.e., 2 years of such study are considered equal to 1 year of experience.
3. Two years of relevant experience may be substituted for each year of a bachelor's degree.

**ADMINISTRATIVE STAFF**

**Qualifications:** Normally 2 years of relevant experience.

**Educations:** High School Diploma.

**CLERICAL**

**Qualifications:** Normally 18 months to 2 years of experience in word processing.

**Education:** High School Diploma preferred.

**PROJECT DIRECTOR**

**Qualifications :** 3 years of relevant experience. Experience using SPSS, SAS, or other statistical packages.

**Education:** Bachelor's degree in

- Statistics
- Computer Science
- Research Methods
- Sociology
- Marketing
- Psychology

or

- Political Science

**SENIOR SYSTEMS ANALYST**

**Qualifications:** Provide expert advice, assistance, guidance or counseling in support of agencies' management, organizational and business improvement efforts. Applies knowledge of and experience with technological, programmatic, program management or business fields to support the analysis of complex systems engineering, systems technology, support systems, program management, management or other related programs. May serve as the principal author of analytic studies, analyses, and reports required to effect business process improvements. At least 8 years of increasingly complex and responsible experience in systems analysis.

**Education:** Master's/bachelor's degree in

- Computer science
- Management information systems

or

- Related field

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\* Experience/Qualification Substitution:

1. BS/BA plus any combination of additional years of experience and graduate level study in the proposed field of expertise totaling 2 years will be an acceptable substitute for a master's degree.
2. Additional years of graduate level study in an appropriate field will be considered equal to years of experience on a 2-for-1 basis; i.e., 2 years of such study are considered equal to 1 year of experience.
3. Two years of relevant experience may be substituted for each year of a bachelor's degree.

## SYSTEMS ANALYST

**Qualifications:** Applies knowledge of and experience with technological, programmatic, program management or business fields to support the analysis of complex systems engineering, systems technology, support systems, program management, management or other related programs. May also include studies, analyses and reports documenting any proposed developmental, consultative or implementation efforts. Duties require use of structured analysis, design methodologies and tools. At least 2 years' related experience in systems analysis.

**Educations:** Bachelor's degree in

- Computer science
  - Management information systems
- or
- Related field

## JUNIOR SYSTEMS ANALYST

**Qualifications:** Applies knowledge of and experience with technological, programmatic, program management or business fields to support the analysis of complex systems engineering, systems technology, support systems, program management, management or other related programs. Duties require use of structured analysis, design methodologies and tools. Entry level.

**Education:** Bachelor's degree in

- Computer science
  - Management information systems
- or
- Related field

## EDUCATION SPECIALIST

**Qualifications:** At least 10 years of experience in applied educational and training research and human factors. Recognition as an authority in education and training. Broad knowledge/appreciation of the various scientific and engineering fields that contribute to training material analysis and development; e.g., operations research, systems analysis, and computer science.

**Education:** Doctorate preferred; equivalent combination of education and experience may substitute.

## SENIOR TRAINING ANALYST

**Qualifications :** At least 10 years of relevant experience in instructional system design, computer-based training, computer-aided instruction, or related technologies.

**Education:** Bachelor's degree or equivalent combination of education and experience.

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\* Experience/Qualification Substitution:

1. BS/BA plus any combination of additional years of experience and graduate level study in the proposed field of expertise totaling 2 years will be an acceptable substitute for a master's degree.
2. Additional years of graduate level study in an appropriate field will be considered equal to years of experience on a 2-for-1 basis; i.e., 2 years of such study are considered equal to 1 year of experience.
3. Two years of relevant experience may be substituted for each year of a bachelor's degree.

### TRAINING ANALYST

**Qualifications:** 5 or more years of related experience.

**Education:** Bachelor's degree or equivalent combination of education and experience.

### COURSE DEVELOPMENT/SME

**Qualifications:** 2 or more years of related experience.

**Education:** Bachelor's degree or equivalent combination of education and experience.

### INSTRUCTIONAL SYSTEMS DESIGNER

**Qualifications:** At least 5 years of experience in the selected phases of ISD. Experience must demonstrate

- Qualities of leadership and responsibility in training systems project planning and management
- Ability to direct the work of psychologists, engineers, and training experts
- Ability to work with military and industrial management personnel
- Skill in analysis, design, development, and production of interactive courseware

**Education:** Doctorate preferred; equivalent combination of education and experience may substitute.

### AUTHORING SYSTEM SPECIALIST

**Qualifications:** 5 years of experience in development of interactive courseware or computer-assisted training. Facility in using off-the-shelf software, authoring programs, and animation programs to develop interactive courseware and computer-aided instructional materials. Ability to extract materials from previously developed training systems utilizing other authoring tools for incorporation into the current training system to minimize costs.

**Education:** High School Diploma or GED plus 30 semester hours of post-secondary training in computer science/applications.

### PROGRAMMER

**Qualifications :** 1 to 3 years of related experience.

**Education:** Relevant degree or equivalent combination of education and experience.

### GRAPHICS SPECIALIST

**Qualifications:** Skill in graphic demonstrated through experience and/or formal training.

**Education:** Formal training and/or experience in the graphic arts.

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\* Experience/Qualification Substitution:

1. BS/BA plus any combination of additional years of experience and graduate level study in the proposed field of expertise totaling 2 years will be an acceptable substitute for a master's degree.
2. Additional years of graduate level study in an appropriate field will be considered equal to years of experience on a 2-for-1 basis; i.e., 2 years of such study are considered equal to 1 year of experience.
3. Two years of relevant experience may be substituted for each year of a bachelor's degree.

## VIDEOGRAPHER

**Qualifications:** At least 5 years of experience designing, producing, and editing videos with an emphasis on interactive video applications. Ability to prepare and conduct on-site video shoots for incorporation into computer-based training materials.

**Education:** High School Diploma or GED.

## SENIOR INSTRUCTOR

**Qualifications:** At least 5 years of experience providing group-paced/stand-up training. 12 semester hours in education/training may be substituted for 2 years' experience; a comprehensive course in training/instruction may be substituted for 1 year's experience. Knowledge and understanding of

- Platform training
- Six levels of learning
- Performance and behavioral objectives

**Education:** Bachelor's degree preferred; experience may substitute.

## INSTRUCTOR

**Qualifications:** At least 3 years' experience providing group-paced/stand-up training. 12 semester hours in education/training may be substituted for 2 years' experience; a comprehensive course in training/instruction may be substituted for 1 year's experience. Knowledge and understanding of

- Platform training
- Six levels of learning
- Performance and behavioral objectives

**Education:** Bachelor's degree preferred; experience may substitute.

## SIN 874-2 – Facilitation Services

### SENIOR PROJECT MANAGER

**Qualifications:** At least 10 years of experience, including experience in applied behavioral research and development. At least 3 years of experience directing the activities of a technical staff involved in applied research and development activities.<sup>1</sup>

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\* Experience/Qualification Substitution:

1. BS/BA plus any combination of additional years of experience and graduate level study in the proposed field of expertise totaling 2 years will be an acceptable substitute for a master's degree.
2. Additional years of graduate level study in an appropriate field will be considered equal to years of experience on a 2-for-1 basis; i.e., 2 years of such study are considered equal to 1 year of experience.
3. Two years of relevant experience may be substituted for each year of a bachelor's degree.

**Education:** Master's degree in

- Experimental Psychology
  - Instructional Psychology
  - Engineering
  - Economics
- or
- Computer Science or Education

### PROJECT MANAGER

**Qualifications:** At least 5 years' experience, including experience in applied behavioral research and development. At least 3 years' experience directing the activities of a technical staff involved in applied research and development activities

**Education:** Bachelor's degree in

- Social Sciences
- Management
- Business Administration
- Public Administration or related discipline

### SENIOR FACILITATOR

**Qualifications :** 3 years of related experience.

**Educations:** Bachelor's degree or equivalent experience.

### JUNIOR FACILITATOR

**Qualifications:** Entry level.

**Education:** Bachelor's degree or equivalent experience.

### RECORDER

**Qualifications:** Normally 18 months to 2 years of word processing experience.

**Education:** High School Diploma preferred.

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\* Experience/Qualification Substitution:

1. BS/BA plus any combination of additional years of experience and graduate level study in the proposed field of expertise totaling 2 years will be an acceptable substitute for a master's degree.
2. Additional years of graduate level study in an appropriate field will be considered equal to years of experience on a 2-for-1 basis; i.e., 2 years of such study are considered equal to 1 year of experience.
3. Two years of relevant experience may be substituted for each year of a bachelor's degree.

**SECTION B LABOR RATES, FISCAL YEARS 2007 THROUGH 2017**

Labor Category	CY 07	CY 08	CY 09	CY 10	CY 11	CY 12	CY 13	CY 14	CY 15	CY 16	CY 17
	10/1/2007 - 12/31/2007	1/1/2008 - 12/31/2008	1/1/2009 - 12/31/2009	1/1/2010 - 12/31/2010	1/1/2011 - 12/31/2011	1/1/2012 - 7/14/2012	1/1/2013 - 12/31/2013	1/1/2014 - 12/31/2014	1/1/2015 - 12/31/2015	1/1/2016 - 12/31/2016	1/1/2017 - 9/30/2017
<b>SIN 874-1 Consulting Services</b>											
Executive Consultant	\$ 153.89	\$ 159.74	\$ 165.81	\$ 172.11	\$ 178.65	\$ 185.44	\$ 192.48	\$ 199.80	\$ 207.39	\$ 215.27	\$ 223.45
Senior Consultant	\$ 132.32	\$ 137.35	\$ 142.57	\$ 147.98	\$ 153.61	\$ 159.45	\$ 165.50	\$ 171.79	\$ 178.32	\$ 185.10	\$ 192.13
Consultant	\$ 99.80	\$ 103.59	\$ 107.53	\$ 111.62	\$ 115.86	\$ 120.26	\$ 124.83	\$ 129.57	\$ 134.50	\$ 139.61	\$ 144.91
Associate Consultant	\$ 74.29	\$ 77.11	\$ 80.04	\$ 83.08	\$ 86.24	\$ 89.52	\$ 92.92	\$ 96.45	\$ 100.12	\$ 103.92	\$ 107.87
Administrative Consultant	\$ 59.89	\$ 62.17	\$ 64.53	\$ 66.98	\$ 69.53	\$ 72.17	\$ 74.91	\$ 77.76	\$ 80.71	\$ 83.78	\$ 86.96
Administrative Staff	\$ 46.24	\$ 48.00	\$ 49.82	\$ 51.71	\$ 53.68	\$ 55.72	\$ 57.84	\$ 60.03	\$ 62.32	\$ 64.68	\$ 67.14
Clerical	\$ 39.77	\$ 41.28	\$ 42.85	\$ 44.48	\$ 46.17	\$ 47.92	\$ 49.74	\$ 51.63	\$ 53.60	\$ 55.63	\$ 57.75
Project Director	\$ 72.82	\$ 75.59	\$ 78.46	\$ 81.44	\$ 84.54	\$ 87.75	\$ 91.08	\$ 94.54	\$ 98.14	\$ 101.87	\$ 105.74
Senior Systems Analyst	\$ 109.93	\$ 114.11	\$ 118.44	\$ 122.94	\$ 127.62	\$ 132.47	\$ 137.50	\$ 142.72	\$ 148.15	\$ 153.78	\$ 159.62
Systems Analyst	\$ 58.05	\$ 60.26	\$ 62.55	\$ 64.92	\$ 67.39	\$ 69.95	\$ 72.61	\$ 75.37	\$ 78.23	\$ 81.20	\$ 84.29
Junior Systems Analyst	\$ 52.01	\$ 53.99	\$ 56.04	\$ 58.17	\$ 60.38	\$ 62.67	\$ 65.05	\$ 67.53	\$ 70.09	\$ 72.76	\$ 75.52
Educational Specialist	\$ 136.99	\$ 142.20	\$ 147.60	\$ 153.21	\$ 159.03	\$ 165.07	\$ 171.35	\$ 177.86	\$ 184.62	\$ 191.63	\$ 198.91
Senior Training Specialist	\$ 103.73	\$ 107.67	\$ 111.76	\$ 116.01	\$ 120.42	\$ 124.99	\$ 129.74	\$ 134.67	\$ 139.79	\$ 145.10	\$ 150.62
Training Analyst	\$ 65.69	\$ 68.19	\$ 70.78	\$ 73.47	\$ 76.26	\$ 79.16	\$ 82.16	\$ 85.29	\$ 88.53	\$ 91.89	\$ 95.38
Course Development/SME	\$ 50.55	\$ 52.47	\$ 54.46	\$ 56.53	\$ 58.68	\$ 60.91	\$ 63.23	\$ 65.63	\$ 68.12	\$ 70.71	\$ 73.40
Instructional Systems Designer	\$ 97.46	\$ 101.16	\$ 105.01	\$ 109.00	\$ 113.14	\$ 117.44	\$ 121.90	\$ 126.53	\$ 131.34	\$ 136.33	\$ 141.51
Authoring Systems Specialist	\$ 67.59	\$ 70.16	\$ 72.82	\$ 75.59	\$ 78.46	\$ 81.45	\$ 84.54	\$ 87.75	\$ 91.09	\$ 94.55	\$ 98.14
Programmer	\$ 78.51	\$ 81.49	\$ 84.59	\$ 87.80	\$ 91.14	\$ 94.60	\$ 98.20	\$ 101.93	\$ 105.80	\$ 109.82	\$ 114.00
Graphics Specialist	\$ 48.41	\$ 50.25	\$ 52.16	\$ 54.14	\$ 56.20	\$ 58.33	\$ 60.55	\$ 62.85	\$ 65.24	\$ 67.72	\$ 70.29
Videographer	\$ 60.31	\$ 62.60	\$ 64.98	\$ 67.45	\$ 70.01	\$ 72.67	\$ 75.44	\$ 78.30	\$ 81.28	\$ 84.37	\$ 87.57
Senior Instructor	\$ 100.89	\$ 104.72	\$ 108.70	\$ 112.83	\$ 117.12	\$ 121.57	\$ 126.19	\$ 130.99	\$ 135.96	\$ 141.13	\$ 146.49
Instructor	\$ 75.15	\$ 78.01	\$ 80.97	\$ 84.05	\$ 87.24	\$ 90.56	\$ 94.00	\$ 97.57	\$ 101.28	\$ 105.12	\$ 109.12
<b>SIN 874-2 Facilitation Services</b>											
Senior Project Manager	\$ 152.53	\$ 158.33	\$ 164.34	\$ 170.59	\$ 177.07	\$ 183.80	\$ 190.78	\$ 198.03	\$ 205.56	\$ 213.37	\$ 221.48
Project Manager	\$ 103.73	\$ 107.67	\$ 111.76	\$ 116.01	\$ 120.42	\$ 124.99	\$ 129.74	\$ 134.67	\$ 139.79	\$ 145.10	\$ 150.62
Senior Facilitator	\$ 103.57	\$ 107.51	\$ 111.59	\$ 115.83	\$ 120.23	\$ 124.80	\$ 129.54	\$ 134.47	\$ 139.58	\$ 144.88	\$ 150.39
Junior Facilitator	\$ 62.33	\$ 64.70	\$ 67.16	\$ 69.71	\$ 72.36	\$ 75.11	\$ 77.96	\$ 80.92	\$ 84.00	\$ 87.19	\$ 90.50
Recorder	\$ 38.17	\$ 39.62	\$ 41.13	\$ 42.69	\$ 44.31	\$ 45.99	\$ 47.74	\$ 49.56	\$ 51.44	\$ 53.39	\$ 55.42

\* Rates include .75% Industrial Funding Fee