

Labor Category	Commercial Rate	Analyst	Management	Years of Experience		
				BA/BS	MA/MS	PHD
Engineer/Analyst 1	\$58	Performs basic analytical work in support of more senior staff. Responsibilities may include: analyzing operational requirements, defining system requirements based on customer needs, developing design specifications, developing test cases or use cases, supporting development and maintenance of system documentation (e.g. user manuals, training manuals, installation guides, etc.), performing subject matter research, providing input to project management planning (e.g. status reporting, level of effort, etc.).	Entry Level Professional; Performs basic tasks under direct supervision.	0	0	0
Engineer/Analyst 2	\$75	Performs basic analytical work in support of more senior staff. Responsibilities may include: analyzing operational requirements, defining system requirements based on customer needs, developing design specifications, developing test cases or use cases, developing and maintaining system documentation (e.g. user manuals, training manuals, installation guides, etc.), performing subject matter research, providing input to project management planning (e.g. status reporting, level of effort, etc.).	Junior Level Professional; Performs some basic tasks independently but tasking is still performed under direct supervision, provides assistance to entry level staff.	0	0	0
Engineer/Analyst 3	\$92	Performs analytic work. Responsibilities may include: analyzing operational requirements, defining system requirements and functions based on customer needs, developing design specifications, performing requirement dependency analysis, performing less complex function and requirements allocation, developing test cases or use cases, developing and maintaining system documentation (e.g. user manuals, training manuals, installation guides, etc.), performing subject matter research, providing input to project management planning (e.g. status reporting, level of effort, etc.), proposing design solutions to customer based on requirements, acting as quality assurance check for more junior analysts to ensure consistency across work products.	Performs basic assignments independently, but needs more direction with moderate to complex tasking. Assists more junior staff with tasking.	2	0	0
Engineer/Analyst 4	\$104	Performs moderately complex analytic work. Responsibilities include: analyzing operational requirements, defining system requirements and functions based on customer needs, developing design specifications, performing requirement dependency analysis, performing more complex function and requirements allocation, developing test cases or use cases, developing and maintaining system documentation (e.g. user manuals, training manuals, installation guides, etc.), providing subject matter expertise to meet customer needs, providing input to project management planning (e.g. status reporting, level of effort, etc.), proposing design solutions to customer based on requirements, working with customer independently to develop requirements and gain customer agreement, acting as quality assurance check for more junior analysts to ensure consistency across work products.	Performs moderate tasking independently but needs guidance on complex assignments. May provide guidance to more junior staff to complete assignments of moderate complexity.	3	1	0
Engineer/Analyst 5	\$115	Performs moderately complex analytic work or leads smaller teams of analysts. Responsibilities may include: analyzing operational requirements, defining system requirements and functions based on customer needs, developing design specifications, performing requirement dependency analysis, performing more complex function and requirements allocation, developing test cases or use cases, developing and maintaining system documentation (e.g. user manuals, training manuals, installation guides, etc.), providing specialized IT subject matter expertise on business, client operations, methodologies, etc., providing input to project management planning (e.g. status reporting, level of effort, etc.), proposing design solutions to customer based on requirements, working with customer independently to develop requirements and gain customer agreement, acting as quality assurance check for more junior analysts to ensure consistency across work products, implementing standard analytic processes and methodologies across the team.	Performs moderately complex tasks independently but needs guidance on highly complex assignments. May provide task specific leadership and guidance to more junior staff. May lead smaller teams or less complex tasks.	4	2	0
Engineer/Analyst 6	\$127	Performs more complex analytic work or leads small teams of analysts. Responsibilities may include: analyzing operational requirements, defining system requirements and functions based on customer needs, developing design specifications, performing requirement dependency analysis, performing complex function and requirements allocation, developing test cases or use cases, developing and maintaining system documentation (e.g. user manuals, training manuals, installation guides, etc.), providing specialized IT subject matter expertise on business, client operations, methodologies, etc., providing basic project management planning and team leadership (e.g. status reporting, level of effort, cost and schedule variance, performance management etc.), proposing design solutions to customer based on requirements, working with customer independently to develop requirements and gain customer agreement, acting as quality assurance check for more junior analysts to ensure consistency across work products, implementing or developing standard analytic processes and methodologies across the team.	Performs complex tasks independently but needs guidance on highly complex assignments. May provide task specific leadership and guidance to more junior staff. May lead small teams or more complex tasks.	6	4	2
Engineer/Analyst 7	\$132	Performs complex analytic work or leads smaller project or programs. Analytic responsibilities may include analyzing operational requirements, defining system requirements and functions, developing design specifications, performing requirement dependency analysis, performing complex function and requirements allocation, developing test cases, developing system documentation (e.g. user manuals, training manuals, installation guides, etc.), providing specialized IT subject matter expertise on business, client operations, methodologies, etc. Project or program leadership responsibilities may include providing project management planning and team leadership, staff performance management, developing cost estimates, acting as primary client point of contact for programmatic issues, schedule risk assessment and mitigation, proposal writing, and deliverable management.	Performs complex tasking independently with input from more senior staff. May lead smaller or less complex programs. May lead a team to solve complex issues and provide project level execution direction and input into program level strategy.	8	6	4

Labor Category	Commercial Rate	Analyst	Management	Years of Experience		
				BA/BS	MA/MS	PHD
Engineer/Analyst 8	\$138	Performs complex analytic work or leads programs of moderate size or complexity. Analytic responsibilities may include analyzing complex operational requirements, defining system requirements and functions, developing design specifications, performing requirement dependency analysis, performing complex function and requirements allocation, developing test cases, providing specialized IT subject matter expertise on business, client operations, methodologies, etc., providing expert analytic guidance and direction to more junior staff. Project or program leadership responsibilities may include providing project management planning and team leadership, staff performance management, developing cost estimates, acting as primary client point of contact for programmatic issues, assessing and mitigating schedule risks, writing proposals, and managing deliverables.	Performs complex tasking independently with occasional input from more senior staff. May lead programs of moderate size or complexity. May lead multiple teams concurrently and provide project level execution guidance as well as input to program level strategy.	10	8	6
Engineer/Analyst 9	\$155	Performs complex analytic work or leads larger or more complex programs. Analytic responsibilities may include analyzing complex operational requirements, defining system requirements and functions, developing design specifications, performing requirement dependency analysis, performing complex function and requirements allocation, developing test cases, providing specialized IT subject matter expertise on business, client operations, methodologies, etc., providing expert analytic guidance and direction to more junior staff. Program management responsibilities may include providing project management planning and team leadership, staff performance management, developing cost estimates, acting as primary client point of contact for programmatic issues, assessing and mitigating program risks, leading proposal efforts, and defining program direction and strategy.	Performs complex tasks independently with minimal guidance from senior or executive staff. May lead larger programs or programs of a more complex nature. May manage multiple projects with a program. May provide input to program strategy and guidance on project level issue resolution. May be viewed as a thought-leader.	12	10	8
Engineer/Analyst 10	\$173	Performs complex analytic work or leads larger or more complex programs. Analytic responsibilities may include analyzing complex operational requirements, defining system requirements and functions, developing design specifications, performing requirement dependency analysis, performing complex function and requirements allocation, developing test cases, providing specialized IT subject matter expertise on business, client operations, methodologies, etc., providing expert analytic guidance and direction to more junior staff. Program management responsibilities may include providing project management planning and team leadership, staff performance management, developing cost estimates, acting as primary client point of contact for programmatic issues, assessing and mitigating program risks, leading proposal efforts, and defining program direction and strategy.	Performs complex tasks independently. May provide high-level strategic direction and guidance to more junior staff. May lead large or complex programs. May be viewed as a thought-leader.	15	13	11
Engineer/Analyst 11	\$190	Performs most complex analytic tasks, including setting analytic methodology and process direction, proposing solutions to meet customer's most complex requirements, overseeing complete system development lifecycle to include definition, design, development, validation, and implementation of requirements. Provide subject matter expertise and specific IT, process, or industry knowledge to solve customer's most complex needs. Provide IT, business, and operational thought leadership. Lead large or complex programs, performing strategic and executive program management functions. Has some specialized domain knowledge.	Performs highly complex tasks independently. May provide highest level of direction, guidance, and strategy. Has capability to lead very large or highly complex programs. May be viewed as a thought-leader.	15	13	11
Engineer/Analyst 12	\$207	Performs most complex analytic tasks, including setting analytic methodology and process direction, proposing solutions to meet customer's most complex requirements, overseeing complete system development lifecycle to include definition, design, development, validation, and implementation of requirements. Provide subject matter expertise and specific IT, process, or industry knowledge to solve customer's most complex needs. Provide IT, business, and operational thought leadership. Lead large or complex programs, performing strategic and executive program management functions. Has some specialized domain experience.	Performs highly complex tasks independently. May provide highest level of direction, guidance, and strategy. Has capability to lead very large or highly complex programs. May be viewed as a thought-leader.	15	13	11
Engineer/Analyst 13	\$230	Performs most complex analytic tasks, including setting analytic methodology and process direction, proposing solutions to meet customer's most complex requirements, overseeing complete system development lifecycle to include definition, design, development, validation, and implementation of requirements. Provide subject matter expertise and specific IT, process, or industry knowledge to solve customer's most complex needs. Provide IT, business, and operational thought leadership. Lead large or complex programs, performing strategic and executive program management functions.	Performs highly complex tasks independently. May provide highest level of direction, guidance, and strategy. Has capability to lead very large or highly complex programs. May be viewed as a thought-leader.	15	13	11
Engineer/Analyst 14	\$288	Performs highly complex analytic tasks, manages very large/complex programs. Guides programs through complete system development lifecycle. Applies specific subject matter expertise and knowledge to program strategy and complex problem solving. Guides overall direction of programs through thought-leadership, creativity and application of industry best practices and methodologies. Identifies and mitigates highly risky and volatile situations. Acts as executive client engagement manager. Has specialized domain skills.	Performs highly complex tasks independently. May provide highest level of direction, guidance, and strategy. Has capability to lead very large or highly complex programs. May be viewed as a thought-leader.	15	13	11

Labor Category	Commercial Rate	Analyst	Management	Years of Experience		
				BA/BS	MA/MS	PHD
Engineer/Analyst 15	\$345	Performs highly complex analytic tasks, manages very large/complex programs. Guides programs through complete system development lifecycle. Applies specific subject matter expertise and knowledge to program strategy and complex problem solving. Guides overall direction of programs through thought-leadership, creativity and application of industry best practices and methodologies. Identifies and mitigates highly risky and volatile situations. Acts as executive client engagement manager. Has specialized domain expertise.	Performs highly complex tasks independently. May provide highest level of direction, guidance, and strategy. Has capability to lead very large or highly complex programs. May be viewed as a thought-leader.	15	13	11

Labor Category	Commercial Rate	Engineer	Management	Years of Experience		
				BA/BS	MA/MS	PHD
Engineer/Analyst 1	\$58	Performs basic engineering work in support of more senior staff. Responsibilities may include: developing system requirements based on IT, engineering, and operational requirements, developing system design specifications, developing/programming systems solutions, developing technical documentation, assisting with technical testing and evaluation, performing technical subject matter research, and providing input to project management planning (e.g. status reporting, level of effort, etc.).	Entry Level Professional; Performs basic tasks under direct supervision.	0	0	0
Engineer/Analyst 2	\$75	Performs basic engineering work in support of more senior staff. Responsibilities may include: developing system requirements based on IT, engineering, and operational requirements, developing system design specifications, developing/programming systems solutions, developing technical documentation, performing technical testing and evaluation, performing technical subject matter research, and providing input to project management planning (e.g. status reporting, level of effort, etc.).	Junior Level Professional; Performs some basic tasks independently but tasking is still performed under direct supervision, provides assistance to entry level staff.	0	0	0
Engineer/Analyst 3	\$92	Performs engineering work in support of more senior staff and assists entry level and junior staff with basic tasks. Responsibilities may include: developing system requirements based on IT, engineering and operational requirements, developing system design specifications, developing and implementing systems solutions, developing technical documentation, performing technical research in support of customer requirements, and providing input to project management planning (e.g. status reporting, level of effort, etc.).	Performs basic assignments independently, but needs more direction with moderate to complex tasking. Assists more junior staff with tasking.	2	0	0
Engineer/Analyst 4	\$104	Performs moderately complex engineering work in support of more senior staff and assists more junior staff. Responsibilities may include: developing system requirements based on IT, engineering and operational requirements, performing technical/system requirement allocation and requirement dependency analysis, developing system design specifications, developing and implementing systems solutions, developing technical documentation, performing technical subject matter research, and providing input to project management planning (e.g. status reporting, level of effort, etc.).	Performs moderate tasking independently but needs guidance on complex assignments. May provide guidance to more junior staff to complete assignments of moderate complexity.	3	1	0
Engineer/Analyst 5	\$115	Performs moderately complex engineering work or leads smaller teams of engineers on less complex tasks. Responsibilities may include: developing system requirements based on IT, engineering and operational requirements, performing technical/system requirement allocation and requirement dependency analysis, developing system design specifications, developing and implementing systems solutions, developing technical documentation, providing engineering subject matter expertise to solve less complex issues, working independently to achieve customer feedback and agreement on solutions, providing input to project management planning (e.g. status reporting, level of effort, etc.), act as quality assurance check for more junior engineers to ensure consistency across work products, implementing standard engineering process and methodologies across the engineering team.	Performs moderately complex tasks independently but needs guidance on highly complex assignments. May provide task specific leadership and guidance to more junior staff. May lead smaller teams or less complex tasks.	4	2	0
Engineer/Analyst 6	\$127	Performs more complex engineering tasks or leads small teams of engineers. Responsibilities may include: developing system requirements based on IT, engineering, and operational requirements, evaluating emerging technologies, performing system function allocation and function dependency analysis, developing and implementing system solutions, providing engineering subject matter expertise to solve more complex issues, providing input to program management plans, working independently with the customer to architect solutions to meet customer requirements, act as process/methodology quality assurance across engineering teams and work products.	Performs complex tasks independently but needs guidance on highly complex assignments. May provide task specific leadership and guidance to more junior staff. May lead small teams or more complex tasks.	6	4	2
Engineer/Analyst 7	\$132	Performs complex engineering tasks or leads smaller projects or programs. Responsibilities may include analyzing operational, IT, and engineering requirements to develop system requirements and functions, developing technical designs, performing technical risk analysis, evaluating emerging technologies, providing specialized engineering discipline or field expertise to solve complex issues, working independently with the customer to architect solutions to meet customer requirements, providing guidance and direction to more junior staff, and developing or implementing standard engineering practices or methodologies. Engineering project or program leadership responsibilities may include providing project management planning and team leadership, staff performance management, developing cost estimates, acting as primary client point of contact for engineering or technical issues, assessing and mitigating schedule risks, writing proposals, and managing deliverables.	Performs complex tasking independently with input from more senior staff. May lead smaller or less complex programs. May lead a team to solve complex issues and provide project level execution direction and input into program level strategy.	8	6	4

Labor Category	Commercial Rate	Engineer	Management	Years of Experience		
				BA/BS	MA/MS	PHD
Engineer/Analyst 8	\$138	<p>Performs complex engineering tasks or leads engineering efforts of moderate size or complexity. Responsibilities may include analyzing operational, IT, and engineering requirements to develop system requirements and functions, developing technical designs, performing technical risk analysis, evaluating emerging technologies, providing specialized engineering discipline or field expertise to solve complex issues, working independently with the customer to architect solutions to meet customer requirements, providing guidance and direction to more junior staff, and developing or implementing standard engineering practices or methodologies.</p> <p>Engineering project or program leadership responsibilities may include providing project management planning and team leadership, staff performance management, developing cost estimates, acting as primary client point of contact for engineering or technical issues, assessing and mitigating schedule risks, writing proposals, and managing deliverables.</p>	Performs complex tasking independently with occasional input from more senior staff. May lead programs of moderate size or complexity. May lead multiple teams concurrently and provide project level execution guidance as well as input to program level strategy.	10	8	6
Engineer/Analyst 9	\$155	<p>Performs complex engineering tasks or leads larger or more complex programs. Responsibilities may include: analyzing operational, IT, and engineering requirements to develop system requirements and functions, developing technical designs, performing technical risk analysis, evaluating emerging technologies, providing specialized engineering discipline or field expertise to solve complex issues, working independently with the customer to architect solutions to meet customer requirements, providing guidance and direction to more junior staff, and developing or implementing standard engineering practices or methodologies.</p> <p>Program management responsibilities may include overseeing engineering programs and efforts, project planning, staff management, risk management, development of engineering or technical proposals, and overall engineering strategies definition.</p>	Performs complex tasks independently with minimal guidance from senior or executive staff. May lead larger programs or programs of a more complex nature. May manage multiple projects with a program. May provide input to program strategy and guidance on project level issue resolution. May be viewed as a thought-leader.	12	10	8
Engineer/Analyst 10	\$173	Performs most complex engineering tasks, including setting engineering methodology and process direction, proposing solutions to meet the customer's most complex requirements, overseeing engineering discipline across programs and system lifecycle. Identifies emergent technologies which can be applied to meet customer requirements. Architects solutions to meet customer requirements. Provides subject matter expertise and specific engineering process and discipline knowledge to creatively solve issues. Leads large or complex engineering efforts. Acts as a senior technical advisor.	Performs complex tasks independently. May provide high-level strategic direction and guidance to more junior staff. May lead large or complex programs. May be viewed as a thought-leader.	15	13	11
Engineer/Analyst 11	\$190	Performs most complex engineering tasks, including setting engineering methodology and process direction, proposing solutions to meet the customer's most complex requirements, overseeing engineering discipline across programs and system lifecycle. Identifies emergent technologies which can be applied to meet customer requirements. Architects solutions to meet customer requirements. Provides subject matter expertise and specific engineering process and discipline knowledge to creatively solve issues. Leads large or complex engineering efforts. Acts as a senior technical advisor. Has some specialized technical knowledge.	Performs highly complex tasks independently. May provide highest level of direction, guidance, and strategy. Has capability to lead very large or highly complex programs. May be viewed as a thought-leader.	15	13	11
Engineer/Analyst 12	\$207	Performs most complex engineering tasks, including setting engineering methodology and process direction, proposing solutions to meet the customer's most complex requirements, overseeing engineering discipline across programs and system lifecycle. Identifies emergent technologies which can be applied to meet customer requirements. Architects solutions to meet customer requirements. Provides subject matter expertise and specific engineering process and discipline knowledge to creatively solve issues. Leads large or complex engineering efforts. Acts as a senior technical advisor.	Performs highly complex tasks independently. May provide highest level of direction, guidance, and strategy. Has capability to lead very large or highly complex programs. May be viewed as a thought-leader.	15	13	11
Engineer/Analyst 13	\$230	Performs most complex engineering tasks, including setting engineering methodology and process direction, proposing solutions to meet the customer's most complex requirements, overseeing engineering discipline across programs and system lifecycle. Identifies emergent technologies which can be applied to meet customer requirements. Architects solutions to meet customer requirements. Provides subject matter expertise and specific engineering process and discipline knowledge to creatively solve issues. Leads large or complex engineering efforts. Acts as a senior technical advisor. Has some specialized technical experience.	Performs highly complex tasks independently. May provide highest level of direction, guidance, and strategy. Has capability to lead very large or highly complex programs. May be viewed as a thought-leader.	15	13	11
Engineer/Analyst 14	\$288	Performs highly complex engineering tasks. Often seen as a visionary or thought leader in a specific engineering discipline or field. Manages large or complex engineering efforts. Drives overall technical direction of program and applies engineering best practices, standards, and methodologies to creatively solve the most complex issues. Architects solutions to meet customer requirements. Identifies and mitigates technical risks to solutions sets. Serves at most senior technical manager or subject matter expert. Has specialized technical skills.	Performs highly complex tasks independently. May provide highest level of direction, guidance, and strategy. Has capability to lead very large or highly complex programs. May be viewed as a thought-leader.	15	13	11
Engineer/Analyst 15	\$345	Performs highly complex engineering tasks. Often seen as a visionary or thought leader in a specific engineering discipline or field. Manages large or complex engineering efforts. Drives overall technical direction of program and applies engineering best practices, standards, and methodologies to creatively solve the most complex issues. Architects solutions to meet customer requirements. Identifies and mitigates technical risks to solutions sets. Serves at most senior technical manager or subject matter expert. Has specialized technical expertise.	Performs highly complex tasks independently. May provide highest level of direction, guidance, and strategy. Has capability to lead very large or highly complex programs. May be viewed as a thought-leader.	15	13	11