

## 2012 Commercial Labor Categories and Rates

### Principal Economist/Statistician

- **Experience:** At least 20 years of experience and training in economics, finance, statistics, or related areas. Ten years of supervisory experience leading technical projects and staff members. Extensive record of development and delivery of presentations, publications, and reports on specific programs or technically complex subjects.
- **Functional Responsibilities:** A Principal Economist/Statistician is responsible for performing work of a technically complex nature requiring specialized knowledge of particular academic disciplines, analytical techniques and/or program/market areas; for directing and reviewing the work of other staff; and for the day-to-day management of the professional activity on a project.
- **Education:** Ph.D. in economics, finance, statistics, or related area.

**Price:** Per Hour \$ 330  
Per Day \$2,640

### Principal Management/Program Analyst

- **Experience:** At least 20 years of experience and training in management consulting, policy analysis, program evaluation, and related areas. Ten years of supervisory experience leading technical projects and staff members. Extensive record of development and delivery of presentations, publications, and reports on specific programs or technically complex subjects.
- **Functional Responsibilities:** A Principal Management/Program Analyst is responsible for performing work of a technically complex nature requiring specialized knowledge of particular academic disciplines, analytical techniques and/or program/market areas; for directing and reviewing the work of other staff; and for the day-to-day management of the professional activity on a project.
- **Education:** Ph.D. in social science, business, science, or equivalent.

**Price:** Per Hour \$ 305  
Per Day \$2,440

## Senior Economist/Statistician

- **Experience:** At least 15 years of experience and training in economics, finance, statistics, or related areas. At least 5 years of supervisory experience leading technical projects and staff members. Demonstrated record of development and delivery of presentations, publications, and reports on specific programs or technically complex subjects.
- **Functional Responsibilities:** A Senior Economist/Statistician is responsible for performing work of a technically complex nature in the areas of economics and statistics, including cost-benefit and regulatory impact analysis, financial analysis, risk assessment, statistical analysis, sampling, survey design and implementation; for directing and reviewing the work of other staff; and for the day-to-day management of the professional activity on a project.
- **Education:** Advanced degree in economics, finance, statistics, or related area.

**Price:** Per Hour \$ 275  
Per Day \$2,200

## Economist/Statistician

- **Experience:** At least 10 years of experience and training in economics, finance, statistics, or related areas. Demonstrated record of supporting development and delivery of presentations, publications, and reports on specific programs or technically complex subjects.
- **Functional Responsibilities:** An Economist/Statistician is responsible for performing work of a technically complex nature in the areas of economics and statistics, including cost-benefit and regulatory impact analysis, financial analysis, risk assessment, statistical analysis, sampling, survey design and implementation; and for reviewing the work of other staff.
- **Education:** Advanced degree in economics, finance, statistics, or related area.

**Price:** Per Hour \$ 220  
Per Day \$1,760

## Senior Management/Program Analyst

- **Experience:** At least 15 years of experience and training in management consulting, policy analysis, program evaluation, and related areas. At least 5 years of supervisory experience leading technical projects and staff members. Demonstrated record of development and delivery of presentations, publications, and reports on specific programs or technically complex subjects.
- **Functional Responsibilities:** A Senior Management/Program Analyst is responsible for performing work of a technically complex nature in the areas of policy analysis, program planning, management and evaluation, development and implementation of technical assistance and training programs, and development of budget projections; for directing and reviewing the work of other staff; and for the day-to-day management of the professional activity on a project.
- **Education:** Advanced degree in social science, business, science, or equivalent.

**Price:** Per Hour \$ 250  
Per Day \$2,000

## Management/Program Analyst

- **Experience:** At least 10 years of experience and training in management consulting, policy analysis, program evaluation, and related areas. Demonstrated record of supporting development and delivery of presentations, publications, and reports on specific programs or technically complex subjects.
- **Functional Responsibilities:** A Management/Program Analyst is responsible for performing work of a technically complex nature in the areas of policy analysis, program planning, management and evaluation, development and implementation of technical assistance and training programs, and development of budget projections; and for reviewing the work of other staff.
- **Education:** Advanced degree in social science, business, science, or equivalent.

**Price:** Per Hour \$ 195  
Per Day \$1,560

## Project Manager

- **Experience:** At least 10 years of experience in social science, business administration, or science. At least 5 years of supervisory experience in a management role, with a demonstrated ability to staff technical projects and manage staff members. For work on matters involving Federal Government contracting, knowledge of Federal contract and procurement regulations.
- **Functional Responsibilities:** A Project Manager serves as a liaison between company's staff members and clients. A Project Manager coordinates and directs staff with diverse technical skills and backgrounds to ensure delivery of a high quality product on time and within budget limitations. A Project Manager is also responsible for the administrative, contractual, and financial aspects of projects.
- **Education:** Advanced degree in social science, business, science, or equivalent.

**Price:** Per Hour \$ 250  
Per Day \$2,000

## Senior Staff Associate I

- **Experience:** At least 15 years of experience and training in social science, business administration, statistics, or science. Eight years of supervisory experience leading technical projects and staff members.
- **Functional Responsibilities:** A Senior Staff Associate I is responsible for performing work of a technically complex nature; for directing and reviewing the work of other staff (Senior Staff Associate II, Staff Associates I and II, and Junior Staff Associates); and for the day-to-day management of the professional activity on a project.
- **Education:** Advanced degree in social science, business, science, or equivalent.

**Price:** Per Hour \$ 305  
Per Day \$2,440

## Senior Staff Associate II

- **Experience:** At least 10 years of experience and training in social science, business administration, statistics, or science. Five years of supervisory experience leading technical projects and staff members.
- **Functional Responsibilities:** A Senior Staff Associate II is responsible for performing work of a technically complex nature; for directing and reviewing the work of other staff (Staff Associates I and II and Junior Staff Associate); and for the day-to-day management of the professional activity on a project.
- **Education:** Advanced degree in social science, business, science, or equivalent.

**Price:** Per Hour \$ 220  
Per Day \$1,760

## Staff Associate I

- **Experience:** At least 6 years of experience and training in social science, business administration, statistics, or science. A Staff Associate I has experience in technical support and analysis of complex programs, processes, and procedures.
- **Functional Responsibilities:** A Staff Associate I is responsible for performing work of a moderately complex nature under the direction of a Senior Staff Associate I or II. A Staff Associate I may direct the performance of one or more elements of a project which are related to his/her education and experience.
- **Education:** Advanced degree in social science, business, science, or equivalent.

**Price:** Per Hour \$ 165  
Per Day \$1,320

## Staff Associate II

- **Experience:** At least 4 years of experience and training in social science, business administration, statistics, or science. A Staff Associate II has some experience in technical support and analysis of complex programs, processes and procedures.
- **Functional Responsibilities:** A Staff Associate II is responsible for performing work of a moderately complex nature under the direction of a Senior Staff Associate I or II. A Staff Associate II may direct the performance of one or more elements of a project which are related to his/her education and experience.
- **Education:** Advanced degree in social science, business, science, or equivalent.

**Price:** Per Hour \$ 140  
Per Day \$1,120

## Junior Research Associate

- **Experience:** At least one year of experience in research or equivalent.
- **Functional Responsibilities:** A Junior Research Associate is responsible for performing information collection, analysis, and interpretation of tasks requiring use of database and statistical software under the direction of a more senior-level staff member.
- **Education:** Bachelor's degree in economics, finance, statistics, or related area.

**Price:** Per Hour \$110  
Per Day \$880

## Junior Staff Associate

- **Experience:** At least one year of experience in research or equivalent.
- **Functional Responsibilities:** A Junior Staff Associate is responsible for performing information collection, analysis, and interpretation of tasks under the direction of a Staff Associate or a Senior Staff Associate.
- **Education:** Bachelor's degree in social science, business administration or statistics.

**Price:** Per Hour \$ 85  
Per Day \$680

## Data Entry/Coding Assistant

- **Experience:** At least one year of experience required for coding projects.
- **Functional Responsibilities:** A Data Entry/Coding Assistant is responsible for entering data from printed materials or PDFs into electronic data formats, and where appropriate, adding codes to database fields from lists developed and provided by Senior Staff Associates or Staff Associates.
- **Education:** At least a high school degree.

**Price:** Per Hour \$ 60  
Per Day \$480

## Administrative Assistant

- **Experience:** At least one year of experience.
- **Functional Responsibilities:** Word processing and programming.
- **Education:** At least a high school degree.

**Price:** Per Hour \$ 55  
Per Day \$440

## Information Technology Project Manager

- **Experience:** At least 10 years of progressive experience in leading IT projects, including managing large, complex Federal Government enterprise-wide projects. Demonstrated ability to provide complete guidance and direction in multiple tasks across several functional areas and including the use of different technologies. Increasing responsibility in IT systems, comprehensive understanding of Government financial systems requirements; established track record in implementing administrative or financial management systems software.
- **Functional Responsibilities:** Serves as a liaison between company's staff and clients. Manages and coordinates the implementation of enterprise applications through all phases of the development life cycle, including planning, requirements analysis, design, development, testing, installation, and evaluation. Ensures conformance with work standards, interprets policies, procedures, and objectives of the organization. Reviews work products for quality, completeness, and adherence to design concepts and user requirements. Coordinates and directs staff with diverse skills and backgrounds to ensure delivery on time and within budget. Responsible for the administrative, contractual, and financial aspects of projects. Delivers presentations and leads client meetings.
- **Education:** Advanced degree or equivalent training and experience in an area relevant to Computer Science, Information Systems, Engineering, and equivalent disciplines.

**Price:** Per Hour \$ 240  
Per Day \$1,920

## Database Administrator

- **Experience:** At least 6 years of experience in database management systems; 3 years SQL/Oracle and Fourth Generation Language programming experience in a batch or online environment. Ability to formulate specifications for computer programmers to use in coding, testing, and debugging of computer software.
- **Functional Responsibilities:** Provides technical expertise and guidance in the logical and physical data base design, development, operation, and maintenance of information systems for business processing applications. Conducts management studies, defines data requirements, and proposes solutions to system problems based on cost effectiveness and quality of performance. Evaluates the data processing techniques, database management and management information systems, concepts, and applications used as they relate to Government information goals. Defines all required data base administration policies, procedures, standards, and guidelines.
- **Education:** Advanced degree or equivalent training and experience in an area relevant to Computer Science, Information Systems, Engineering, and equivalent disciplines with specific training in database management systems.

**Price:** Per Hour \$ 165  
Per Day \$1,320

## Systems Analyst I

- **Experience:** At least 6 years of total experience beyond a Bachelor's degree, and at least 3 years of experience in systems analysis, design, and implementation.
- **Functional Responsibilities:** Performs subsystem definition, preliminary and detailed design, design implementation, subsystem and system integration, and tests for a subsystem. Participates in software requirements review, preliminary and critical reviews, integration readiness reviews, and software acceptance reviews. Researches problems discovered by quality assurance or product support and develops solutions to the problems. Represents the organization in providing solutions to difficult technical problems associated with specific projects.
- **Education:** Bachelor's degree or equivalent training and experience in an area relevant to Computer Science, Information Systems, Engineering, and equivalent disciplines.

**Price:** Per Hour \$ 165  
Per Day \$1,320

## Systems Analyst II

- **Experience:** At least 4 years of total experience beyond a Bachelor's degree, and at least 2 years of experience in systems analysis, design, and implementation.
- **Functional Responsibilities:** Uses superior conceptual skills to perform systems analysis, design, and development. Analyzes programs and outlines for type and extent of information to be transferred from storage units, sorting, and format of final results. Works with technical and analytical personnel and designs detailed programs, flow charts, and diagrams indicating required computations and sequence of machine operations. Translates design into coded instructions. Verifies accuracy and validity of programs by preparing sample data and testing. Corrects program errors and modifies the program as required by revising instructions. Reviews and/or prepares system documents and specifications.
- **Education:** Bachelor's degree or equivalent training and experience in an area relevant to Computer Science, Information Systems, Engineering, and equivalent disciplines.

**Price:** Per Hour \$ 135  
Per Day \$1,080

## Senior Programmer/Analyst

- **Experience:** At least 6 years of experience beyond a Bachelor's degree. At least 4 years of experience leading teams in systems design projects.
- **Functional Responsibilities:** Analyzes system requirements and design specifications. Develops block diagrams, logic flow charts, and coding structures. Translates detailed design into computer program coded instructions; tests, debugs, and refines the computer program to produce the product required by the written specifications. Documents procedures used throughout the program to allow the program to be run as a part of a system. Makes changes as required. Also performs logical and physical systems design and reviews and prepares system documents and specifications. Prepares reports, studies, and documentation. Delivers presentations and participates in meetings.
- **Education:** Bachelor's degree in Computer Science, Information Systems, Engineering, or equivalent training.

**Price:** Per Hour \$ 135  
Per Day \$1,080

## Programmer/Analyst

- **Experience:** At least 4 years of experience in data processing beyond a Bachelor's Degree or comparable experience in the programming field. Demonstrated thorough knowledge of advanced programming languages (e.g., C, C++, Visual Basic, ASP, etc.), including the ability to develop detailed program specifications, code, test, and document complex programs conforming to all applicable standards.
- **Functional Responsibilities:** Develops design documents and program specifications. Assists technical and user personnel in identifying problems and devising feasible solutions for acquiring, organizing, and processing data. Performs need assessments, requirements analyses, and develops system and subsystem functional specifications. Participates in all development activities, including program and system testing.
- **Education:** Bachelor's degree or equivalent training and experience in an area relevant to Computer Science, Information Systems, Engineering, and equivalent disciplines.

**Price:** Per Hour \$110  
Per Day \$880

## Junior Programmer

- **Experience:** At least one year of experience with demonstrable background in data processing, either from academic training or on-the-job experience.
- **Functional Responsibilities:** Performs programming and/or documentation assignments as directed by a more senior member of the data processing staff.
- **Education:** Bachelor's degree or equivalent training and experience in an area relevant to Computer Science, Information Systems, Engineering, and equivalent disciplines.

**Price:** Per Hour \$ 85  
Per Day \$680

## Computer Specialist I

- **Experience:** At least 6 years of experience beyond a Bachelor's degree and at least 4 years of experience in the computer sciences/information systems area.
- **Functional Responsibilities:** Provides internal computer consulting across many areas within the company, and supports proposal efforts by providing specific technical expertise in the computer sciences/information systems area. Assists other staff in understanding specific technical aspects of computers, and actively participates in the firm's new business promotion effort by providing necessary technical expertise in the computer sciences/information systems area.
- **Education:** Bachelor's degree or equivalent training and experience in an area relevant to Computer Science, Information Systems, Engineering and equivalent disciplines.

**Price:** Per Hour \$ 165  
Per Day \$1,320

## Computer Specialist II

- **Experience:** At least 4 years of experience beyond a Bachelor's Degree and at least 3 years of experience in the computer sciences/information systems area.
- **Functional Responsibilities:** The individual assists other staff in understanding specific technical aspects of computers and provides necessary technical expertise in the computer sciences/information systems area.
- **Education:** Bachelor's degree or equivalent training and experience in an area relevant to Computer Sciences, Information Technology, Engineering, and equivalent disciplines.

**Price:** Per Hour \$ 135  
Per Day \$1,080

## Business Systems Analyst I

- **Experience:** At least 4 years of experience beyond a Bachelor's degree and at least 2 years of experience in systems analysis. Demonstrated successful management of data processing efforts on two contracts and successfully managed individuals on these projects. Excellent writing and presentational skills. Demonstrated experience in successful development in client marketing and ability to maintain good client relations.
- **Functional Responsibilities:** Assists technical and user personnel in identifying problems and devising feasible solutions for acquiring, organizing, and processing data. Performs need assessments, requirements analyses, and develops system and subsystem functional specifications. Develops design documents and program specifications. Participates in all program development activities, including program and system testing. Reviews/produces excellent system documentation. Serves as a technical expert in the analysis, evaluation, design, development, and implementation of large-scale software systems (designed and documented using top—down structured design techniques and appropriate standards; implemented using appropriate programming languages, software packages, and standards).
- **Education:** Bachelor's degree or equivalent training and experience in an area relevant to Computer Science, Information Systems, Engineering, and equivalent disciplines.

**Price:** Per Hour \$110  
Per Day \$880

## Business Systems Analyst II

- **Experience:** At least 2 years of total experience beyond a Bachelor's degree, and at least one year of experience in data processing. Demonstrated experience with data processing components of a small-scale contract. The individual has superior systems documentation skills.
- **Functional Responsibilities:** Develops program-level specifications under supervision. Develops, modifies, and maintains business and information management programs. Uses standard procedures and detailed specifications for program development, file and data manipulation, error detection and correction, program testing and documentation.
- **Education:** Bachelor's degree or equivalent training and experience in an area relevant to Computer Science, Information Systems, Engineering, and equivalent disciplines.

**Price:** Per Hour \$ 85  
Per Day \$680

## Quality Assurance Specialist

- **Experience:** At least 6 years of technical experience in quality assurance and evaluation of software applications; one year of experience evaluating source code produced from automated generation process.
- **Functional Responsibilities:** Provides quality assurance testing and support for systems software, including utility and sort software, transaction processing software, communications software, and any other application or system-level programs providing general support to multiple users. Conducts independent quality assurance and regression testing. Develops test models (including test plan, procedures, scripts, and test beds) for application/system interrelationships. Evaluates test activities and results in order to identify application/system deficiencies, and makes recommendations on certification and acceptance.
- **Education:** Bachelor's degree or equivalent training and experience in an area relevant to Computer Science, Information Systems, Engineering, and equivalent disciplines.

**Price:** Per Hour \$ 135  
Per Day \$1,080