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GSA

Federal Supply Service MOBIS Schedule

Management, Organizational, & Business
Improvement Services

Special Item Numbers

874-1	-	Consultation Services
874-2	-	Facilitation Services
874-3	-	Survey Services
874-4	-	Training Services
874-6	-	Acquisition Management Support
874-7	-	Program Integration & Project Management

Contract Number: GS-10F-0061J

Period Covered by Contract: April 1, 2009 – March 31, 2019

General Services Administration
Federal Supply Service



THE COLUMBIA GROUP
1201 M Street SE, Suite 010
Washington, DC 20003

Phone: (202) 546-1435
Fax: (202) 546-0865
Email: tcgcontracts@columbiagroup.com
URL: www.columbiagroup.com

FEDERAL SUPPLY SERVICE
AUTHORIZED SCHEDULED PRICELIST
MANAGEMENT, ORGANIZATIONAL & BUSINESS
IMPROVEMENT SERVICES (MOBIS)

Special Item Numbers

874-1	--	Consulting Services
874-2	--	Facilitation Services
874-3	--	Survey Services
874-4	--	Training Services
874-6	--	Acquisition Management Support
874-7	--	Program Integration and Project Management

NOTE: Any non-professional services proposed must be incidental to and in direct support of the proposed professional services.



Contract Number: GS-10F-0061J
Period Covered by Contract: April 1, 2004 through March 31, 2019

General Services Administration
Federal Supply Service

GENERAL SERVICES ADMINISTRATION

Federal Supply Schedule Authorized Federal Supply Schedule Pricelist

On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to cease an electronic delivery order is available through *GSA Advantage!*, a menu-driven database system. The INTERNET address for *GSA Advantage!* is: <http://www.gsa.gov>.

Schedule for – Management, Organizational and Business Improvement Services

Federal Supply Class: 874

Contract Number: GS-10F-0061J

Contract Period: April 1, 2004

Contract End Date: March 31, 2019

Contractor: The Columbia Group, Inc.
1201 M Street SE, Suite 010
Washington DC 20003

Business Size: Large
DUNS Number: 05-441-9957

Telephone: (202) 546-1435

FAX Number: (202) 546-0865

Contract Administration: Jeffrey C. Beckner, Director, Contracts

CUSTOMER INFORMATION

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

- 874-1 Consulting Services
- 874-2 Facilitation Services
- 874-3 Survey Services
- 874-4 Training Services
- 874-6 Acquisition Management Support
- 874-7 Program Integration and Project Management

1b. Identification of the lowest priced model number and lowest unit price for that model for each special item number awarded. (See Attachment One).

- 2. Maximum Order Limitation:** \$1,000,000.00
- 3. Minimum Order:** \$300.00
- 4. Geographic Coverage (Delivery Area):** Domestic Only
- 5. Point(s) of Production (city, county, and state or foreign country):** N/A
- 6. Discount from list prices or statement of net price:** N/A
- 7. Quantity Discounts:** N/A
- 8. Prompt Payment Terms:** Net 30
- 9a. Annotate if Government commercial credit card is accepted:** yes no
- 9b. Discount for payment by Government commercial credit card:** N/A
- 10. Foreign items (list items by country of origin):** None
- 11. Time of Delivery:** 30 days
- 12. FOB Point(s):** Destination
- 13. Ordering Address(es):** The Columbia Group, Inc.
1201 M Street SE, Suite 010
Washington DC 20003
- 14. Payment Address(es):** The Columbia Group, Inc.
1201 M Street SE, Suite 010
Washington, DC 20003

15. Warranty Provision:

16. Export Packing Charges: N/A

17. Terms and conditions of Government commercial credit card acceptance (if applicable):

THE FOLLOWING ITEMS, 18 - 23, ARE TO BE INCLUDED ON THE PRICE LIST "IF APPLICABLE"

18. Terms and conditions of rental, maintenance, and repair:

19. Terms and conditions of installation:

20. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices:

21. List of service and distribution points:

22. List of participating dealers.

23. Preventive maintenance:

SCHEDULE OF ITEMS

SIN 874-1: CONSULTING SERVICES

Contractors shall provide expert advice, assistance, guidance or counseling in support of agencies' management, organizational and business improvement efforts. This may also include studies, analyses and reports documenting any proposed developmental, consultative or implementation efforts. Examples of consultation include but are not limited to:

- Strategic, business and action planning
- Cycle time
- Leadership systems
- Process and productivity improvement
- Program audits and evaluations
- Systems alignment
- High performance work
- Performance measures and indicators
- Organizational assessments

Offerors shall specify the Labor Category(ies) proposed and the hourly and daily rates for each. Total price for consulting services will be established at the time the Task Order is placed and will be based on the prices offered herein. The estimated number of hours negotiated with the ordering agency and the labor category(ies) provided will be shown on the resultant Task Order.

If the agency Contracting Officer chooses to purchase from this SIN on a Labor Hour basis, the resultant Task Order shall specify the Not To Exceed price, the Labor Category(ies) proposed (with the hourly and daily rates for each), and any applicable Other Direct Costs (ODCs).

NOTE: It is required that consulting services for senior management of an agency be conducted by senior level consultants.

SIN 874-2: FACILITATION SERVICES

Contractors shall provide facilitation and related decision support services to agencies engaging in collaboration efforts, working groups, or integrated product, process, or self-directed teams. Agencies bringing together diverse teams and/or groups with common and divergent interests may require a neutral party to assist them in:

- The use of problem solving techniques
- Defining and refining the agenda
- Recording discussion content and focusing decision-making
- Convening and leading large and small group briefings and discussions
- Resolving disputes, disagreements, and divergent views
- Providing a draft for the permanent record
- Debriefing and overall planning

Offerors shall specify the Labor Category(ies) proposed and the hourly and daily rates for each. Total price for facilitation services will be established at the time the Task Order is placed and will be based on the prices offered herein. The estimated number of hours negotiated with the ordering agency and the labor category(ies) provided will be shown on the resultant Task Order. If the agency Contracting Officer chooses to purchase from this SIN on a Labor Hour basis, the resultant Task Order shall specify the Not To Exceed price, the Labor Category(ies) proposed (with the hourly and daily rates for each), and any applicable Other Direct Costs (ODCs).

SIN 874-3: SURVEY SERVICES

Contractors shall provide expert consultation, assistance, and deliverables associated with all aspects of surveying within the context of MOBIS. Contractors shall assist with, and/or perform all phases of the survey process to include, but not limited to:

- Planning survey design
- Administering surveys using various types of data collection methods as appropriate
- Database administration
- Pretest/pilot surveying
- Defining and refining the agenda
- Sampling; survey development
- Analyses of quantitative and qualitative survey data
- Assessing reliability and validity

Production of reports to include, but not limited to: description and summary of results with associated graphs, charts, and tables; description of data collection and survey administration methods; discussion of sample characteristics and representativeness of data; analysis of nonresponse; and briefings of results to include discussion of recommendations and follow-up actions.

Contractors shall also provide assistance with action planning and implementation of recommendations as necessary.

If a firm fixed price delivery order is used, the total price will be established at the time of the delivery order and will be based on the prices offered herein. Indicate any quantity discount, if applicable. If the agency Contracting Officer chooses to purchase from this SIN on a Labor Hour basis, the resultant Task Order shall specify the Not To Exceed price, the Labor Category(ies) proposed (with the hourly and daily rates for each), and any applicable Other Direct Costs (ODCs).

SIN 874-4: TRAINING SERVICES

Contractors shall provide off-the-shelf, or customized off-the-shelf training packages under this SIN to meet specific agency needs related to management, organizational and business improvement services, such as, but not limited to:

- Customer service; team building
- Business process reengineering
- ISO 9000 and ISO 1400
- Quality management
- Process improvement
- Change management
- Performance measurement
- Strategic planning
- Statistic process control
- Benchmarking
- Performance problem-solving

Customization of off-the-shelf training may include but is not limited to:

- Workbooks
- Computer based training
- Overhead transparencies
- Training manuals
- Videotapes
- Advanced presentation media

Offerors shall provide a schedule of available training courses offered. Offerors shall indicate the minimum number of participants per course. Courses shall include all costs for the minimum number of participants. Rates **MUST** include all materials (i.e., notebooks, index tabs, etc.) to be provided for the minimum number of participants. In cases where less than the minimum number of students participates, and the ordering agency has paid for the minimum indicated, any excess material becomes the property of the agency. Use one sheet per course unless information for different courses is identical. If it is identical, then the applicable courses must be attached to the front of each of the following price data sheets submitted (i.e., only one sheet as follows is required for each set of identical data, regardless of number of courses offered).

SIN 874-7: PROGRAM INTEGRATION AND PROJECT MANAGEMENT

Contractors shall provide services in the management, integration, and programs and projects. These services may include, but are not limited to:

- Program management
- Program integration (team leader)
- Program oversight
- Project management

Offerors shall specify the Labor Category(ies) proposed and the hourly and daily rates for each. Total price for program integration and project management services will be established at the time the Task Order is placed and will be based on the prices offered herein. The estimated number of hours negotiated with the ordering agency and the Labor Category(ies) provided will be shown on the resultant Task Order.

If the agency Contracting Officer chooses to purchase from this SIN on a Labor Hour basis, the resultant Task Order shall specify the Not To Exceed price, the Labor Category(ies) proposed (with the hourly and daily rates for each), and any applicable Other Direct Costs (ODCs).

SIN 874-6: ACQUISITION MANAGEMENT SUPPORT

Contractor shall provide expert advice, assistance, guidance and deliverables, if required, in support of Federal Acquisition Management activities of an Agency in the pre-solicitation, solicitation, and evaluation and award phases of the acquisition cycle, as well as, post award activities associated with the administration of contracts.

Activities supported in the pre-solicitation phase may include, but would not be limited to a broad range of acquisition planning activities such as: market research, recommending acquisition strategies, Competitive Sourcing support and the drafting of supporting acquisition planning documents, including competitive strategies, cost/price estimates, quality assurance surveillance plans, statements of work, synopses, and memoranda recommending the selection of appropriate contract types.

Support activities provided during the solicitation phase may include, but not limited to providing recommendations regarding the maximization of competition and the drafting of solicitation documents, including special solicitation provisions unique to a particular acquisition. Assistance in the establishment of evaluation criteria for a best value determination and comprehensive review of the final solicitation document may be important contributions during this phase of the acquisition.

Activities supported in the evaluation and award phase may include, but not limited to providing: cost/price analyses, evaluation of technical proposals, recommendations regarding establishment of a competitive range, evaluation of past performance data, evaluation of contractor exceptions to standard or unique solicitation provisions and recommendations regarding the best value determination evaluation based upon the evaluation criteria established in a particular solicitation. Recommendations and assistance may also be provided in direct support of negotiations with offerors, including assistance in the preparation of negotiation memoranda.

Post award activities supported may involve, but not be limited to activities such as: establishment of agendas for and facilitation of post award orientation conferences, evaluation of potential contract changes and drafting of contract modifications, review of contractor performance and correction of performance deficiencies, assistance in activities related to contract closeout, evaluation of requests for equitable adjustment, evaluations of claims and Alternate Disputes Resolution actions. Instruction of Contracting Officer Representatives in their roles and responsibilities in contract administration, including guidance regarding avoidance of potential constructive changes may be provided, if desired.

MOBIS Labor Category Position Descriptions

Subject Matter Expert A

Provides strategic vision and leadership in the area of Acquisition and Business Management across the Corporation. Performs high level and complex advisory consulting work as the authority in the Acquisition and Business Management area. Coordinates with corporate and divisional management on a regular basis to define business objectives, generate, and implement plans to meet those objectives. A Bachelor's degree in computer science/systems, information systems/technology, engineering/engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics, statistics or business/finance and 20 years related experience. Flag/General Officer/SES, or Corporate level equivalent experience.

Subject Matter Expert B

Performs multiple complex projects in the areas of Acquisition and Business Management, strategic planning services, decision support services, education and training development, and organizational performance support. A Bachelor's degree in an associated technical discipline and 15 years related experience in high level technical and organizational support services. Colonel/Captain/O6, or GS15 level experience.

Staff Specialists

Bachelor degree or equivalent in business, engineering, or other applicable fields. Professional experience according to the grade level. All must have peer recognition as an expert in field of activity through active participation in professional associations and writing of technical publications. Level A requires twenty (20) years experience; Level B requires fifteen (15) years experience; Level C requires ten (10) years experience. Advanced degree can be substituted for four (4) years experience or eight (8) additional years of experience can be substituted for the degree requirement.

Senior Engineer/Analyst

Bachelor degree or equivalent in business, engineering, or other applicable fields. Professional experience according to the grade level. All must have demonstrated ability to manage a project, or major task thereof, or to provide expert technical input to a program. Level A requires twelve (12) years experience; Level B requires ten (10) years experience; Level C requires eight (8) years experience; and Level D requires six (6) years experience. Advanced degree can be substituted for four (4) years experience or eight (8) additional years of experience can be substituted for the degree requirement.

System Engineer/Analyst

Bachelor degree or equivalent in business, engineering, or other applicable fields. Professional experience according to the grade level. All must have demonstrated ability to participate in project activity at the supervisory or individual level. Level A requires eight (8) years experience; Level B requires six (6) years experience; and Level C requires four (4) years experience. Advanced degree can be substituted for four (4) years experience or six (6) additional years of experience can be substituted for the degree requirement.

Project Engineer/Analyst

May require a Bachelors degree or its equivalent. Professional experience according to the grade level. Demonstrated ability to participate in supervised project activity. Level A requires

two (2) years experience. Level B includes entry level personnel with no experience. Four (4) additional years of experience can be substituted for the degree requirement.

Executive Secretary

May require a bachelor's degree in a related area and 5-6 years of experience in the field or in a related area. May also train and supervise lower-level clerical staff. Provide high-level administrative support by conducting research, preparing statistical reports, handling information requests, and performing clerical functions such as preparing correspondence, receiving visitors, arranging conference calls, and scheduling meetings.

Project Secretary

May require a bachelor's degree in a related area and 0-2 years of experience in the field or in a related area. Exclude legal, medical, or executive secretaries and administrative assistants. Perform routine clerical and administrative functions such as drafting correspondence, scheduling appointments, organizing and maintaining paper and electronic files, or providing information to callers.

Office Worker

May require a bachelor's degree in a related area and 0-2 years of experience in the field or in a related area. Perform duties too varied and diverse to be classified in any specific office clerical occupation, requiring limited knowledge of office management systems and procedures. Clerical duties may be assigned in accordance with the office procedures of individual establishments and may include a combination of answering telephones, bookkeeping, typing or word processing, stenography, office machine operation, and filing.

Publication Specialist

May require a bachelor's degree or its equivalent and 2-4 years of experience in the field or in a related area. Familiar with standard concepts, practices, and procedures within a particular field. Uses knowledge of current graphic design software to produce graphic art and visual materials for promotions, advertisements, films, packaging, and informative and instructional material through a variety of media outlets such as websites and CD-ROMs. Generates and manipulates graphic images, animations, sound, text and video into consolidated and seamless multimedia programs. Must remain abreast of technological advances in the field and be able to identify areas of use in the organization. Relies on limited experience and judgment to plan and accomplish goals. Performs a variety of tasks. Works under general supervision; typically reports to a supervisor or manager. A great deal of creativity and latitude is expected.

Data Analyst

May require a bachelor's degree in a related area and 0-2 years of experience in the field or in a related area. Reviews, evaluates, designs, implements and maintains company database[s]. Identifies data sources, constructs data decomposition diagrams, provides data flow diagrams and documents the process. Writes codes for database access, modifications, and constructions including stored procedures. Has knowledge of commonly-used concepts, practices, and procedures within a particular field. Relies on instructions and pre-established guidelines to perform the functions of the job. Works under immediate supervision. Primary job functions do not typically require exercising independent judgment. Typically reports to a project leader or manager.

GS-10F-0061J
SINs 874-1, 874-2, 874-6, 874-7

Year One Rates
01 April 2009 - 31 March 2010

Labor Category	Hourly Rate	Daily Rate
Subject Matter Expert A	\$242.00	\$1,936.00
Subject Matter Expert B	\$163.00	\$1,304.00
Staff Specialist A	\$127.49	\$1,019.92
Staff Specialist B	\$97.87	\$782.96
Staff Specialist C	\$88.01	\$704.08
Senior Engineer/Analyst A	\$95.82	\$766.56
Senior Engineer/Analyst B	\$80.48	\$643.84
Senior Engineer/Analyst C	\$71.57	\$572.56
Senior Engineer/Analyst D	\$62.56	\$500.48
Systems Engineer/Analyst A	\$57.46	\$459.68
Systems Engineer/Analyst B	\$56.26	\$450.08
Systems Engineer/Analyst C	\$46.08	\$368.64
Project Engineer/Analyst A	\$45.19	\$361.52
Project Engineer/Analyst B	\$38.34	\$306.72
Publications Specialist	\$53.84	\$430.72
Executive Secretary	\$51.80	\$414.40

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SINs 874-1, 874-2, 874-6, 874-7

Year Two Rates
01 April 2010 - 31 March 2011

Labor Category	Hourly Rate	Daily Rate
Subject Matter Expert A	\$249.74	\$1,997.95
Subject Matter Expert B	\$168.22	\$1,345.73
Staff Specialist A	\$131.57	\$1,052.56
Staff Specialist B	\$101.00	\$808.01
Staff Specialist C	\$90.83	\$726.61
Senior Engineer/Analyst A	\$98.89	\$791.09
Senior Engineer/Analyst B	\$83.06	\$664.44
Senior Engineer/Analyst C	\$73.86	\$590.88
Senior Engineer/Analyst D	\$64.56	\$516.50
Systems Engineer/Analyst A	\$59.30	\$474.39
Systems Engineer/Analyst B	\$58.06	\$464.48
Systems Engineer/Analyst C	\$47.55	\$380.44
Project Engineer/Analyst A	\$46.64	\$373.09
Project Engineer/Analyst B	\$39.57	\$316.54
Publications Specialist	\$55.56	\$444.50
Executive Secretary	\$53.46	\$427.66

GS-10F-0061J
SINs 874-1, 874-2, 874-6, 874-7

Year Three Rates
01 April 2011 - 31 March 2012

Labor Category	Hourly Rate	Daily Rate
Subject Matter Expert A	\$257.74	\$2,061.89
Subject Matter Expert B	\$173.60	\$1,388.79
Staff Specialist A	\$135.78	\$1,086.24
Staff Specialist B	\$104.23	\$833.87
Staff Specialist C	\$93.73	\$749.86
Senior Engineer/Analyst A	\$102.05	\$816.40
Senior Engineer/Analyst B	\$85.71	\$685.71
Senior Engineer/Analyst C	\$76.22	\$609.79
Senior Engineer/Analyst D	\$66.63	\$533.02
Systems Engineer/Analyst A	\$61.20	\$489.57
Systems Engineer/Analyst B	\$59.92	\$479.35
Systems Engineer/Analyst C	\$49.08	\$392.61
Project Engineer/Analyst A	\$48.13	\$385.03
Project Engineer/Analyst B	\$40.83	\$326.66
Publications Specialist	\$57.34	\$458.73
Executive Secretary	\$55.17	\$441.35

GS-10F-0061J
SINs 874-1, 874-2, 874-6, 874-7

Year Four Rates
01 April 2012 - 31 March 2013

Labor Category	Hourly Rate	Daily Rate
Subject Matter Expert A	\$265.98	\$2,127.87
Subject Matter Expert B	\$179.15	\$1,433.23
Staff Specialist A	\$140.12	\$1,121.00
Staff Specialist B	\$107.57	\$860.56
Staff Specialist C	\$96.73	\$773.86
Senior Engineer/Analyst A	\$105.32	\$842.53
Senior Engineer/Analyst B	\$88.46	\$707.65
Senior Engineer/Analyst C	\$78.66	\$629.30
Senior Engineer/Analyst D	\$68.76	\$550.08
Systems Engineer/Analyst A	\$63.15	\$505.24
Systems Engineer/Analyst B	\$61.84	\$494.69
Systems Engineer/Analyst C	\$50.65	\$405.17
Project Engineer/Analyst A	\$49.67	\$397.35
Project Engineer/Analyst B	\$42.14	\$337.12
Publications Specialist	\$59.18	\$473.41
Executive Secretary	\$56.93	\$455.47

GS-10F-0061J
SINs 874-1, 874-2, 874-6, 874-7

Year Five Rates
01 April 2013 - 31 March 2014

Labor Category	Hourly Rate	Daily Rate
Subject Matter Expert A	\$274.49	\$2,195.96
Subject Matter Expert B	\$184.89	\$1,479.10
Staff Specialist A	\$144.61	\$1,156.87
Staff Specialist B	\$111.01	\$888.09
Staff Specialist C	\$99.83	\$798.62
Senior Engineer/Analyst A	\$108.69	\$869.49
Senior Engineer/Analyst B	\$91.29	\$730.29
Senior Engineer/Analyst C	\$81.18	\$649.44
Senior Engineer/Analyst D	\$70.96	\$567.68
Systems Engineer/Analyst A	\$65.18	\$521.40
Systems Engineer/Analyst B	\$63.81	\$510.51
Systems Engineer/Analyst C	\$52.27	\$418.14
Project Engineer/Analyst A	\$51.26	\$410.06
Project Engineer/Analyst B	\$43.49	\$347.91
Publications Specialist	\$61.07	\$488.56
Executive Secretary	\$58.76	\$470.04

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SINs 874-1, 874-2, 874-6, 874-7

Year Six Rates
01 April 2014 - 31 March 2015

Labor Category	Hourly Rate	Daily Rate
Subject Matter Expert A	\$283.28	\$2,266.23
Subject Matter Expert B	\$190.80	\$1,526.43
Staff Specialist A	\$149.24	\$1,193.89
Staff Specialist B	\$114.56	\$916.51
Staff Specialist C	\$103.02	\$824.18
Senior Engineer/Analyst A	\$112.16	\$897.31
Senior Engineer/Analyst B	\$94.21	\$753.66
Senior Engineer/Analyst C	\$83.78	\$670.22
Senior Engineer/Analyst D	\$73.23	\$585.85
Systems Engineer/Analyst A	\$67.26	\$538.09
Systems Engineer/Analyst B	\$65.86	\$526.85
Systems Engineer/Analyst C	\$53.94	\$431.52
Project Engineer/Analyst A	\$52.90	\$423.19
Project Engineer/Analyst B	\$44.88	\$359.04
Publications Specialist	\$63.02	\$504.19
Executive Secretary	\$60.64	\$485.09

GS-10F-0061J
SINs 874-1, 874-2, 874-6, 874-7

Year Seven Rates
01 April 2015 - 31 March 2016

Labor Category	Hourly Rate	Daily Rate
Subject Matter Expert A	\$292.34	\$2,338.75
Subject Matter Expert B	\$196.91	\$1,575.27
Staff Specialist A	\$154.01	\$1,232.10
Staff Specialist B	\$118.23	\$945.84
Staff Specialist C	\$106.32	\$850.55
Senior Engineer/Analyst A	\$115.75	\$926.03
Senior Engineer/Analyst B	\$97.22	\$777.78
Senior Engineer/Analyst C	\$86.46	\$691.67
Senior Engineer/Analyst D	\$75.57	\$604.60
Systems Engineer/Analyst A	\$69.41	\$555.31
Systems Engineer/Analyst B	\$67.96	\$543.71
Systems Engineer/Analyst C	\$55.67	\$445.33
Project Engineer/Analyst A	\$54.59	\$436.73
Project Engineer/Analyst B	\$46.32	\$370.53
Publications Specialist	\$65.04	\$520.32
Executive Secretary	\$62.58	\$500.61

GS-10F-0061J
SINs 874-1, 874-2, 874-6, 874-7

Year Eight Rates
01 April 2016 - 31 March 2017

Labor Category	Hourly Rate	Daily Rate
Subject Matter Expert A	\$301.70	\$2,413.59
Subject Matter Expert B	\$203.21	\$1,625.68
Staff Specialist A	\$158.94	\$1,271.52
Staff Specialist B	\$122.01	\$976.11
Staff Specialist C	\$109.72	\$877.77
Senior Engineer/Analyst A	\$119.46	\$955.66
Senior Engineer/Analyst B	\$100.33	\$802.67
Senior Engineer/Analyst C	\$89.23	\$713.80
Senior Engineer/Analyst D	\$77.99	\$623.94
Systems Engineer/Analyst A	\$71.63	\$573.08
Systems Engineer/Analyst B	\$70.14	\$561.11
Systems Engineer/Analyst C	\$57.45	\$459.58
Project Engineer/Analyst A	\$56.34	\$450.70
Project Engineer/Analyst B	\$47.80	\$382.38
Publications Specialist	\$67.12	\$536.97
Executive Secretary	\$64.58	\$516.63

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SINs 874-1, 874-2, 874-6, 874-7

Year Nine Rates
01 April 2017 - 31 March 2018

Labor Category	Hourly Rate	Daily Rate
Subject Matter Expert A	\$311.35	\$2,490.82
Subject Matter Expert B	\$209.71	\$1,677.70
Staff Specialist A	\$164.03	\$1,312.21
Staff Specialist B	\$125.92	\$1,007.34
Staff Specialist C	\$113.23	\$905.86
Senior Engineer/Analyst A	\$123.28	\$986.24
Senior Engineer/Analyst B	\$103.54	\$828.35
Senior Engineer/Analyst C	\$92.08	\$736.65
Senior Engineer/Analyst D	\$80.49	\$643.91
Systems Engineer/Analyst A	\$73.93	\$591.42
Systems Engineer/Analyst B	\$72.38	\$579.06
Systems Engineer/Analyst C	\$59.29	\$474.29
Project Engineer/Analyst A	\$58.14	\$465.13
Project Engineer/Analyst B	\$49.33	\$394.62
Publications Specialist	\$69.27	\$554.16
Executive Secretary	\$66.64	\$533.16

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SINs 874-1, 874-2, 874-6, 874-7

Year Ten Rates
01 April 2018 - 31 March 2019

Labor Category	Hourly Rate	Daily Rate
Subject Matter Expert A	\$321.32	\$2,570.53
Subject Matter Expert B	\$216.42	\$1,731.39
Staff Specialist A	\$169.28	\$1,354.20
Staff Specialist B	\$129.95	\$1,039.58
Staff Specialist C	\$116.86	\$934.84
Senior Engineer/Analyst A	\$127.23	\$1,017.80
Senior Engineer/Analyst B	\$106.86	\$854.86
Senior Engineer/Analyst C	\$95.03	\$760.22
Senior Engineer/Analyst D	\$83.06	\$664.51
Systems Engineer/Analyst A	\$76.29	\$610.34
Systems Engineer/Analyst B	\$74.70	\$597.60
Systems Engineer/Analyst C	\$61.18	\$489.46
Project Engineer/Analyst A	\$60.00	\$480.01
Project Engineer/Analyst B	\$50.91	\$407.25
Publications Specialist	\$71.49	\$571.89
Executive Secretary	\$68.78	\$550.22