



**AUTHORIZED FEDERAL SUPPLY
SCHEDULE PRICE LIST FOR FEDERAL
SUPPLY GROUP: 00CORP**

**GSA PROFESSIONALSERVICES SCHEDULE (PSS)
CONTRACT NUMBER: GS-00F-0007L**

SPECIAL ITEM NUMBERS (SIN):

SIN	Recovery	SIN Description
871-1	871-1RC	Strategic Planning for Technology Programs/Activities
871-2	871-2RC	Concept Development and Requirements Analysis
871-3	871-3RC	System Design, Engineering and Integration
871-4	871-4RC	Test and Evaluation
871-5	871-5RC	Integrated Logistics Support
871-6	871-6RC	Acquisition and Life Cycle Management
871-7	871-7RC	Construction Management and Engineering Consulting Services Related to Real Property
874-1	874-1RC	Integrated Consulting Services
874-6	874-6RC	Acquisition Management Support
874-7	874-7RC	Integrated Business Program Support Services
899-1	899-1RC	Environmental Consulting Services
899-3	899-3RC	Environmental Training Services
899-8	899-8RC	Remediation and Reclamation Services

**Period Covered by the Contract 01 August 2014 – 31 July 2019
Price List current through Contract Modification PS-0044 Dated 24 July 2017**

Business size: Large

Versar, Inc.
6850 Versar Center Drive, Springfield, VA 22151
<http://www.versar.com>

Contract Manager: Raphaela O'Brien

703.642.6733 robrien@versar.com

Please be advised that the following individual Schedule contract has been migrated to this Professional Services Schedule. As a result, no additional stand-alone Task Orders can be awarded or BPAs established under these Schedules.

Professional Services Schedule (PSS)	GS-00F-0017L
Environmental Advisory Services	GS-10F-0113J

On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order are available through GSA *Advantage!*[®], a menu-driven database system. The internet address for GSA *Advantage!*[®] is www.gsaadvantage.gov.

For more information on ordering from Federal Supply Schedules click on the FSS Schedules button at fss.gsa.gov.



Table of Contents

AUTHORIZED FEDERAL SUPPLY SCHEDULE PRICE LIST FOR FEDERAL SUPPLY GROUP: 00CORP	i
GSA PROFESSIONALSERVICES SCHEDULE (PSS)	i
1.0 CONTRACT OVERVIEW	2
2.0 CUSTOMER INFORMATION.....	3
3.0 VERSAR PROFESSIONAL SERVICES SCHEDULE OFFERINGS	5
3.1 Professional Engineering Solutions.....	5
871-1 Strategic Planning for Technology Programs/Activities	5
871-2 Concept Development and Requirements Analysis	5
871-3 System Design, Engineering, and Integration.....	6
871-4 Test and Evaluation	6
871-5 Integrated Logistics Support	7
871-6 Acquisition and Life Cycle Management	7
871-7 Construction Management and Engineering Consulting Services Related to Real Property.....	7
3.2 Business Consulting Solutions.....	8
874-1 Integrated Consulting Services.....	8
874-6 Acquisition Management Support	9
874-7 Integrated Business Program Support Services.....	9
3.3 Environmental Solutions.....	9
899-1 Environmental Consulting Services	10
899-3 Environmental Training Services	11
899-8 Remediation and Reclamation Services.....	11
4.0 LABOR CATEGORY DESCRIPTIONS.....	12
Labor Category Description	13
Service Contract Matrix	26
5.0 LABOR RATES FOR PSS CONTRACT YEARS.....	27
Pricelist 1: Labor Rates from 08/01/17 to 07/31/25	27
Pricelist 2: Labor Rates from 08/01/25 to 07/31/33	31
Pricelist 3: Labor Rates from 08/01/33 to 07/31/38	35
6.0 SUGGESTED BPA FORMAT.....	39
(CUSTOMER NAME) BLANKET PURCHASE AGREEMENT.....	40
7.0 GUIDELINES FOR USING CONTRACTOR TEAM ARRANGEMENTS (CTAs).....	41
8.0 COMMITMENT TO PROMOTE SMALL BUSINESS PARTICIPATION PROCUREMENT PROGRAMS.....	42
PREAMBLE.....	42
COMMITMENT	42



1.0 CONTRACT OVERVIEW

Versar's General Services Administration's (GSA) Federal Supply Schedule Program GS-00F-0007L helps Federal agencies obtain commercial services faster, easier, more efficiently, and cost-effectively. Under this program, GSA has established a Professional Services Schedule (PSS) to provide Federal agencies with a fast, efficient way to address your environmental, construction, and management needs. GSA has reviewed Versar's capabilities, negotiated the rates, and prequalified Versar to provide a wide-variety of services. Federal agencies place orders directly with the schedule contractor (i.e., Versar), who in turn makes deliveries directly to the customer. The following are examples of specific advantages of using the Versar PSS Schedule:

- Ordering is easy.
- It is open to all Federal agencies and the District of Columbia as well as other selected agencies such as World Bank, IMF, Peace Corps, UN, and NATO. In addition, it is available to federal, state and local agencies in the event of a disaster
- Competition requirements have been met (FAR 6.102(d)(3))
- Prices have been determined to be fair and reasonable.
- All applicable regulations apply; including small business set-aside determination (see FAR 19.502-1).
- The customer and Versar have a direct relationship, so there is no transfer of funds to GSA
- GSA customers select the schedule holder based on best value or other means.
- Volume discount pricing saves money.
- A teaming arrangement allows a total solution approach to customer needs.
- Blanket Purchase Agreements can be used to tailor services to customers' needs.

WHY VERSAR?

Versar, Inc. is a global project management company based in the Washington, DC metropolitan area, with 19 locations around the world. Since 1969, Versar has provided technical and management support to federal, state, and local government clients as well as to industries worldwide, delivering construction management, environmental sciences and engineering infrastructure solutions. Versar offers tailored and secure solutions in harsh environments providing clients with comprehensive engineering and construction management, environmental and professional services.

From a network of 19 offices located throughout the world, Versar has formed partnerships with our clients to help them comply with regulations, avoid liability, solve environmental problems, improve infrastructure, and prevent pollution. Since our formation in 1969, we have been involved in thousands of commercial and government engineering and environmental projects, ranging from decontamination cleanup of training ranges, airfields, and number of major buildings contaminated by PCBs and other chemicals to complex multi-disciplinary site remediation.

Versar staff worldwide includes civil, chemical, mechanical, and structural engineers; architects; chemists/biochemists; geochemists; geologists/hydrogeologists; hydrologists; biologists; environmental scientists; air and waste contaminant transport modelers; mathematicians; physicists; statisticians; meteorologists; and, construction management professionals among others. Our expertly trained staff of scientist, engineers, and business professionals allows us to offer a full range of capabilities, providing our clients with a single source for all of their environmental, engineering and construction and professional service needs. Our engineering services focus on diagnosing, characterizing, and innovatively assessing problems, evaluating alternatives, and developing and implementing solutions for environmental, professional and construction needs. The total global management concept embodied in these services differentiates and sets Versar apart.



2.0 CUSTOMER INFORMATION

- 1a. **Special Item Number(s):** See page 5.
- 1b. **Price List and Rates:** See page 27. Labor rates in support of the awarded SINs are valid for all work locations.
- 1c. **Description of job titles, experience, functional responsibility, and education for services performed:** See page 12 for the list of Versar labor categories and descriptions.
2. **Maximum Order:** \$1,000,000.00. (Orders exceeding this amount should seek discount.)
3. **Minimum Order:** \$100.00.
4. **Geographic Coverage (delivery Area):** 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 (city, county, and state or foreign country):** Multiple points of production that are dependent on the ordering activity's requirements.
6. **Discount from list prices or statement of net price:** All prices listed are shown NET of discount.
7. **Quantity discounts:** None Offered.
8. **Prompt payment terms:** None. Payment terms are NET 30.
- 9a. **Notification that Government purchase cards are accepted up to the micro-purchase threshold:** Yes, Versar will accept the Government purchase card for payments equal to or less than the micro-purchase threshold.
- 9b. **Government purchase cards** are accepted above the micro-purchase threshold.
10. **Foreign items:** No foreign products will be provided at this time. All items are U.S. made end products, designated country end products, Caribbean Basin country end products, Canadian end products, or Mexican end products as defined in the Trade Agreements Act of 1979, as amended.
- 11a. **Time of Delivery:** Delivery Schedule shall be specified in each Delivery Order/Task Order.
- 11b. **Expedited Delivery:** Contact Contractor.
- 11c. **Overnight and 2-day delivery:** Contact Contractor.
- 11d. **Urgent Requirements:** Clause I-FSS-140-B, Urgent Requirements, applies to Versar's PSS Contract. Ordering agencies may contact either of the points of contact identified below to inquire about faster delivery.
12. **F.O.B Points(s):** Destination (Worldwide)
- 13a. **Ordering Address:**
Versar, Inc.
Attn: Raphaela O'Brien
6850 Versar Center Drive
Springfield, VA 22151
(703) 642-6733 or robrien@versar.com
- 13b. **Ordering procedures:** For supplies and services, the ordering procedures, information on Blanket Purchase Agreements



(BPA's), and a sample BPA can be found at the GSA/FSS Schedule homepage (fss.gsa.gov/schedules).

14. **Payment addresses:** Versar encourages all customers to remit funds electronically. Please provide reference information for all payments, by either electronic funds transfer or checks, by indicating the name of the customer making the payment, the contract number and the invoice number. Please include the following additional information, if available, to assist in the proper payment application: delivery order number, project number and Versar customer service representative. If you are submitting a check that has not been mailed directly to the lockbox by a customer, always include your name and telephone number so that cash receipts personnel can follow up with questions as necessary.
15. **Warranty provision:** For the purpose of this contract, commitments, warranties and representations include that the items delivered hereunder are merchantable and fit for use for the particular purpose described in this contract. Except as otherwise provided by an express or implied warranty, Versar will not be liable to the Government for consequential damages resulting from any defect or deficiencies in accepted items. Versar shall comply with all applicable Federal, State and local laws, executive orders, rules and regulations applicable to its performance under this contract.
16. **Export Packing Charges:** Not applicable.
17. **Terms and conditions of Government purchase card acceptance (any thresholds above the micro-purchase level):** Government purchase cards may be accepted for payment above the micro-purchase threshold, if agreed to by the parties.
18. **Terms and conditions of rental, maintenance, and repair:** Not applicable.
19. **Terms and conditions of installation:** Not applicable.
20. **Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices:** Not applicable.
21. **Terms and conditions for any other services:** Not applicable.
22. **List of service and distribution points:** Not applicable.
23. **List of participating dealers:** Not applicable.
24. **Preventive maintenance:** Not applicable.
- 24a. **Environmental attributes:** Not applicable.
- 24b. **Section 508 compliance:** Ordering agencies shall state in delivery order solicitations their requirements for Section 508 compliance, if any. The price of Section 508 compliance shall be negotiated on a delivery order basis.
25. **Data Universal Numbering System (DUNS) number:** 066764747
26. **System for Award Management (SAM):** Versar is registered in the SAM; its entry can be viewed via the above provided DUNS number. For the purposes of this contract, the DUNS number is 066764747 and the CAGE Code is 4E746.



3.0 VERSAR PROFESSIONAL SERVICES SCHEDULE OFFERINGS

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Versar has been awarded the Disaster Recovery Purchasing Program for the following SINs: 871-1RC, 871-2RC, 871-3RC, 871-4RC, 871-5RC, 871-6RC, 871-7RC, 874-1RC, 874-6RC, 874-7RC, 899-1RC, 899-3RC, and 899-8RC. Section 833 of the National Defense Authorization Act allows state and local governments to purchase products and services to facilitate recovery from a major disaster. This does include advance and pre-positioning in preparation for a disaster.

3.1 Professional Engineering Solutions

The Professional Engineering Solutions provides federal agencies with solutions for their various engineering requirements.

871-1 Strategic Planning for Technology Programs/Activities

Services required under this SIN involve the definition and interpretation of high-level organizational engineering performance requirements such as projects, systems, missions, etc., and the objectives and approaches to their achievement. Typical associated tasks include, but are not limited to:

- An analysis of mission, program goals and objectives;
- Requirements analysis;
- Organizational performance assessment;
- Special studies and analysis;
- Training; and
- Consulting.

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

This SIN does not include architect engineer services as defined by the Brooks Act and the Federal Acquisition Regulations (FAR) Part 2 and does not include design or construction services defined in the FAR, Part 2 and Part 36.

871-2 Concept Development and Requirements Analysis

Services required under this SIN involve abstract or concept studies and analysis, requirements definition, preliminary planning, the evaluation of alternative technical approaches and associated costs for the development of enhancement of high level general performance specifications of a system, project, mission or activity. Typical associated tasks include, but are not limited to:

- Requirements analysis;
- Cost/cost performance trade-off analysis;
- Feasibility analysis;
- Developing and completing fire safety evaluation worksheets as they relate to professional engineering services;



- Regulatory compliance support;
- Technology/system conceptual designs;
- Training; and
- Consulting.

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

This SIN does not include architect engineer services as defined by the Brooks Act and the Federal Acquisition Regulations (FAR) Part 2 and does not include design or construction services defined in the FAR, Part 2 and Part 36.

871-3 System Design, Engineering, and Integration

Services required under this SIN involve the translation of a system (or subsystem, program, project, activity) concept into a preliminary and detailed design (engineering plans and specifications), performing risk identification/analysis, mitigation, traceability, and then integrating the various components to produce a working prototype or model of the system. Typical associated tasks include, but are not limited to:

- Computer-aided design, eg. CADD;
- Design studies and analysis;
- Design review services;
- Shop drawing review services;
- Submittal review services;
- Conducting fire protection facility surveys;
- Developing risk reduction strategies and recommendations to mitigate identified risk conditions;
- Fire modeling;
- Performance-based design reviews;
- High-level detailed specification and scope preparation;
- Configuration;
- Management and document control;
- Fabrication;
- Assembly and simulation;
- Modeling;
- Training; and
- Consulting.

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

This SIN does not include architect engineer services as defined by the Brooks Act and the Federal Acquisition Regulations (FAR) Part 2 and does not include design or construction services defined in the FAR, Part 2 and Part 36.

871-4 Test and Evaluation

Services required under this SIN involve the application of various techniques demonstrating that a system (subsystem, program, project or activity) performs in accordance with the objectives outlined in the original design. Typical associated tasks include, but are not limited to:

- Testing of a prototype;
- First article(s) testing;
- Environmental testing;
- Performing inspections;
- Witnessing acceptance testing of fire protection and life safety systems as they relate to professional engineering services, independent verification and validation, and reverse engineering;
- Simulation and modeling (to test the feasibility of a concept);
- System quality assurance;
- Physical testing of the product system;
- Training; and
- Consulting.



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

This SIN does not include architect engineer services as defined by the Brooks Act and the Federal Acquisition Regulations (FAR) Part 2 and does not include design or construction services defined in the FAR, Part 2 and Part 36.

871-5 Integrated Logistics Support

Services required under this SIN involves the analysis, planning and detailed design of all engineering specific logistics support including material goods, personnel, and operational maintenance and repair of systems throughout their lifecycles, excluding those systems associated with real property. Typical associated tasks include, but are not limited to:

- Ergonomic/human performance analysis;
- Feasibility analysis;
- Logistics planning;
- Requirements determination;
- Policy standards/procedures development;
- Conducting research studies;
- Long-term reliability and maintainability;
- Training; and
- Consulting.

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

This SIN does not include architect engineer services as defined by the Brooks Act and the Federal Acquisition Regulations (FAR) Part 2 and does not include design or construction services defined in the FAR, Part 2 and Part 36.

871-6 Acquisition and Life Cycle Management

Services required under this SIN involve all of the planning, budget, contract and systems/program management functions required to procure and or/produce, render operational and provide life cycle support (maintenance, repair, supplies, engineering specific logistics) to (technology based) systems, activities, subsystems, projects, etc. Typical associated tasks include, but are not limited to:

- Operation and maintenance;
- Evaluation of inspection;
- Testing and maintenance program for fire protection and life safety systems;
- Program/project management;
- Technology transfer/insertion;
- Training; and
- Consulting.

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

This SIN does not include architect engineer services as defined by the Brooks Act and the Federal Acquisition Regulations (FAR) Part 2 and does not include design or construction services defined in the FAR, Part 2 and Part 36.

871-7 Construction Management and Engineering Consulting Services Related to Real Property

Services provided under this SIN include but are not limited to: construction management, engineering consulting, and project management and related professional services specifically pertaining to real property. The construction management approach utilizes one or more firms with construction, design, and management expertise to expand the customer agency's capabilities, so that the agency can successfully accomplish its program or project. The contractor performing construction management services assumes the position of professional adviser to the customer agency. Customer agencies may utilize the construction



manager as the principal agent to advise or manage the process over the project regardless of the project delivery method used.

Construction management services include, but are not limited to:

- Design phase support,
- Procurement support,
- Commissioning services,
- Testing services,
- Construction claims support, and
- Post-construction engineering services.

The contractor performing engineering consulting services functions as an advisor to the government to assist with executing engineering tasks associated with real property. Engineering consulting services relating to real property include, but are not limited to:

- Mechanical engineering;
- Electrical engineering;
- Fire protection engineering;
- Forensic engineering;
- Structural engineering; and
- Any other specialized engineering consulting services that are utilized in regard to real property.

Authorized engineering consulting tasks include:

- Design reviews;
- Shop drawing reviews;
- Submittal reviews;
- Inspection and testing services;
- Witnessing acceptance tests of equipment and systems;
- Commissioning;
- Modeling and analysis;
- Loss investigation;
- Facility surveys;
- Safety evaluations;
- Research studies;
- Risk mitigation strategy development or reviews; and
- Other related technical consulting services.

The contractor performing engineering consulting services shall not perform the construction of real property, nor be a named party under the construction contract.

The contractor performing construction management and engineering consulting services shall not perform the construction of real property, nor be a named party under the construction contract.

Project management services relating to a construction management or engineering consulting effort are authorized.

3.2 Business Consulting Solutions

The Business Consulting Solutions is intended to provide expert advice, assistance, guidance or counseling in support of an agency's mission oriented business functions. The scope is broad and can be in environmental or non-environmental areas. Representative scope areas are listed by SIN below.

874-1 Integrated Consulting Services

Versar shall provide expert advice and assistance in support of an agency's mission-oriented business functions. Services covered by this SIN include, but are not limited to:

- Management or strategy consulting, including
 - Research, evaluations, studies, analyses, scenarios/simulations, reports, business policy and regulation;
 - Development assistance and strategy formulation; and



- Expert witness services.
- Facilitation and related decision support services;
- Survey services, using a variety of methodologies, including survey planning, design, and development;
- Survey administration;
- Data validation and analysis;
- Reporting and stakeholder briefings; and
- Advisory and assistance services in accordance with FAR 37.203.

NOTE: Consulting services where the preponderance of work is specifically covered under other GSA Schedules are not permitted under this SIN; please refer to the Scope of Work in Part I of the MOBIS solicitation for further information.

NOTE: Expert witness, consulting, and audit services pertaining to financial matters are not covered under this SIN. Refer to Schedule 520, SIN 520-6, Professional Legal Services. Consulting services relating to public relations are not covered under this SIN. Refer to SIN C541-2, Public Relations Services. Legal services are not covered under this SIN.

874-6 Acquisition Management Support

Versar shall provide professional support services to agencies in conducting federal acquisition management activities. Services covered by this SIN include but are not limited to:

- Acquisition planning assistance, including market research and recommending procurement strategy;
- Acquisition document development, including cost/price estimates;
- Quality assurance surveillance plans;
- Statements of work, synopses, solicitations, price negotiation memoranda, etc.;
- Expert assistance in supporting proposal evaluations, including price/cost analysis or technical proposal analysis;
- Contract administration support services, including assistance with reviewing contractor performance, developing contract modifications, and investigating reports of contract discrepancies;
- Contract close-out assistance; and
- Competitive Sourcing support, including OMB Circular A-76 studies, strategic sourcing studies, privatization studies, public-private partnerships, and Federal Activities Inventory Reform (FAIR) Act studies.

Inherently Governmental services as identified in FAR 7.503 or by the ordering agency are prohibited under this SIN. It is the responsibility of the Contracting Officer placing the order to make this determination. Ordering activities must require prospective contractors to identify potential conflicts of interest and address those, prior to task order award. For more information, see www.gsa.gov/psschedule.

NOTE: Grants management services are not covered under this SIN. Refer to, SIN 520-22, Grants Management Support Services.

874-7 Integrated Business Program Support Services

Versar shall provide services to assist agencies in managing their mission-oriented business projects or programs and achieving mission performance goals. Services covered by this SIN include:

- All phases of program or project management, from planning to closeout and
- Operational/administrative business support services in order to carry out program objectives.

NOTE 1: Program support services where the preponderance of work is specifically covered under other GSA Schedules are not permitted under this SIN; please refer to the Scope of Work in Part I of the PSS solicitation for further information.

NOTE 2: Administrative support services are authorized under this SIN; however, they must be provided in conjunction with other professional business services covered under this Schedule and must be performed under the supervision of the contractor's Project or Program Manager. Personal services as defined in FAR are prohibited under PSS.

3.3 Environmental Solutions

The Environmental Solutions offers you a broad range of work areas covering all media (air, water, hazardous waste) and all government acts/regulations/executive orders pertaining to the environment. Representative scope areas are listed below by SIN. However, the intent of Environmental Solutions is to meet all environmental needs of a customer.



899-1 Environmental Consulting Services

The services include, but are not limited to consultation in the areas of:

- Planning and Documentation Services for the development, planning, facilitation, coordination, and documentation of and/or for environmental initiatives (or mandates such as Executive Order 13693 in areas of chemical, radiological, and/or hazardous materials;
- ISO 14001 Environmental Management System (EMS) and sustainable performance measure development;
- Environmental Assessment (EA) and Environmental Impact Statement (EIS) preparation under the National Environmental Policy Act (NEPA);
- Endangered species, wetland, watershed, and other natural resource management plans;
- Archeological and/or cultural resource management plans;
- Environmental program and project management;
- Environmental regulation development;
- Climate change adaptation and resiliency planning and implementation support, including but not limited to,
 - identifying climate risks and impacts;
 - applying and interpreting climate and impact assessment model outputs;
 - development and/or implementation of solutions to build climate resilience, reduce identified climate risks, and/or provide both climate change mitigation and adaptation benefits;
 - climate decision support, risk management, and vulnerability assessments and analyses; and
 - climate risk communications and training.
- Economic, technical and/or risk analysis;
- Other environmentally related studies and/or consultations;
- Homeland Security solutions that include Biochemical protection;
- Crime prevention through environmental design surveys (CPTED);
- Economical, technical and/or risk analysis;
- Identification and mitigation of threats inclusive of protective measures to mitigate the threats; and
- Vulnerability assessments;
- Compliance Services such as review, audit, and implementation/management of EMS and other compliance and contingency plans and performance measures;
- Permitting;
- Spill prevention/control and countermeasure plans;
- Pollution prevention surveys; and
- Community Right to-Know Act reporting.
- Advisory Services for ongoing advice and assistance with data and information in support of agency environmental programs involving areas such as
 - Hazardous material spills;
 - Material safety data sheets (MSDS);
 - Biological/medical data sheets;
 - Information hotlines;
 - Poison control hotlines;
 - Environmental regulations and environmental policy/procedure updates;
 - Management, furnishing, or inventory of MSDS.
- Waste Management Consulting Services to provide guidance in support of waste-related data collection, feasibility studies and risk analyses;
- Resource Conservation and Recovery Act/Comprehensive Environmental Response Compensation and Liability Act (RCRA/CERCLA) site investigations;
- Hazardous and/or non-hazardous exposure assessments;
- Waste characterization and source reduction studies;
- Review and recommendation of waste tracking or handling systems;
- Waste management plans and/or surveys;
- Waste minimization/pollution prevention initiatives; and
- Review of technologies and processes impacting waste management.

Note: Services involving only the consulting portion of environmental remediation efforts are included under this SIN. Any actual remediation efforts are performed under SIN 899-8.



899-3 Environmental Training Services

This SIN is designed to aid agencies in training personnel in a variety of environmentally related subjects in order to meet Federal mandates and Executive Orders. Environmentally related training can be conducted on- or off-site using standard off-the-shelf, customized, or computer/web-based interactive courses.

Examples of environmental training courses include:

- Air/blood borne pathogens; Asbestos awareness;
- Environmental management planning and operations and maintenance (O&M) planning;
- Asbestos Hazard Emergency Response Act (AHERA);
- Compliance with environmental laws/regulations;
- Comprehensive Environmental Response Compensation and Liability Act (CERCLA);
- Confined space training; Electronics management;
- Emergency response plans;
- Environmental audits, awareness, compliance, and management;
- Fire preparedness training;
- First responder;
- Hazardous materials and waste (HAZMAT) training to include compliance, operation, packaging, handling, generators, and incident response;
- Hazardous waste operations and emergency response (HAZWOPER) training inclusive of transportation, storage and disposal; ISO 14001 Environmental Management Systems (EMS);
- Lead training to include awareness, inspecting, assessing, rehabilitation, and renovation;
- Mold (abatement, assessment);
- National Environmental Policy Act (NEPA); Natural habitat preservation;
- Occupational Safety and Health Administration (OSHA);
- Pollution prevention;
- Public fire safety education;
- Resource Conservation and Recovery Act (RCRA);
- Sustainable environmental practices;
- Water conservation; and
- Wetlands regulation and permitting.

899-8 Remediation and Reclamation Services

Remediation services include, but are not limited to:

- Excavation, removal and disposal of hazardous waste;
- Site preparation, characterization, field investigation, conservation and closures;
- Wetland restoration;
- Emergency response clean up (ERC);
- Underground storage tank/above-ground storage tank (UST/AST) removal;
- Air monitoring;
- Soil vapor extraction;
- Stabilization/solidification, bio-venting, carbon absorption, reactive walls, containment, monitoring and/or reduction of hazardous waste sites, as well as unexploded ordnance removal;
- Remediation-related laboratory testing (e.g., biological, chemical, physical, pollution and soil testing).

Reclamation services include, but are not limited to:

- Land (e.g., creating new land from sea or riverbeds and/or restoring areas to a more natural state, such as after pollution, desertification, or salination have made it unusable) and
- Water and refrigerant reclamation.

Note: Services offered under this SIN shall NOT include any remediation / transportation / disposal of radioactive waste, asbestos and/or paint abatement, radon mitigation, construction and architect-engineer services as set forth in FAR Part 36 (including construction, alteration or repair of buildings, structures, or other real property). Disposal services performed under SIN must be ancillary to remediation services performed.



4.0 LABOR CATEGORY DESCRIPTIONS

Substitution Guidelines: Consistent with Versar's hiring practices, experience can be substituted for education and education for experience. The table below provides Versar's education/experience substitution guidelines. Experience, education, and description of duties for the service categories in the schedule are provided as a guideline to the typical background for staff to be provided under individual task orders. Versar will review each task order opportunity to determine the best candidate available.

Degree	Related Experience
Associate's degree (AA/AS) is equivalent to	HS <u>plus</u> 2 years related experience
Bachelor's degree (BA/BS) is equivalent to	HS <u>plus</u> 4 years, or AA/AS degree <u>plus</u> 2 years related experience
Master's degree (MA/MS) is equivalent to	HS <u>plus</u> 6 years, AA/AS <u>plus</u> 4 years, or BA/BS <u>plus</u> 2 years related experience
Doctorate degree (PhD) is equivalent to	HS <u>plus</u> 8 years, AA/AS <u>plus</u> 6 years, BA/BS <u>plus</u> 4 years, or MA/MS <u>plus</u> 2 years related experience
Relative Experience for Education Substitution	Degree
HS plus 2 years experience	equals Associate's
Associate's plus 2 years experience (over Associate's) or HS plus 4 years' experience over HS	equals Bachelor's
Bachelor's plus 2 years (over Bachelor's) or plus 4 years over Associate's or plus 6 years over HS	equals Master's
Master's plus 2 years (over Master's) or plus 4 years over Bachelor's or plus 6 years over Associate's or plus 8 years over HS	equals Doctorate

Labor Category Description

Labor Category Title	Labor Category Description	Minimum Education/ Experience
Program Manager I	Responsible for the overall management of the contract including cost, schedule, technical direction and quality; oversees the development and implementation of record keeping, administrative and quality control programs; is the primary point-of-contact for overall contractual issues.	Education: Bachelor's degree or equivalent. Experience: 14 years or more technical experience and 5 or more years of project management experience.
Project Manager I	Responsible for the management of cost, schedule, and quality of task orders; serves as the single point of contact for the project, and maintains close communication and coordination with the Contracting Officer for the duration of the project, including monthly progress and detailed cost reporting.	Education: Bachelor's degree or equivalent. Experience: 11 or more years technical experience; 5 or more years of task order management experience.
Health & Safety Manager/CIH	Responsible for the overall health and safety programs; develops, maintains, and ensures the implementation of the health and safety systems; oversees, reviews, reports, trains, and controls employee health and safety processes; reviews and approves all health and safety related plans for specific task orders.	Education: Bachelor's degree or equivalent. Experience: 3 or more years of technical experience in health and safety.
Senior Engineer I	Responsible for performing complex and non-routine technical engineering tasks or for supervision and oversight of a small group working on technical issues or specific elements of a project.	Education: Bachelor's degree or equivalent. Experience: 7 years or more of technical experience in engineering.
Mid-Level Engineer I	Performs technical engineering tasks such as calculations, layouts, evaluation of data, and preparation of portions of a report under the direction of a senior engineer.	Education: Bachelor's degree or equivalent. Experience: 3 years or more of technical experience in engineering.
Junior Engineer I	Performs routine engineering tasks such as preparing graphical or tabular presentations of data, simple data interpretation, preparation of supporting material, etc. under the direction of a Senior Engineer.	Education: Bachelor's degree or equivalent. Experience: 1 year or more of technical experience in engineering.
Senior Geologist	Responsible for performing complex and non-routine technical geological tasks or for supervision and oversight of a small group working on technical issues or specific elements of a project.	Education: Bachelor's degree or equivalent. Experience: 10 or more years of technical experience in geology.
Mid-Level Geologist	Performs technical geological tasks such as calculations, layouts, evaluation of data, and preparation of portions of a report under the direction of a senior geologist.	Education: Bachelor's degree or equivalent. Experience: 3 or more years of technical experience in geology.
Senior Hydrogeologist	Responsible for performing complex and non-routine technical geological tasks or for supervision and oversight of a small group working on technical issues or specific elements of a project.	Education: Bachelor's degree or equivalent. Experience: 10 or more years of technical experience in hydrogeology and geology.
Mid-Level Hydrogeologist	Performs technical geological tasks such as calculations, layouts, evaluation of data, and preparation of portions of a report under the direction of a senior geologist.	Education: Bachelor's degree or equivalent. Experience: 3 or more years of technical experience in hydrogeology and geology.

Labor Category Title	Labor Category Description	Minimum Education/ Experience
Junior Hydrogeologist	Performs routine geological tasks such as preparing graphical or tabular presentations of data, simple data interpretation, preparation of supporting material, etc. under the direction of a senior geologist.	Education: Bachelor's degree or equivalent. Experience: 1 or more years of technical experience in hydrogeology and geology.
Senior Chemist	Responsible for performing complex and non-routine technical chemical tasks or for supervision and oversight of a small group working on technical issues or specific elements of a project.	Education: Bachelor's degree or equivalent. Experience: 10 or more years of technical experience in chemistry.
Mid-Level Chemist	Performs technical chemical tasks such as calculations, layouts, evaluation of data, and preparation of portions of a report under the direction of a senior chemist.	Education: Bachelor's degree or equivalent. Experience: 3 or more years of technical experience in chemistry.
Junior Chemist	Performs routine chemical tasks such as preparing graphical or tabular presentations of data, simple data interpretation, preparation of supporting material, etc. under the direction of a senior chemist.	Education: Bachelor's degree or equivalent. Experience: 1 or more years of technical experience in chemistry.
Senior Environmental Scientist	Responsible for performing complex and non-routine environmental science/biology tasks or for supervision and oversight of a small group working on technical issues or specific elements of a project; provides environmental planning, policy, technical, regulatory, and information management support for the development, execution, and evaluation of environmental programs, projects, and systems.	Education: Bachelor's degree or equivalent. Experience: 10 or more years of technical experience in environmental science or biology.
Mid-Level Environmental Scientist	Performs technical environmental science/biological tasks such as calculations, layouts, evaluation of data, and preparation of portions of a report under the direction of a senior environmental scientist/biologist; provides environmental planning, policy, technical, regulatory, and information management support for the development, execution, and evaluation of environmental programs, projects, and systems.	Education: Bachelor's degree or equivalent. Experience: 3 or more years of technical experience in environmental science or biology.
Junior Environmental Scientist	Performs routine environmental science/biological tasks such as preparing graphical or tabular presentations of data, simple data interpretation, preparation of supporting material, etc. under the direction of a senior environmental scientist/biologist.	Education: Bachelor's degree or equivalent. Experience: 1 or more years of technical experience in environmental science or biology.
Asbestos/Lead Specialist	Provides asbestos/lead and indoor air quality support to a wide-range of projects. Ability to interact with multi-disciplinary teams on diverse indoor air quality projects.	Education: Bachelor's degree or equivalent. Experience: 7 or more years technical experience in the asbestos/lead or indoor air quality field.
Hazardous Material/Waste Specialist	Provides hazardous materials and hazardous waste support to a wide-range of projects. Ability to interact with multi-disciplinary teams on diverse hazardous waste/materials oriented efforts.	Education: Bachelor's degree or equivalent. Experience: 7 or more years technical experience in the hazardous waste/materials field.

Labor Category Title	Labor Category Description	Minimum Education/ Experience
UXO Specialist	Provides UXO technical support that encompasses all project activities.	Education: Bachelor's degree or equivalent. Experience: 7 or more years technical experience in the UXO field.
Computer Scientist	Devises or modifies procedures to solve complex problems considering computer equipment capacity and limitations, operating time, and form of desired results; designs, codes, tests, debugs, and documents; formulates/defines system scope and objectives; devises or modifies procedures to solve complex problems considering computer equipment capacity and limitations, operating time, and form of desired results; prepares detailed specifications from which programs will be written and designs, codes, tests, debugs, and documents those programs.	Education: Bachelor's degree or equivalent. Experience: 10 or more years technical experience in information technology.
Data Manager	Provides oversight of database design services and data base administration. Interacts with IT and business function managers. Prepares reports, interacts with clients regarding database needs.	Education: Bachelor's degree or equivalent. Experience: 7 or more years technical experience in database design or information technology.
Field Technician II	Supervises, performs and reports on routine field technician tasks such as sampling; quality assurance oversight; and installing, testing and troubleshooting operating equipment or systems, etc. under the direction of a Project Manager.	Education: Bachelor's degree or equivalent. Experience: 7 or more years in field work.
Field Technician I	Performs and reports on routine field technician tasks such as sampling; quality assurance oversight; and installing, testing and troubleshooting operating equipment or systems, etc. under the direction of a Project Manager.	Education: High School graduate or equivalent. Experience: 3 or more years in field work.
Junior CADD Operator	Provides CADD support that encompasses all project activities under the direction of a Senior CADD Operator.	Education: Bachelor's degree or equivalent. Experience: 1 or more years of technical experience in designing/CADD operations.
Administrative Assistant II	Provides higher-end administrative support including full preparation of reports, budget documents, PowerPoint type briefings, AV functions and conference/workshop execution. Interfaces with project managers/program managers to assure that full administrative needs are met.	Education: Bachelor's degree or equivalent. Experience: 5 or more years of administrative experience.
Administrative Assistant I	Provides administrative and clerical support to relieve managers/staff of administrative details and requires little to no supervision.	Education: High School graduate or equivalent. Experience: 1 or more years of administrative experience.
Technical Writer/Editor	Prepares, reviews and edits content of technical documentation; ensures that documents follow the style laid out in the company's style guide; writes a variety of technical articles, reports, brochures, and/or manuals for documentation for a wide range of uses; coordinates the display of graphics and the production of the document.	Education: Bachelor's degree or equivalent. Experience: 3 or more years of technical experience in writing/editing.

Labor Category Title	Labor Category Description	Minimum Education/ Experience
Clerical/ Word Processor	Performs routine clerical support (including word processing, filing, graphics, database maintenance and quality assurance under the direction of a project manager, scientist, or specialist.	Education: High School graduate or equivalent. Experience: 1 or more years in word processing.
Vice President	Responsible for the overall management of the contract including cost, schedule, technical direction and quality; is the primary point-of-contact for overall contractual issues.	Education: Bachelor's degree or equivalent. Experience: 20 or more years of management consulting experience and title of Vice President.
Senior Management Consultant	Provides recognized expertise in a specific field/area of study.	Education: Bachelor's degree or equivalent. Experience: 20 or more years of management consulting experience.
Management Consultant III	Provides recognized expertise in a specific field/area of study.	Education: Bachelor's degree or equivalent. Experience: 10 or more years of management consulting experience.
Management Consultant II	Provides management consulting support that encompasses all project activities under the direction of a Management Consultant III or higher.	Education: Bachelor's degree or equivalent. Experience: 3 or more years of management consulting experience.
Management Consultant I	Provides management consulting support that encompasses all project activities under the direction of a Management Consultant II or higher.	Education: Bachelor's degree or equivalent. Experience: 1 or more years of management consulting experience.
Senior Facilitator	Provides recognized expertise in meeting facilitation.	Education: Bachelor's degree or equivalent. Experience: 10 or more years of experience in meeting facilitation.
Facilitator II	Provides meeting facilitation support that encompasses all project activities under the direction of a Senior Facilitator.	Education: Bachelor's degree or equivalent. Experience: 3 or more years of experience in meeting facilitation.
Facilitator	Provides meeting facilitation support that encompasses all project activities under the direction of a Facilitator II or higher.	Education: Bachelor's degree or equivalent. Experience: 1 or more years of experience in meeting facilitation.
Senior Programmer	Provides direction and computer programming support for a project.	Education: Bachelor's degree or equivalent. Experience: 5 or more years of experience in computer programming.
Programmer	Performs computer programming support under the direction of a project manager, scientist or specialist.	Education: Bachelor's degree or equivalent. Experience: 1 or more years of experience in computer programming.

Labor Category Title	Labor Category Description	Minimum Education/ Experience
Senior Technical Support	Provides recognized expertise in a specific field/study.	Education: Bachelor's degree or equivalent. Experience: 10 or more years of experience in technical support.
Technical Support	Provides technical support that encompasses all project activities under the direction of a Senior Technical Support.	Education: Bachelor's degree or equivalent. Experience: 1 or more years of experience in technical support.
Administrative Support	Provides administrative and clerical support to relieve managers/staff of administrative details and requires little to no supervision.	Education: High school graduate or equivalent. Experience: 5 or more years of experience in administrative support.
Editor	Reviews and edits content of technical documentation; ensures that documents follow the style laid out in the company's style guide.	Education: Bachelor's degree or equivalent. Experience: 2 or more years of experience in editing.
Graphic Artist	Performs graphic art support under the direction of a project manager, scientist, or specialist.	Education: Bachelor's degree or equivalent. Experience: 2 or more years of experience as a Graphic Artist.
Senior Professional VI	Plans, conducts, and supervises projects of significance, necessitating advance knowledge and the ability to originate and apply new and unique methods and procedures. Supplies technical advice and counsel to other professionals.	Education: Master's Degree or equivalent. Experience: 25 years or more. Registration or an additional 5 years experience required where applicable (Engineers PE, Scientist, in their related field).
Senior Professional V	Plans, conducts, and supervises projects of significance, necessitating advance knowledge and the ability to originate and apply new and unique methods and procedures. Supplies technical advice and counsel to other professionals.	Education: Master's Degree or equivalent. Experience: 22 years or more. Registration or an additional 5 years' experience required where applicable (Engineers PE, Scientist, in their related field).
Senior Professional IV	Plans, conducts, and supervises projects of significance, necessitating advance knowledge and the ability to originate and apply new and unique methods and procedures. Supplies technical advice and counsel to other professionals.	Education: Master's Degree or equivalent. Experience: 19 years or more. Registration or an additional 5 years' experience required where applicable (Engineers PE, Scientist, in their related field).
Senior Professional III	Plans, conducts, and supervises projects of significance, necessitating advance knowledge and the ability to originate and apply new and unique methods and procedures. Oversees projects, reviews progress and evaluates results. Supplies technical advice and counsel to other professionals.	Education: Master's Degree or equivalent. Experience: 16 years or more experience. EIT registration for engineers or registration for scientist in a related field including REM, or trained project manager, or an additional 3 years experience.

Labor Category Title	Labor Category Description	Minimum Education/ Experience
Senior Professional II	Plans, conducts, and supervises projects of significance, necessitating advance knowledge and the ability to originate and apply new and unique methods and procedures. Oversees projects, reviews progress and evaluates results. Supplies technical advice and counsel to other professionals.	Education: Master's Degree or equivalent. Experience: 13 years or more experience.
Senior Professional I	Plans, conducts, and supervises projects of significance, necessitating advance knowledge and the ability to originate and apply new and unique methods and procedures.	Education: Master's Degree or equivalent. Experience: 10 years or more experience.
Professional VI	Plans and conducts assignments. Estimates and schedules work to meet completion dates.	Education: Bachelor's Degree or equivalent. Experience: 20 years or more experience.
Professional V	Plans and conducts assignments. Estimates and schedules work to meet completion dates.	Education: Bachelor's Degree or equivalent. Experience: 15 years or more experience.
Professional IV	Plans and conducts assignments. Estimates and schedules work to meet completion dates.	Education: Bachelor's Degree or equivalent. Experience: 10 years or more experience.
Professional III	Plans and conducts assignments. Estimates and schedules work to meet completion dates.	Education: Bachelor's Degree or equivalent. Experience: 5 years or more experience.
Professional II	Plans and conducts assignments. Estimates and schedules work to meet completion dates.	Education: Bachelor's Degree or equivalent. Experience: 2 years or more experience.
Professional I	Plans and conducts assignments. Estimates and schedules work to meet completion dates.	Education: Bachelor's Degree or equivalent. Experience: 0-2 years experience.
Technician/ Analyst III	Work assignments are varied and require originality and ingenuity.	Education: High School graduate or equivalent. Experience: 8 years or more experience.
Technician/ Analyst II	Works under close supervision of supervisor. Gathers and correlates basic data and performs routine tasks.	Education: High School graduate or equivalent. Experience: 4 years or more experience.
Technician/ Analyst I	Works under close supervision of supervisor. Gathers and correlates basic data and performs routine tasks.	Education: High School graduate or equivalent. Experience: 0-4 years experience.
Secretary/ Clerk II	Works under close supervision of supervisor. Gathers and correlates basic data and performs routine tasks.	Education: Associate's degree or training preferred, but not required. Education: 4 years or more experience.
Secretary/ Clerk I	Entry-level classification. Works under close supervision of supervisor. Gathers and correlates basic data and performs routine tasks.	Education: N/A. Experience: 0-4 years experience.

Labor Category Title	Labor Category Description	Minimum Education/ Experience
Principal Professional VI	Plans, conducts, and supervises projects of major significance, necessitating advance knowledge and the ability to originate and apply new and unique methods and procedures. Supplies technical advice and counsel to other professionals.	Education: Master's Degree or equivalent. Experience: 35 years or more. Must be a senior member of Company.
Principal Professional V	Plans, conducts, and supervises projects of major significance, necessitating advance knowledge and the ability to originate and apply new and unique methods and procedures. Supplies technical advice and counsel to other professionals.	Education: Master's Degree or equivalent. Experience: 30 years or more. Must be a senior member of Company.
Principal Professional IV	Plans, conducts, and supervises projects of major significance, necessitating advance knowledge and the ability to originate and apply new and unique methods and procedures. Supplies technical advice and counsel to other professionals.	Education: Master's Degree or equivalent. Experience: 25 years or more. Must be a senior member of Company.
Principal Professional III	Plans, conducts, and supervises projects of major significance, necessitating advance knowledge and the ability to originate and apply new and unique methods and procedures. Supplies technical advice and counsel to other professionals.	Education: Master's Degree or equivalent. Experience: 20 years or more. Must be a senior member of Company.
Principal Professional II	Plans, conducts, and supervises projects of major significance, necessitating advance knowledge and the ability to originate and apply new and unique methods and procedures. Supplies technical advice and counsel to other professionals.	Education: Master's Degree or equivalent. Experience: 15 years or more. Must be a senior member of Company.
Principal Professional I	Plans, conducts, and supervises projects of major significance, necessitating advance knowledge and the ability to originate and apply new and unique methods and procedures. Supplies technical advice and counsel to other professionals.	Education: Master's Degree or equivalent. Experience: 10 years or more.
Senior Professional VI	Plans, conducts, and supervises projects of significance, necessitating advance knowledge and the ability to originate and apply new and unique methods and procedures. Supplies technical advice and counsel to other professionals.	Education: Master's Degree or equivalent. Experience: 25 years or more. Registration or an additional 5 years experience required where applicable (Engineers PE, Scientist, in their related field).
Senior Professional V	Plans, conducts, and supervises projects of significance, necessitating advance knowledge and the ability to originate and apply new and unique methods and procedures. Supplies technical advice and counsel to other professionals.	Education: Master's Degree or equivalent. Experience: 22 years or more. Registration or an additional 5 years experience required where applicable (Engineers PE, Scientist, in their related field).
Senior Professional IV	Plans, conducts, and supervises projects of significance, necessitating advance knowledge and the ability to originate and apply new and unique methods and procedures. Supplies technical advice and counsel to other professionals.	Education: Master's Degree or equivalent. Experience: 19 years or more. Registration or an additional 5 years' experience required where applicable (Engineers PE, Scientist, in their related field).
Senior Professional III	Plans, conducts, and supervises projects of significance, necessitating advance knowledge and the ability to originate and apply new and unique methods and procedures. Oversees projects, reviews progress and evaluates results. Supplies technical advice and counsel to other professionals.	Education: Master's Degree or equivalent. Experience: 16 years or more experience. EIT registration for engineers or registration for scientist in a related field including REM, or trained project manager, or an additional 3 years experience.

Labor Category Title	Labor Category Description	Minimum Education/ Experience
Senior Professional II	Plans, conducts, and supervises projects of significance, necessitating advance knowledge and the ability to originate and apply new and unique methods and procedures. Oversees projects, reviews progress and evaluates results. Supplies technical advice and counsel to other professionals.	Education: Master's Degree or equivalent. Experience: 13 years or more experience.
Senior Professional I	Plans, conducts, and supervises projects of significance, necessitating advance knowledge and the ability to originate and apply new and unique methods and procedures.	Education: Master's Degree or equivalent. Experience: 10 years or more experience.
Professional VI	Plans and conducts assignments. Estimates and schedules work to meet completion dates.	Education: Bachelor's Degree or equivalent. Experience: 20 years or more experience.
Professional V	Plans and conducts assignments. Estimates and schedules work to meet completion dates.	Education: Bachelor's Degree or equivalent. Experience: 15 years or more experience.
Professional IV	Plans and conducts assignments. Estimates and schedules work to meet completion dates.	Education: Bachelor's Degree or equivalent. Experience: 10 years or more experience.
Professional III	Plans and conducts assignments. Estimates and schedules work to meet completion dates.	Education: Bachelor's Degree or equivalent. Experience: 5 years or more experience.
Professional II	Plans and conducts assignments. Estimates and schedules work to meet completion dates.	Education: Bachelor's Degree or equivalent. Experience: 2 years or more experience.
Professional I	Plans and conducts assignments. Estimates and schedules work to meet completion dates.	Education: Bachelor's Degree or equivalent. Experience: 0-2 years experience.
Technician/Analyst VI	Carries out assignments associated with projects. Translates technical guidance received from supervisor into usable data applicable to the particular assignment. Work assignments are varied and require originality and ingenuity.	Education: Bachelor's degree or demonstrated specialized experience in job description area. Experience: 20 years or more experience.
Technician/Analyst V	Carries out assignments associated with projects. Translates technical guidance received from supervisor into usable data applicable to the particular assignment. Work assignments are varied and require originality and ingenuity.	Education: Bachelor's degree or demonstrated specialized experience in job description area. Experience: 16 years or more experience.
Technician/Analyst IV	Work assignments are varied and require originality and ingenuity.	Education: High School graduate or equivalent. Experience: 12 years or more experience.
Technician/Analyst III	Work assignments are varied and require originality and ingenuity.	Education: High School graduate or equivalent. Experience: 8 years or more experience.

Labor Category Title	Labor Category Description	Minimum Education/ Experience
Technician/ Analyst II	Works under close supervision of supervisor. Gathers and correlates basic data and performs routine tasks.	Education: High School graduate or equivalent. Experience: 4 years or more experience.
Technician/ Analyst I	Works under close supervision of supervisor. Gathers and correlates basic data and performs routine tasks.	Education: High School graduate or equivalent. Experience: 0-4 years experience.
Secretary/ Clerk VI	Executive Secretary working for senior management. Work assignments are varied and require originality and ingenuity.	Education: Determined on a case-by-case basis by the CEO. Experience: Determined on a case-by-case basis by the CEO.
Secretary/ Clerk V	Executive Secretary working for senior management. Work assignments are varied and require originality and ingenuity.	Education: Determined on a case-by-case basis by the CEO. Experience: Determined on a case-by-case basis by the CEO.
Secretary/ Clerk IV	Work assignments are varied and require originality and ingenuity.	Education: Bachelor's degree or higher required. Education: 12 or more years experience required.
Secretary/ Clerk III	Work assignments are varied and require originality and ingenuity.	Education: Associate's degree preferred, but not required. Education: 8 years or more experience required.
Secretary/ Clerk II	Works under close supervision of supervisor. Gathers and correlates basic data and performs routine tasks.	Education: Associate's degree or training preferred, but not required. Education: 4 years or more experience.
Secretary/ Clerk I	Entry-level classification. Works under close supervision of supervisor. Gathers and correlates basic data and performs routine tasks.	Education: N/A. Experience: 0-4 years experience.
CADD Operator	Responsible for CAD production. Familiar with CAD quality assurance standards along with proper use of printers, plotters, and other CAD peripheral devices. Creates original CAD drawings from sketches or red-lined architectural drawings. Interacts with entire project team. Also responsible for interfacing with any necessary client systems.	Education: Bachelor's degree or equivalent. Experience: 3 or more years of technical experience in designing/CADD operations.
Estimator	Responsible for all types of cost estimates used throughout a project. Prepares estimates and reviews cost related specifications. Extensive interfacing with entire project team and the program manager and could also interface with client counterparts. Analyzes costing data, develops cost/economic models. Reports to project manager and program manager.	Education: Bachelor's degree or equivalent. Experience: 10 or more years of experience as an Estimator.

Labor Category Title	Labor Category Description	Minimum Education/ Experience
Junior Engineer II	Under supervision of the Mid or Senior Engineer, performs engineering analysis or design related to civil aspects. Develops engineering concepts/designs and conducts work reflecting basic knowledge of engineering. Performs engineering work comparable to work required for entry-level tasks. Assists senior/mid-level engineers.	Education: Bachelor's degree or equivalent. Experience: 2 years or more of technical experience in engineering.
Mid-Level Engineer II	Performs engineering design or analysis related to civil aspects of the project. Receives direction from Senior Engineer or Project Manager. Develops technical specs and implements vendor measures to support procurement (or construction). Conducts technical/engineering studies and produces associated deliverables Works with other team members to integrate engineering as required by project.	Education: Bachelor's degree or equivalent. Experience: 5 years or more of technical experience in engineering.
Program Manager II	A corporate-level manager responsible for coordinating, directing, managing a program. This person provides corporate organizational and management skills to ensure that engineering functions involved with the SINS are carried out to the fullest. Also works with the Project Manager to ensure adequate Versar resources are allocated for the project. Ultimate person responsible to government client for execution of the work and quality control.	Education: Bachelor's degree or equivalent. Experience: 15 years or more.
Project Manager II	Responsible for management and execution of the assigned project/task in accordance with the requirements of the contract (or task). Executes the work consistent with the task/contract and quality standards established. The project manager serves as the main point of contact with the client on all matters including budget, project execution, deliverables, and schedule. The project manager approves all project reports and deliverables and is responsible for subcontractor performance.	Education: Bachelor's degree or equivalent. Experience: 13 or more years.
Quality Control Supervisor	Provides oversight of construction activities to ensure that work has been done according to contract specifications. Reports to project manager, or specific senior engineer by discipline. Work can involve full range of construction inspection including civil, structural (tests, installations), various equipment etc. Responsible for contractors punch list upon project completion. Works directly with commissioning agent. Works with engineering staff for the checkout of mechanical, electrical, other systems.	Education: High School graduate or equivalent. Experience: 15 or more years of construction management experience.
Senior Engineer II	Directs and plans related design work on either the entire project or phases of the project. Applies engineering principles, theories, techniques and design methodologies to solve technical aspects of the project. Provides oversight and recommends analysis or designs to satisfy project goals and functional requirements. Establishes engineering and technical specifications or standards for the project. Interfaces with supply/support subcontractors to ensure complete engineering solutions.	Education: Bachelor's degree or equivalent. Experience: 10 years or more of technical experience in engineering.
Senior Engineer Technician	Responsible to senior/mid engineers and provides overall support to engineering staff. Can supervise mid/junior technicians if assigned to a project team. Can have broad-ranging skill sets from CAD and life-cycle costing software to field testing. Procures necessary equipment and also provides support to project management staff when needed. Helps to move the engineering functions/task forward.	Education: Bachelor's or Associate's degree or equivalent. Experience: 8 or more years.

Labor Category Title	Labor Category Description	Minimum Education/ Experience
Site Health & Safety Officer	Assists the Project Manager on evaluating health and safety conditions and reports significant problems found in the field. Monitors project quality, safety and ensures compliance with construction documents, SWPPP's and any other safety requirements. Monitors the project schedule and evaluates where schedules can be pushed or needs to be extended. Issues health and safety reports as required by the contract, stating deficiencies and any follow-up corrective work.	Education: 2-year degree in a technical field or equivalent. Experience: 13 years technical experience in health and safety.
Principal Professional VI	Plans, conducts, and supervises projects of major significance, necessitating advance knowledge and the ability to originate and apply new and unique methods and procedures. Supplies technical advice and counsel to other professionals.	Education: Master's Degree or equivalent. Experience: 35 years or more. Must be a senior member of Company.
Principal Professional V	Plans, conducts, and supervises projects of major significance, necessitating advance knowledge and the ability to originate and apply new and unique methods and procedures. Supplies technical advice and counsel to other professionals.	Education: Master's Degree or equivalent. Experience: 30 years or more. Must be a senior member of Company.
Principal Professional IV	Plans, conducts, and supervises projects of major significance, necessitating advance knowledge and the ability to originate and apply new and unique methods and procedures. Supplies technical advice and counsel to other professionals.	Education: Master's Degree or equivalent. Experience: 25 years or more. Must be a senior member of Company.
Principal Professional III	Plans, conducts, and supervises projects of major significance, necessitating advance knowledge and the ability to originate and apply new and unique methods and procedures. Supplies technical advice and counsel to other professionals.	Education: Master's Degree or equivalent. Experience: 20 years or more. Must be a senior member of Company.
Principal Professional III	Plans, conducts, and supervises projects of major significance, necessitating advance knowledge and the ability to originate and apply new and unique methods and procedures. Supplies technical advice and counsel to other professionals.	Education: Master's Degree or equivalent. Experience: 15 years or more. Must be a senior member of Company.
Principal Professional I	Plans, conducts, and supervises projects of major significance, necessitating advance knowledge and the ability to originate and apply new and unique methods and procedures. Supplies technical advice and counsel to other professionals.	Education: Master's Degree or equivalent. Experience: 10 years or more.
Senior Professional VI	Plans, conducts, and supervises projects of significance, necessitating advance knowledge and the ability to originate and apply new and unique methods and procedures. Supplies technical advice and counsel to other professionals.	Education: Master's Degree or equivalent. Experience: 25 years or more. Registration or an additional 5 years experience required where applicable (Engineers PE, Scientist, in their related field).
Senior Professional V	Plans, conducts, and supervises projects of significance, necessitating advance knowledge and the ability to originate and apply new and unique methods and procedures. Supplies technical advice and counsel to other professionals.	Education: Master's Degree or equivalent. Experience: 22 years or more. Registration or an additional 5 years experience required where applicable (Engineers PE, Scientist, in their related field).

Labor Category Title	Labor Category Description	Minimum Education/ Experience
Senior Professional IV	Plans, conducts, and supervises projects of significance, necessitating advance knowledge and the ability to originate and apply new and unique methods and procedures. Supplies technical advice and counsel to other professionals.	Education: Master's Degree or equivalent. Experience: 19 years or more. Registration or an additional 5 years experience required where applicable (Engineers PE, Scientist, in their related field).
Senior Professional III	Plans, conducts, and supervises projects of significance, necessitating advance knowledge and the ability to originate and apply new and unique methods and procedures. Oversees projects, reviews progress and evaluates results. Supplies technical advice and counsel to other professionals.	Education: Master's Degree or equivalent. Experience: 16 years or more experience. EIT registration for engineers or registration for scientist in a related field including REM, or trained project manager, or an additional 3 years experience.
Senior Professional II	Plans, conducts, and supervises projects of significance, necessitating advance knowledge and the ability to originate and apply new and unique methods and procedures. Oversees projects, reviews progress and evaluates results. Supplies technical advice and counsel to other professionals.	Education: Master's Degree or equivalent. Experience: 13 years or more experience.
Senior Professional I	Plans, conducts, and supervises projects of significance, necessitating advance knowledge and the ability to originate and apply new and unique methods and procedures.	Education: Master's Degree or equivalent. Experience: 10 years or more experience.
Professional VI	Plans and conducts assignments. Estimates and schedules work to meet completion dates.	Education: Bachelor's Degree or equivalent. Experience: 20 years or more experience.
Professional V	Plans and conducts assignments. Estimates and schedules work to meet completion dates.	Education: Bachelor's Degree or equivalent. Experience: 15 years or more experience.
Professional IV	Plans and conducts assignments. Estimates and schedules work to meet completion dates.	Education: Bachelor's Degree or equivalent. Experience: 10 years or more experience.
Professional III	Plans and conducts assignments. Estimates and schedules work to meet completion dates.	Education: Bachelor's Degree or equivalent. Experience: 5 years or more experience.
Professional II	Plans and conducts assignments. Estimates and schedules work to meet completion dates.	Education: Bachelor's Degree or equivalent. Experience: 2 years or more experience.
Professional I	Plans and conducts assignments. Estimates and schedules work to meet completion dates.	Education: Bachelor's Degree or equivalent. Experience: 0-2 years.
Technician/ Analyst VI	Carries out assignments associated with projects. Translates technical guidance received from supervisor into usable data applicable to the particular assignment. Work assignments are varied and require originality and ingenuity.	Education: Bachelor's degree or demonstrated specialized experience in job description area. Experience: 20 years or more experience.

Labor Category Title	Labor Category Description	Minimum Education/ Experience
Technician/ Analyst V	Carries out assignments associated with projects. Translates technical guidance received from supervisor into usable data applicable to the particular assignment. Work assignments are varied and require originality and ingenuity.	Education: Bachelor's degree or demonstrated specialized experience in job description area. Experience: 16 years or more experience.
Technician/ Analyst IV	Work assignments are varied and require originality and ingenuity.	Education: High School graduate or equivalent. Experience: 12 years or more experience.
Technician/ Analyst III	Work assignments are varied and require originality and ingenuity.	Education: High School graduate or equivalent. Experience: 8 years or more experience.
Technician/ Analyst II	Works under close supervision of supervisor. Gathers and correlates basic data and performs routine tasks.	Education: High School graduate or equivalent. Experience: 4 years or more experience.
Technician/ Analyst I	Works under close supervision of supervisor. Gathers and correlates basic data and performs routine tasks.	Education: High School graduate or equivalent. Experience: 0-4 years.
Secretary/ Clerk VI	Executive Secretary working for senior management. Work assignments are varied and require originality and ingenuity.	Education: Bachelor's degree or equivalent. Experience: 18 or more years.
Secretary/ Clerk V	Executive Secretary working for senior management. Work assignments are varied and require originality and ingenuity.	Education: Bachelor's degree or equivalent. Experience: 15 or more years.
Secretary/ Clerk IV	Work assignments are varied and require originality and ingenuity.	Education: Bachelor's degree or higher required. Education: 12 or more years.
Secretary/ Clerk III	Work assignments are varied and require originality and ingenuity.	Education: Associate's degree preferred, but not required. Education: 8 years or more experience required.
Secretary/ Clerk II	Works under close supervision of supervisor. Gathers and correlates basic data and performs routine tasks.	Education: Associate's degree or training preferred, but not required. Education: 4 years or more experience.
Secretary/ Clerk I	Entry-level classification. Works under close supervision of supervisor. Gathers and correlates basic data and performs routine tasks.	Education: N/A. Experience: 0-4 years.



Service Contract Matrix

Service Contract Act: Service Contract Act (SCA) is applicable to this contract and it includes SCA applicable labor categories. The prices for the cited SCA labor categories are based on the U.S. Department of Labor Wage Determination Number(s) identified in the SCA matrix. The prices offered are based on the preponderance of where work is performed and should the contractor perform in an area with lower SCA rates, resulting in lower wages being paid, the task order prices will be discounted accordingly.

SCA Eligible Contract Labor Category	SCA Equivalent Code - Title	WD Number
Technician/Analyst VI	14074 - Computer Programmer IV	05-2103
Technician/Analyst VI	14045 - Computer Operator V	05-2103
Technician/Analyst IV	14044 - Computer Operator IV	05-2103
Technician/Analyst III	14043 - Computer Operator III	05-2103
Technician/Analyst III	14042 - Computer Operator II	05-2103
Technician/Analyst I	14041 - Computer Operator I	05-2103
Secretary/Clerk VI	01313 - Secretary III	05-2103
Secretary/Clerk VI	01312 - Secretary II	05-2103
Secretary/Clerk IV	01311 - Secretary I	05-2103
Secretary/Clerk III	01113 - General Clerk III	05-2103
Secretary/Clerk III	01112 - General Clerk II	05-2103
Secretary/Clerk I	01111 - General Clerk I	05-2103
Administrative Support	01020 – Administrative Assistant	05-2103
Administrative Assistant II	01313 – Secretary III	05-2103
Administrative Assistant I	01311 – Secretary I	05-2103
Clerical/ Word Processor	01611 – Word Processor I	05-2103
Word Processor	01613 – Word Processor III	05-2103
Graphics Artist	15080 – Graphic Artist	05-2103



5.0 LABOR RATES FOR PSS CONTRACT YEARS

LABOR CATEGORY RATES ARE VALID FOR ALL SITES.

Pricelist 1: Labor Rates from 08/01/17 to 07/31/25

Labor Category	Minimum Education	Minimum Experience	8/1/2017 - 7/31/2018	8/1/2018 - 7/31/2019	8/1/2019 - 7/31/2020	8/1/2020 - 7/31/2021	8/1/2021 - 7/31/2022	8/1/2022 - 7/31/2023	8/1/2023 - 7/31/2024	8/1/2024 - 7/31/2025
Principal Professional I	Master's	15	\$131.56	\$133.53	\$135.54	\$137.57	\$139.63	\$141.73	\$143.85	\$146.01
Principal Professional II	Master's	20	\$148.79	\$151.02	\$153.29	\$155.59	\$157.92	\$160.29	\$162.69	\$165.13
Principal Professional III	Master's	22	\$180.10	\$182.80	\$185.54	\$188.33	\$191.15	\$194.02	\$196.93	\$199.88
Principal Professional IV	Master's	25	\$195.77	\$198.71	\$201.69	\$204.71	\$207.78	\$210.90	\$214.06	\$217.27
Principal Professional V	Master's	30	\$203.60	\$206.65	\$209.75	\$212.90	\$216.09	\$219.34	\$222.63	\$225.96
Principal Professional VI	Master's	35	\$255.28	\$259.11	\$263.00	\$266.94	\$270.94	\$275.01	\$279.13	\$283.32
Professional I	Bachelor's	0	\$42.28	\$42.91	\$43.56	\$44.21	\$44.87	\$45.55	\$46.23	\$46.92
Professional II	Bachelor's	2	\$65.77	\$66.76	\$67.76	\$68.77	\$69.81	\$70.85	\$71.92	\$72.99
Professional III	Bachelor's	5	\$75.17	\$76.30	\$77.44	\$78.60	\$79.78	\$80.98	\$82.19	\$83.43
Professional IV	Bachelor's	10	\$81.44	\$82.66	\$83.90	\$85.16	\$86.44	\$87.73	\$89.05	\$90.39
Professional V	Bachelor's	15	\$84.58	\$85.85	\$87.14	\$88.44	\$89.77	\$91.12	\$92.48	\$93.87
Professional VI	Bachelor's	20	\$92.40	\$93.79	\$95.19	\$96.62	\$98.07	\$99.54	\$101.03	\$102.55
Secretary/ Clerk I	None	0	\$34.46	\$34.98	\$35.50	\$36.03	\$36.57	\$37.12	\$37.68	\$38.25
Secretary/ Clerk II	Associate's	4	\$37.58	\$38.14	\$38.72	\$39.30	\$39.89	\$40.48	\$41.09	\$41.71
Secretary/ Clerk III	Associate's	8	\$40.72	\$41.33	\$41.95	\$42.58	\$43.22	\$43.87	\$44.53	\$45.19
Secretary/ Clerk IV	Bachelor's	12	\$48.56	\$49.29	\$50.03	\$50.78	\$51.54	\$52.31	\$53.10	\$53.89
Secretary/ Clerk V	TBD	TBD	\$53.25	\$54.05	\$54.86	\$55.68	\$56.52	\$57.37	\$58.23	\$59.10
Secretary/ Clerk VI	TBD	TBD	\$56.38	\$57.23	\$58.08	\$58.96	\$59.84	\$60.74	\$61.65	\$62.57
Senior Professional I	Master's	10	\$87.70	\$89.02	\$90.35	\$91.71	\$93.08	\$94.48	\$95.89	\$97.33
Senior Professional II	Master's	13	\$100.23	\$101.73	\$103.26	\$104.81	\$106.38	\$107.98	\$109.60	\$111.24
Senior Professional III	Master's	16	\$104.94	\$106.51	\$108.11	\$109.73	\$111.38	\$113.05	\$114.75	\$116.47
Senior Professional IV	Master's	19	\$117.47	\$119.23	\$121.02	\$122.84	\$124.68	\$126.55	\$128.45	\$130.37
Senior Professional V	Master's	22	\$125.29	\$127.17	\$129.08	\$131.01	\$132.98	\$134.97	\$137.00	\$139.05
Senior Professional VI	Master's	25	\$144.09	\$146.25	\$148.45	\$150.67	\$152.93	\$155.23	\$157.55	\$159.92
Technician/ Analyst I	High School	0	\$37.58	\$38.14	\$38.72	\$39.30	\$39.89	\$40.48	\$41.09	\$41.71
Technician/ Analyst II	High School	4	\$42.28	\$42.91	\$43.56	\$44.21	\$44.87	\$45.55	\$46.23	\$46.92
Technician/ Analyst III	High School	8	\$46.98	\$47.68	\$48.40	\$49.13	\$49.86	\$50.61	\$51.37	\$52.14
Technician/ Analyst IV	High School	12	\$50.12	\$50.87	\$51.63	\$52.41	\$53.20	\$53.99	\$54.80	\$55.63
Technician/ Analyst V	Bachelor's	16	\$59.51	\$60.40	\$61.31	\$62.23	\$63.16	\$64.11	\$65.07	\$66.05
Technician/ Analyst VI	Bachelor's	20	\$68.91	\$69.94	\$70.99	\$72.06	\$73.14	\$74.24	\$75.35	\$76.48
CADD Operator	Bachelor's	3	\$93.70	\$95.11	\$96.53	\$97.98	\$99.45	\$100.94	\$102.46	\$103.99
Estimator	Bachelor's	10	\$147.55	\$149.76	\$152.01	\$154.29	\$156.60	\$158.95	\$161.34	\$163.76
Junior Engineer II	Bachelor's	2	\$98.19	\$99.66	\$101.16	\$102.68	\$104.22	\$105.78	\$107.37	\$108.98
Mid-Level Engineer II	Bachelor's	5	\$161.55	\$163.97	\$166.43	\$168.93	\$171.46	\$174.04	\$176.65	\$179.30



Labor Category	Minimum Education	Minimum Experience	8/1/2017 - 7/31/2018	8/1/2018 - 7/31/2019	8/1/2019 - 7/31/2020	8/1/2020 - 7/31/2021	8/1/2021 - 7/31/2022	8/1/2022 - 7/31/2023	8/1/2023 - 7/31/2024	8/1/2024 - 7/31/2025
Program Manager II	Bachelor's	15	\$232.63	\$236.12	\$239.66	\$243.26	\$246.91	\$250.61	\$254.37	\$258.18
Project Manager II	Bachelor's	13	\$198.48	\$201.46	\$204.48	\$207.55	\$210.66	\$213.82	\$217.03	\$220.28
Quality Control Supervisor	High School	15	\$205.78	\$208.87	\$212.00	\$215.18	\$218.41	\$221.68	\$225.01	\$228.38
Senior Engineer II	Bachelor's	10	\$179.85	\$182.55	\$185.29	\$188.07	\$190.89	\$193.75	\$196.66	\$199.61
Senior Engineer Technician	Bachelor's	8	\$86.16	\$87.45	\$88.76	\$90.10	\$91.45	\$92.82	\$94.21	\$95.62
Site Health & Safety Officer	Associate's	13	\$142.17	\$144.30	\$146.47	\$148.66	\$150.89	\$153.16	\$155.45	\$157.79
Administrative Support	High School	5	\$108.72	\$110.35	\$112.01	\$113.69	\$115.39	\$117.12	\$118.88	\$120.66
Editor	Bachelor's	2	\$79.62	\$80.81	\$82.03	\$83.26	\$84.51	\$85.77	\$87.06	\$88.37
Facilitator	Bachelor's	1	\$83.25	\$84.50	\$85.77	\$87.05	\$88.36	\$89.68	\$91.03	\$92.39
Facilitator II	Bachelor's	3	\$118.24	\$120.01	\$121.81	\$123.64	\$125.50	\$127.38	\$129.29	\$131.23
Graphic Artist	Bachelor's	2	\$80.31	\$81.51	\$82.74	\$83.98	\$85.24	\$86.52	\$87.81	\$89.13
Management Consultant I	Bachelor's	1	\$66.52	\$67.52	\$68.53	\$69.56	\$70.60	\$71.66	\$72.74	\$73.83
Management Consultant II	Bachelor's	3	\$90.10	\$91.45	\$92.82	\$94.22	\$95.63	\$97.06	\$98.52	\$100.00
Management Consultant III	Bachelor's	10	\$141.71	\$143.84	\$145.99	\$148.18	\$150.41	\$152.66	\$154.95	\$157.28
Professional I	Bachelor's	0	\$42.08	\$42.71	\$43.35	\$44.00	\$44.66	\$45.33	\$46.01	\$46.70
Professional II	Bachelor's	2	\$64.70	\$65.67	\$66.66	\$67.66	\$68.67	\$69.70	\$70.75	\$71.81
Professional III	Bachelor's	5	\$74.31	\$75.42	\$76.56	\$77.70	\$78.87	\$80.05	\$81.25	\$82.47
Professional IV	Bachelor's	10	\$80.61	\$81.82	\$83.05	\$84.29	\$85.56	\$86.84	\$88.14	\$89.46
Professional V	Bachelor's	15	\$82.67	\$83.91	\$85.17	\$86.45	\$87.74	\$89.06	\$90.39	\$91.75
Professional VI	Bachelor's	20	\$90.63	\$91.99	\$93.37	\$94.77	\$96.19	\$97.63	\$99.10	\$100.59
Programmer	Bachelor's	1	\$88.93	\$90.26	\$91.62	\$92.99	\$94.39	\$95.80	\$97.24	\$98.70
Secretary/ Clerk I	None	0	\$39.18	\$39.77	\$40.36	\$40.97	\$41.58	\$42.21	\$42.84	\$43.48
Secretary/ Clerk II	Associate's	4	\$45.35	\$46.03	\$46.72	\$47.42	\$48.13	\$48.85	\$49.59	\$50.33
Senior Facilitator	Bachelor's	10	\$197.48	\$200.44	\$203.45	\$206.50	\$209.60	\$212.74	\$215.93	\$219.17
Senior Management Consultant	Bachelor's	20	\$182.68	\$185.42	\$188.20	\$191.02	\$193.89	\$196.80	\$199.75	\$202.75
Senior Professional I	Master's	10	\$87.90	\$89.22	\$90.56	\$91.92	\$93.29	\$94.69	\$96.11	\$97.56
Senior Professional II	Master's	13	\$100.91	\$102.42	\$103.96	\$105.52	\$107.10	\$108.71	\$110.34	\$111.99
Senior Professional III	Master's	16	\$104.06	\$105.62	\$107.21	\$108.81	\$110.45	\$112.10	\$113.78	\$115.49
Senior Professional IV	Master's	19	\$109.49	\$111.13	\$112.80	\$114.49	\$116.21	\$117.95	\$119.72	\$121.52
Senior Professional V	Master's	22	\$117.12	\$118.88	\$120.66	\$122.47	\$124.31	\$126.17	\$128.06	\$129.99
Senior Professional VI	Master's	25	\$152.82	\$155.11	\$157.44	\$159.80	\$162.20	\$164.63	\$167.10	\$169.61
Senior Programmer	Bachelor's	5	\$132.52	\$134.51	\$136.53	\$138.57	\$140.65	\$142.76	\$144.90	\$147.08
Senior Technical Support	Bachelor's	10	\$141.14	\$143.26	\$145.41	\$147.59	\$149.80	\$152.05	\$154.33	\$156.64
Technical Support	Bachelor's	1	\$70.01	\$71.06	\$72.13	\$73.21	\$74.31	\$75.42	\$76.55	\$77.70
Technician/ Analyst I	High School	0	\$52.50	\$53.29	\$54.09	\$54.90	\$55.72	\$56.56	\$57.41	\$58.27
Technician/ Analyst II	High School	4	\$68.85	\$69.88	\$70.93	\$71.99	\$73.07	\$74.17	\$75.28	\$76.41
Technician/ Analyst III	High School	8	\$82.20	\$83.43	\$84.68	\$85.95	\$87.24	\$88.55	\$89.88	\$91.23



Labor Category	Minimum Education	Minimum Experience	8/1/2017 - 7/31/2018	8/1/2018 - 7/31/2019	8/1/2019 - 7/31/2020	8/1/2020 - 7/31/2021	8/1/2021 - 7/31/2022	8/1/2022 - 7/31/2023	8/1/2023 - 7/31/2024	8/1/2024 - 7/31/2025
Vice President	Bachelor's	20	\$214.18	\$217.39	\$220.65	\$223.96	\$227.32	\$230.73	\$234.19	\$237.71
Principal Professional I	Master's	10	\$101.19	\$102.71	\$104.25	\$105.81	\$107.40	\$109.01	\$110.65	\$112.31
Principal Professional III	Master's	20	\$141.37	\$143.49	\$145.64	\$147.83	\$150.04	\$152.30	\$154.58	\$156.90
Principal Professional IV	Master's	25	\$153.63	\$155.93	\$158.27	\$160.65	\$163.06	\$165.50	\$167.99	\$170.51
Principal Professional V	Master's	30	\$159.80	\$162.20	\$164.63	\$167.10	\$169.61	\$172.15	\$174.73	\$177.35
Principal Professional VI	Master's	35	\$200.36	\$203.37	\$206.42	\$209.51	\$212.65	\$215.84	\$219.08	\$222.37
Professional I	Bachelor's	0	\$33.19	\$33.69	\$34.19	\$34.71	\$35.23	\$35.76	\$36.29	\$36.84
Professional II	Bachelor's	2	\$51.63	\$52.40	\$53.19	\$53.99	\$54.80	\$55.62	\$56.45	\$57.30
Professional III	Bachelor's	5	\$59.00	\$59.89	\$60.78	\$61.70	\$62.62	\$63.56	\$64.51	\$65.48
Professional IV	Bachelor's	10	\$63.91	\$64.87	\$65.84	\$66.83	\$67.83	\$68.85	\$69.88	\$70.93
Professional V	Bachelor's	15	\$66.38	\$67.38	\$68.39	\$69.41	\$70.45	\$71.51	\$72.58	\$73.67
Professional VI	Bachelor's	20	\$72.51	\$73.60	\$74.70	\$75.82	\$76.96	\$78.11	\$79.29	\$80.47
Secretary/ Clerk I	None	0	\$32.77	\$33.26	\$33.76	\$34.27	\$34.78	\$35.30	\$35.83	\$36.37
Secretary/ Clerk II	Associate's	4	\$35.25	\$35.78	\$36.32	\$36.86	\$37.41	\$37.97	\$38.54	\$39.12
Secretary/ Clerk III	Associate's	8	\$38.59	\$39.17	\$39.76	\$40.35	\$40.96	\$41.57	\$42.20	\$42.83
Secretary/ Clerk IV	Bachelor's	12	\$42.43	\$43.07	\$43.71	\$44.37	\$45.03	\$45.71	\$46.39	\$47.09
Secretary/ Clerk V	Bachelor's	15	\$51.75	\$52.53	\$53.31	\$54.11	\$54.93	\$55.75	\$56.59	\$57.43
Secretary/ Clerk VI	Bachelor's	18	\$62.90	\$63.84	\$64.80	\$65.77	\$66.76	\$67.76	\$68.78	\$69.81
Senior Professional I	Master's	10	\$72.51	\$73.60	\$74.70	\$75.82	\$76.96	\$78.11	\$79.29	\$80.47
Senior Professional II	Master's	13	\$78.67	\$79.85	\$81.05	\$82.26	\$83.50	\$84.75	\$86.02	\$87.31
Senior Professional III	Master's	16	\$82.35	\$83.59	\$84.84	\$86.11	\$87.40	\$88.71	\$90.05	\$91.40
Senior Professional IV	Master's	19	\$92.18	\$93.56	\$94.97	\$96.39	\$97.84	\$99.30	\$100.79	\$102.31
Senior Professional V	Master's	22	\$98.33	\$99.80	\$101.30	\$102.82	\$104.36	\$105.93	\$107.52	\$109.13
Senior Professional VI	Master's	25	\$113.08	\$114.78	\$116.50	\$118.25	\$120.02	\$121.82	\$123.65	\$125.50
Technician/ Analyst I	High School	0	\$47.43	\$48.14	\$48.86	\$49.60	\$50.34	\$51.10	\$51.86	\$52.64
Technician/ Analyst II	High School	4	\$52.53	\$53.32	\$54.12	\$54.93	\$55.75	\$56.59	\$57.44	\$58.30
Technician/ Analyst III	High School	8	\$55.61	\$56.44	\$57.29	\$58.15	\$59.02	\$59.91	\$60.81	\$61.72
Technician/ Analyst IV	High School	12	\$58.13	\$59.00	\$59.89	\$60.79	\$61.70	\$62.62	\$63.56	\$64.52
Technician/ Analyst V	Bachelor's	16	\$62.16	\$63.09	\$64.04	\$65.00	\$65.97	\$66.96	\$67.97	\$68.99
Technician/ Analyst VI	Bachelor's	20	\$64.83	\$65.80	\$66.79	\$67.79	\$68.81	\$69.84	\$70.89	\$71.95
Administrative Assistant I	High School	1	\$52.69	\$53.48	\$54.28	\$55.10	\$55.92	\$56.76	\$57.61	\$58.48
Administrative Assistant II	Bachelor's	5	\$80.02	\$81.22	\$82.44	\$83.68	\$84.93	\$86.20	\$87.50	\$88.81
Asbestos/Lead Specialist	Bachelor's	7	\$84.75	\$86.02	\$87.31	\$88.62	\$89.95	\$91.30	\$92.67	\$94.06
Clerical/ Word Processor	High School	1	\$39.48	\$40.07	\$40.67	\$41.28	\$41.90	\$42.53	\$43.17	\$43.82
Data Manager	Bachelor's	7	\$85.64	\$86.92	\$88.23	\$89.55	\$90.90	\$92.26	\$93.64	\$95.05
Field Technician I	High School	3	\$61.23	\$62.15	\$63.08	\$64.03	\$64.99	\$65.96	\$66.95	\$67.96
Field Technician II	Bachelor's	7	\$69.92	\$70.97	\$72.03	\$73.11	\$74.21	\$75.32	\$76.45	\$77.60



Labor Category	Minimum Education	Minimum Experience	8/1/2017 - 7/31/2018	8/1/2018 - 7/31/2019	8/1/2019 - 7/31/2020	8/1/2020 - 7/31/2021	8/1/2021 - 7/31/2022	8/1/2022 - 7/31/2023	8/1/2023 - 7/31/2024	8/1/2024 - 7/31/2025
Hazardous Material/ Waste Specialist	Bachelor's	7	\$77.75	\$78.92	\$80.10	\$81.30	\$82.52	\$83.76	\$85.02	\$86.29
Health & Safety Manager/CIH	Bachelor's	3	\$126.28	\$128.17	\$130.10	\$132.05	\$134.03	\$136.04	\$138.08	\$140.15
Junior CADD Operator	Bachelor's	1	\$47.45	\$48.16	\$48.88	\$49.62	\$50.36	\$51.12	\$51.88	\$52.66
Junior Chemist	Bachelor's	1	\$70.09	\$71.14	\$72.21	\$73.29	\$74.39	\$75.51	\$76.64	\$77.79
Junior Engineer I	Bachelor's	1	\$64.35	\$65.32	\$66.29	\$67.29	\$68.30	\$69.32	\$70.36	\$71.42
Junior Environmental Scientist	Bachelor's	1	\$53.59	\$54.39	\$55.21	\$56.04	\$56.88	\$57.73	\$58.60	\$59.48
Junior Hydrogeologist	Bachelor's	1	\$69.64	\$70.68	\$71.74	\$72.82	\$73.91	\$75.02	\$76.15	\$77.29
Mid-Level Chemist	Bachelor's	3	\$104.72	\$106.29	\$107.89	\$109.50	\$111.15	\$112.81	\$114.51	\$116.22
Mid-Level Engineer I	Bachelor's	3	\$95.30	\$96.73	\$98.18	\$99.65	\$101.15	\$102.67	\$104.21	\$105.77
Mid-Level Environmental Scientist/Biologist	Bachelor's	3	\$68.51	\$69.54	\$70.58	\$71.64	\$72.71	\$73.80	\$74.91	\$76.04
Mid-Level Geologist	Bachelor's	3	\$116.52	\$118.27	\$120.04	\$121.84	\$123.67	\$125.53	\$127.41	\$129.32
Mid-Level Hydrogeologist	Bachelor's	3	\$121.69	\$123.52	\$125.37	\$127.25	\$129.16	\$131.09	\$133.06	\$135.06
Program Manager I	Bachelor's	14	\$179.17	\$181.86	\$184.59	\$187.35	\$190.16	\$193.02	\$195.91	\$198.85
Project Manager I	Bachelor's	11	\$161.87	\$164.30	\$166.76	\$169.26	\$171.80	\$174.38	\$177.00	\$179.65
Senior Chemist	Bachelor's	10	\$126.70	\$128.60	\$130.53	\$132.49	\$134.47	\$136.49	\$138.54	\$140.62
Senior Computer Scientist	Bachelor's	10	\$134.48	\$136.50	\$138.54	\$140.62	\$142.73	\$144.87	\$147.05	\$149.25
Senior Engineer I	Bachelor's	7	\$152.66	\$154.95	\$157.27	\$159.63	\$162.03	\$164.46	\$166.93	\$169.43
Senior Environmental Scientist/Biologist	Bachelor's	10	\$110.01	\$111.66	\$113.34	\$115.04	\$116.76	\$118.51	\$120.29	\$122.09
Senior Geologist	Bachelor's	10	\$154.45	\$156.77	\$159.12	\$161.51	\$163.93	\$166.39	\$168.88	\$171.42
Senior Hydrogeologist	Bachelor's	10	\$151.91	\$154.19	\$156.50	\$158.85	\$161.23	\$163.65	\$166.10	\$168.60
Technical Writer/Editor	Bachelor's	3	\$69.77	\$70.82	\$71.88	\$72.96	\$74.05	\$75.16	\$76.29	\$77.43
UXO Specialist	Bachelor's	7	\$87.13	\$88.44	\$89.76	\$91.11	\$92.48	\$93.86	\$95.27	\$96.70



Pricelist 2: Labor Rates from 08/01/25 to 07/31/33

Labor Category	Minimum Education	Minimum Experience	8/1/2025 - 7/31/2026	8/1/2026 - 7/31/2027	8/1/2027 - 7/31/2028	8/1/2028 - 7/31/2029	8/1/2029 - 7/31/2030	8/1/2030 - 7/31/2031	8/1/2031 - 7/31/2032	8/1/2032 - 7/31/2033
Principal Professional I	Master's	15	\$148.20	\$150.42	\$152.68	\$154.97	\$157.30	\$159.65	\$162.05	\$164.48
Principal Professional II	Master's	20	\$167.61	\$170.12	\$172.68	\$175.27	\$177.90	\$180.56	\$183.27	\$186.02
Principal Professional III	Master's	22	\$202.88	\$205.92	\$209.01	\$212.15	\$215.33	\$218.56	\$221.84	\$225.17
Principal Professional IV	Master's	25	\$220.53	\$223.84	\$227.20	\$230.61	\$234.07	\$237.58	\$241.14	\$244.76
Principal Professional V	Master's	30	\$229.35	\$232.79	\$236.29	\$239.83	\$243.43	\$247.08	\$250.79	\$254.55
Principal Professional VI	Master's	35	\$287.57	\$291.88	\$296.26	\$300.71	\$305.22	\$309.80	\$314.44	\$319.16
Professional I	Bachelor's	0	\$47.63	\$48.34	\$49.07	\$49.80	\$50.55	\$51.31	\$52.08	\$52.86
Professional II	Bachelor's	2	\$74.09	\$75.20	\$76.33	\$77.47	\$78.64	\$79.82	\$81.01	\$82.23
Professional III	Bachelor's	5	\$84.68	\$85.95	\$87.24	\$88.55	\$89.87	\$91.22	\$92.59	\$93.98
Professional IV	Bachelor's	10	\$91.74	\$93.12	\$94.51	\$95.93	\$97.37	\$98.83	\$100.31	\$101.82
Professional V	Bachelor's	15	\$95.28	\$96.71	\$98.16	\$99.63	\$101.13	\$102.64	\$104.18	\$105.74
Professional VI	Bachelor's	20	\$104.09	\$105.65	\$107.23	\$108.84	\$110.48	\$112.13	\$113.81	\$115.52
Secretary/ Clerk I	None	0	\$38.82	\$39.40	\$39.99	\$40.59	\$41.20	\$41.82	\$42.45	\$43.08
Secretary/ Clerk II	Associate's	4	\$42.33	\$42.97	\$43.61	\$44.27	\$44.93	\$45.61	\$46.29	\$46.98
Secretary/ Clerk III	Associate's	8	\$45.87	\$46.56	\$47.26	\$47.97	\$48.69	\$49.42	\$50.16	\$50.91
Secretary/ Clerk IV	Bachelor's	12	\$54.70	\$55.52	\$56.36	\$57.20	\$58.06	\$58.93	\$59.81	\$60.71
Secretary/ Clerk V	TBD	TBD	\$59.99	\$60.89	\$61.80	\$62.73	\$63.67	\$64.62	\$65.59	\$66.57
Secretary/ Clerk VI	TBD	TBD	\$63.51	\$64.46	\$65.43	\$66.41	\$67.41	\$68.42	\$69.45	\$70.49
Senior Professional I	Master's	10	\$98.79	\$100.28	\$101.78	\$103.31	\$104.86	\$106.43	\$108.02	\$109.65
Senior Professional II	Master's	13	\$112.91	\$114.60	\$116.32	\$118.07	\$119.84	\$121.63	\$123.46	\$125.31
Senior Professional III	Master's	16	\$118.21	\$119.99	\$121.79	\$123.61	\$125.47	\$127.35	\$129.26	\$131.20
Senior Professional IV	Master's	19	\$132.33	\$134.31	\$136.33	\$138.37	\$140.45	\$142.56	\$144.69	\$146.86
Senior Professional V	Master's	22	\$141.14	\$143.26	\$145.40	\$147.59	\$149.80	\$152.05	\$154.33	\$156.64
Senior Professional VI	Master's	25	\$162.32	\$164.75	\$167.22	\$169.73	\$172.28	\$174.86	\$177.48	\$180.15
Technician/ Analyst I	High School	0	\$42.33	\$42.97	\$43.61	\$44.27	\$44.93	\$45.61	\$46.29	\$46.98
Technician/ Analyst II	High School	4	\$47.63	\$48.34	\$49.07	\$49.80	\$50.55	\$51.31	\$52.08	\$52.86
Technician/ Analyst III	High School	8	\$52.92	\$53.72	\$54.52	\$55.34	\$56.17	\$57.01	\$57.87	\$58.74
Technician/ Analyst IV	High School	12	\$56.46	\$57.31	\$58.17	\$59.04	\$59.92	\$60.82	\$61.74	\$62.66
Technician/ Analyst V	Bachelor's	16	\$67.04	\$68.04	\$69.06	\$70.10	\$71.15	\$72.22	\$73.30	\$74.40
Technician/ Analyst VI	Bachelor's	20	\$77.63	\$78.79	\$79.97	\$81.17	\$82.39	\$83.63	\$84.88	\$86.15
CADD Operator	Bachelor's	3	\$105.55	\$107.14	\$108.74	\$110.37	\$112.03	\$113.71	\$115.42	\$117.15
Estimator	Bachelor's	10	\$166.21	\$168.71	\$171.24	\$173.81	\$176.41	\$179.06	\$181.75	\$184.47
Junior Engineer II	Bachelor's	2	\$110.61	\$112.27	\$113.95	\$115.66	\$117.40	\$119.16	\$120.95	\$122.76
Mid-Level Engineer II	Bachelor's	5	\$181.98	\$184.71	\$187.49	\$190.30	\$193.15	\$196.05	\$198.99	\$201.97
Program Manager II	Bachelor's	15	\$262.06	\$265.99	\$269.98	\$274.03	\$278.14	\$282.31	\$286.54	\$290.84



Labor Category	Minimum Education	Minimum Experience	8/1/2025 - 7/31/2026	8/1/2026 - 7/31/2027	8/1/2027 - 7/31/2028	8/1/2028 - 7/31/2029	8/1/2029 - 7/31/2030	8/1/2030 - 7/31/2031	8/1/2031 - 7/31/2032	8/1/2032 - 7/31/2033
Project Manager II	Bachelor's	13	\$223.59	\$226.94	\$230.34	\$233.80	\$237.31	\$240.87	\$244.48	\$248.15
Quality Control Supervisor	High School	15	\$231.81	\$235.29	\$238.82	\$242.40	\$246.03	\$249.72	\$253.47	\$257.27
Senior Engineer II	Bachelor's	10	\$202.60	\$205.64	\$208.72	\$211.85	\$215.03	\$218.26	\$221.53	\$224.85
Senior Engineer Technician	Bachelor's	8	\$97.06	\$98.51	\$99.99	\$101.49	\$103.01	\$104.56	\$106.13	\$107.72
Site Health & Safety Officer	Associate's	13	\$160.15	\$162.56	\$164.99	\$167.47	\$169.98	\$172.53	\$175.12	\$177.75
Administrative Support	High School	5	\$122.47	\$124.31	\$126.17	\$128.07	\$129.99	\$131.94	\$133.92	\$135.93
Editor	Bachelor's	2	\$89.69	\$91.04	\$92.40	\$93.79	\$95.20	\$96.62	\$98.07	\$99.54
Facilitator	Bachelor's	1	\$93.78	\$95.19	\$96.62	\$98.06	\$99.54	\$101.03	\$102.54	\$104.08
Facilitator II	Bachelor's	3	\$133.20	\$135.19	\$137.22	\$139.28	\$141.37	\$143.49	\$145.64	\$147.83
Graphic Artist	Bachelor's	2	\$90.47	\$91.83	\$93.20	\$94.60	\$96.02	\$97.46	\$98.92	\$100.41
Management Consultant I	Bachelor's	1	\$74.93	\$76.06	\$77.20	\$78.36	\$79.53	\$80.73	\$81.94	\$83.17
Management Consultant II	Bachelor's	3	\$101.50	\$103.02	\$104.56	\$106.13	\$107.73	\$109.34	\$110.98	\$112.65
Management Consultant III	Bachelor's	10	\$159.64	\$162.03	\$164.46	\$166.93	\$169.43	\$171.97	\$174.55	\$177.17
Professional I	Bachelor's	0	\$47.40	\$48.11	\$48.84	\$49.57	\$50.31	\$51.07	\$51.83	\$52.61
Professional II	Bachelor's	2	\$72.88	\$73.98	\$75.09	\$76.21	\$77.36	\$78.52	\$79.69	\$80.89
Professional III	Bachelor's	5	\$83.71	\$84.97	\$86.24	\$87.53	\$88.85	\$90.18	\$91.53	\$92.90
Professional IV	Bachelor's	10	\$90.81	\$92.17	\$93.55	\$94.95	\$96.38	\$97.82	\$99.29	\$100.78
Professional V	Bachelor's	15	\$93.13	\$94.52	\$95.94	\$97.38	\$98.84	\$100.32	\$101.83	\$103.36
Professional VI	Bachelor's	20	\$102.09	\$103.63	\$105.18	\$106.76	\$108.36	\$109.98	\$111.63	\$113.31
Programmer	Bachelor's	1	\$100.18	\$101.68	\$103.21	\$104.75	\$106.33	\$107.92	\$109.54	\$111.18
Secretary/ Clerk I	None	0	\$44.14	\$44.80	\$45.47	\$46.15	\$46.84	\$47.55	\$48.26	\$48.98
Secretary/ Clerk II	Associate's	4	\$51.09	\$51.85	\$52.63	\$53.42	\$54.22	\$55.03	\$55.86	\$56.70
Senior Facilitator	Bachelor's	10	\$222.46	\$225.80	\$229.18	\$232.62	\$236.11	\$239.65	\$243.25	\$246.90
Senior Management Consultant	Bachelor's	20	\$205.79	\$208.87	\$212.01	\$215.19	\$218.42	\$221.69	\$225.02	\$228.39
Senior Professional I	Master's	10	\$99.02	\$100.50	\$102.01	\$103.54	\$105.09	\$106.67	\$108.27	\$109.90
Senior Professional II	Master's	13	\$113.67	\$115.38	\$117.11	\$118.87	\$120.65	\$122.46	\$124.30	\$126.16
Senior Professional III	Master's	16	\$117.22	\$118.98	\$120.77	\$122.58	\$124.42	\$126.28	\$128.18	\$130.10
Senior Professional IV	Master's	19	\$123.34	\$125.19	\$127.07	\$128.97	\$130.91	\$132.87	\$134.86	\$136.89
Senior Professional V	Master's	22	\$131.93	\$133.91	\$135.92	\$137.96	\$140.03	\$142.13	\$144.26	\$146.43
Senior Professional VI	Master's	25	\$172.15	\$174.73	\$177.35	\$180.01	\$182.71	\$185.46	\$188.24	\$191.06
Senior Programmer	Bachelor's	5	\$149.28	\$151.52	\$153.79	\$156.10	\$158.44	\$160.82	\$163.23	\$165.68
Senior Technical Support	Bachelor's	10	\$158.99	\$161.38	\$163.80	\$166.26	\$168.75	\$171.28	\$173.85	\$176.46
Technical Support	Bachelor's	1	\$78.87	\$80.05	\$81.25	\$82.47	\$83.71	\$84.96	\$86.24	\$87.53
Technician/ Analyst I	High School	0	\$59.14	\$60.03	\$60.93	\$61.84	\$62.77	\$63.71	\$64.67	\$65.64
Technician/ Analyst II	High School	4	\$77.56	\$78.72	\$79.90	\$81.10	\$82.32	\$83.55	\$84.81	\$86.08



Labor Category	Minimum Education	Minimum Experience	8/1/2025 - 7/31/2026	8/1/2026 - 7/31/2027	8/1/2027 - 7/31/2028	8/1/2028 - 7/31/2029	8/1/2029 - 7/31/2030	8/1/2030 - 7/31/2031	8/1/2031 - 7/31/2032	8/1/2032 - 7/31/2033
Technician/ Analyst III	High School	8	\$92.60	\$93.99	\$95.40	\$96.83	\$98.28	\$99.75	\$101.25	\$102.77
Vice President	Bachelor's	20	\$241.27	\$244.89	\$248.56	\$252.29	\$256.08	\$259.92	\$263.82	\$267.77
Principal Professional I	Master's	10	\$113.99	\$115.70	\$117.44	\$119.20	\$120.98	\$122.80	\$124.64	\$126.51
Principal Professional III	Master's	20	\$159.25	\$161.64	\$164.07	\$166.53	\$169.02	\$171.56	\$174.13	\$176.75
Principal Professional IV	Master's	25	\$173.06	\$175.66	\$178.29	\$180.97	\$183.68	\$186.44	\$189.23	\$192.07
Principal Professional V	Master's	30	\$180.01	\$182.71	\$185.45	\$188.24	\$191.06	\$193.93	\$196.83	\$199.79
Principal Professional VI	Master's	35	\$225.70	\$229.09	\$232.53	\$236.01	\$239.55	\$243.15	\$246.79	\$250.50
Professional I	Bachelor's	0	\$37.39	\$37.95	\$38.52	\$39.10	\$39.68	\$40.28	\$40.88	\$41.50
Professional II	Bachelor's	2	\$58.16	\$59.03	\$59.92	\$60.82	\$61.73	\$62.66	\$63.60	\$64.55
Professional III	Bachelor's	5	\$66.46	\$67.46	\$68.47	\$69.50	\$70.54	\$71.60	\$72.67	\$73.76
Professional IV	Bachelor's	10	\$71.99	\$73.07	\$74.17	\$75.28	\$76.41	\$77.56	\$78.72	\$79.90
Professional V	Bachelor's	15	\$74.78	\$75.90	\$77.04	\$78.19	\$79.37	\$80.56	\$81.76	\$82.99
Professional VI	Bachelor's	20	\$81.68	\$82.91	\$84.15	\$85.41	\$86.69	\$87.99	\$89.31	\$90.65
Secretary/ Clerk I	None	0	\$36.92	\$37.47	\$38.03	\$38.60	\$39.18	\$39.77	\$40.36	\$40.97
Secretary/ Clerk II	Associate's	4	\$39.71	\$40.30	\$40.91	\$41.52	\$42.15	\$42.78	\$43.42	\$44.07
Secretary/ Clerk III	Associate's	8	\$43.47	\$44.12	\$44.79	\$45.46	\$46.14	\$46.83	\$47.53	\$48.25
Secretary/ Clerk IV	Bachelor's	12	\$47.80	\$48.51	\$49.24	\$49.98	\$50.73	\$51.49	\$52.26	\$53.05
Secretary/ Clerk V	Bachelor's	15	\$58.30	\$59.17	\$60.06	\$60.96	\$61.87	\$62.80	\$63.74	\$64.70
Secretary/ Clerk VI	Bachelor's	18	\$70.86	\$71.92	\$73.00	\$74.09	\$75.20	\$76.33	\$77.48	\$78.64
Senior Professional I	Master's	10	\$81.68	\$82.91	\$84.15	\$85.41	\$86.69	\$87.99	\$89.31	\$90.65
Senior Professional II	Master's	13	\$88.62	\$89.95	\$91.30	\$92.67	\$94.06	\$95.47	\$96.90	\$98.36
Senior Professional III	Master's	16	\$92.77	\$94.16	\$95.57	\$97.00	\$98.46	\$99.94	\$101.44	\$102.96
Senior Professional IV	Master's	19	\$103.84	\$105.40	\$106.98	\$108.58	\$110.21	\$111.87	\$113.54	\$115.25
Senior Professional V	Master's	22	\$110.77	\$112.43	\$114.12	\$115.83	\$117.57	\$119.33	\$121.12	\$122.94
Senior Professional VI	Master's	25	\$127.38	\$129.29	\$131.23	\$133.20	\$135.20	\$137.23	\$139.29	\$141.38
Technician/ Analyst I	High School	0	\$53.43	\$54.23	\$55.04	\$55.87	\$56.71	\$57.56	\$58.42	\$59.30
Technician/ Analyst II	High School	4	\$59.17	\$60.06	\$60.96	\$61.88	\$62.81	\$63.75	\$64.70	\$65.67
Technician/ Analyst III	High School	8	\$62.64	\$63.58	\$64.54	\$65.51	\$66.49	\$67.49	\$68.50	\$69.53
Technician/ Analyst IV	High School	12	\$65.48	\$66.47	\$67.46	\$68.47	\$69.50	\$70.54	\$71.60	\$72.68
Technician/ Analyst V	Bachelor's	16	\$70.02	\$71.07	\$72.14	\$73.22	\$74.32	\$75.43	\$76.57	\$77.71
Technician/ Analyst VI	Bachelor's	20	\$73.03	\$74.13	\$75.24	\$76.37	\$77.51	\$78.67	\$79.85	\$81.05
Administrative Assistant I	High School	1	\$59.35	\$60.25	\$61.15	\$62.07	\$63.00	\$63.94	\$64.90	\$65.87
Administrative Assistant II	Bachelor's	5	\$90.14	\$91.49	\$92.87	\$94.26	\$95.67	\$97.11	\$98.57	\$100.04
Asbestos/Lead Specialist	Bachelor's	7	\$95.47	\$96.90	\$98.36	\$99.83	\$101.33	\$102.85	\$104.39	\$105.96
Clerical/ Word Processor	High School	1	\$44.47	\$45.14	\$45.82	\$46.51	\$47.20	\$47.91	\$48.63	\$49.36



Labor Category	Minimum Education	Minimum Experience	8/1/2025 - 7/31/2026	8/1/2026 - 7/31/2027	8/1/2027 - 7/31/2028	8/1/2028 - 7/31/2029	8/1/2029 - 7/31/2030	8/1/2030 - 7/31/2031	8/1/2031 - 7/31/2032	8/1/2032 - 7/31/2033
Data Manager	Bachelor's	7	\$96.47	\$97.92	\$99.39	\$100.88	\$102.39	\$103.93	\$105.49	\$107.07
Field Technician I	High School	3	\$68.98	\$70.01	\$71.06	\$72.13	\$73.21	\$74.31	\$75.42	\$76.55
Field Technician II	Bachelor's	7	\$78.76	\$79.95	\$81.15	\$82.36	\$83.60	\$84.85	\$86.12	\$87.42
Hazardous Material/ Waste Specialist	Bachelor's	7	\$87.58	\$88.90	\$90.23	\$91.59	\$92.96	\$94.35	\$95.77	\$97.21
Health & Safety Manager/CIH	Bachelor's	3	\$142.25	\$144.39	\$146.55	\$148.75	\$150.98	\$153.25	\$155.55	\$157.88
Junior CADD Operator	Bachelor's	1	\$53.45	\$54.25	\$55.07	\$55.89	\$56.73	\$57.58	\$58.45	\$59.32
Junior Chemist	Bachelor's	1	\$78.96	\$80.14	\$81.34	\$82.56	\$83.80	\$85.06	\$86.33	\$87.63
Junior Engineer I	Bachelor's	1	\$72.49	\$73.58	\$74.68	\$75.80	\$76.94	\$78.09	\$79.26	\$80.45
Junior Environmental Scientist	Bachelor's	1	\$60.37	\$61.27	\$62.19	\$63.13	\$64.07	\$65.03	\$66.01	\$67.00
Junior Hydrogeologist	Bachelor's	1	\$78.45	\$79.63	\$80.82	\$82.03	\$83.26	\$84.51	\$85.78	\$87.07
Mid-Level Chemist	Bachelor's	3	\$117.97	\$119.74	\$121.53	\$123.35	\$125.21	\$127.08	\$128.99	\$130.92
Mid-Level Engineer I	Bachelor's	3	\$107.35	\$108.97	\$110.60	\$112.26	\$113.94	\$115.65	\$117.39	\$119.15
Mid-Level Environmental Scientist/Biologist	Bachelor's	3	\$77.18	\$78.33	\$79.51	\$80.70	\$81.91	\$83.14	\$84.39	\$85.65
Mid-Level Geologist	Bachelor's	3	\$131.26	\$133.23	\$135.23	\$137.25	\$139.31	\$141.40	\$143.52	\$145.68
Mid-Level Hydrogeologist	Bachelor's	3	\$137.08	\$139.14	\$141.23	\$143.34	\$145.49	\$147.68	\$149.89	\$152.14
Program Manager I	Bachelor's	14	\$201.83	\$204.86	\$207.93	\$211.05	\$214.22	\$217.43	\$220.69	\$224.00
Project Manager I	Bachelor's	11	\$182.35	\$185.08	\$187.86	\$190.67	\$193.53	\$196.44	\$199.38	\$202.38
Senior Chemist	Bachelor's	10	\$142.73	\$144.87	\$147.04	\$149.25	\$151.48	\$153.76	\$156.06	\$158.40
Senior Computer Scientist	Bachelor's	10	\$151.49	\$153.76	\$156.07	\$158.41	\$160.79	\$163.20	\$165.65	\$168.13
Senior Engineer I	Bachelor's	7	\$171.97	\$174.55	\$177.17	\$179.83	\$182.52	\$185.26	\$188.04	\$190.86
Senior Environmental Scientist/Biologist	Bachelor's	10	\$123.93	\$125.78	\$127.67	\$129.59	\$131.53	\$133.50	\$135.51	\$137.54
Senior Geologist	Bachelor's	10	\$173.99	\$176.60	\$179.25	\$181.93	\$184.66	\$187.43	\$190.24	\$193.10
Senior Hydrogeologist	Bachelor's	10	\$171.13	\$173.69	\$176.30	\$178.94	\$181.63	\$184.35	\$187.12	\$189.92
Technical Writer/Editor	Bachelor's	3	\$78.60	\$79.77	\$80.97	\$82.19	\$83.42	\$84.67	\$85.94	\$87.23
UXO Specialist	Bachelor's	7	\$98.15	\$99.62	\$101.12	\$102.63	\$104.17	\$105.74	\$107.32	\$108.93



Pricelist 3: Labor Rates from 08/01/33 to 07/31/38

Labor Category	Minimum Education	Minimum Experience	8/1/2033 - 7/31/2034	8/1/2034 - 7/31/2035	8/1/2035 - 7/31/2036	8/1/2036 - 7/31/2037	8/1/2037 - 7/31/2038
Principal Professional I	Master's	15	\$166.95	\$169.45	\$171.99	\$174.57	\$177.19
Principal Professional II	Master's	20	\$188.81	\$191.64	\$194.52	\$197.44	\$200.40
Principal Professional III	Master's	22	\$228.54	\$231.97	\$235.45	\$238.98	\$242.57
Principal Professional IV	Master's	25	\$248.43	\$252.16	\$255.94	\$259.78	\$263.67
Principal Professional V	Master's	30	\$258.37	\$262.24	\$266.17	\$270.17	\$274.22
Principal Professional VI	Master's	35	\$323.95	\$328.81	\$333.74	\$338.74	\$343.83
Professional I	Bachelor's	0	\$53.65	\$54.46	\$55.27	\$56.10	\$56.95
Professional II	Bachelor's	2	\$83.46	\$84.71	\$85.98	\$87.27	\$88.58
Professional III	Bachelor's	5	\$95.39	\$96.82	\$98.27	\$99.75	\$101.24
Professional IV	Bachelor's	10	\$103.35	\$104.90	\$106.47	\$108.07	\$109.69
Professional V	Bachelor's	15	\$107.33	\$108.94	\$110.57	\$112.23	\$113.92
Professional VI	Bachelor's	20	\$117.25	\$119.01	\$120.80	\$122.61	\$124.45
Secretary/ Clerk I	None	0	\$43.73	\$44.39	\$45.05	\$45.73	\$46.41
Secretary/ Clerk II	Associate's	4	\$47.69	\$48.40	\$49.13	\$49.87	\$50.61
Secretary/ Clerk III	Associate's	8	\$51.67	\$52.45	\$53.23	\$54.03	\$54.84
Secretary/ Clerk IV	Bachelor's	12	\$61.62	\$62.55	\$63.48	\$64.44	\$65.40
Secretary/ Clerk V	TBD	TBD	\$67.57	\$68.59	\$69.62	\$70.66	\$71.72
Secretary/ Clerk VI	TBD	TBD	\$71.55	\$72.62	\$73.71	\$74.81	\$75.94
Senior Professional I	Master's	10	\$111.29	\$112.96	\$114.65	\$116.37	\$118.12
Senior Professional II	Master's	13	\$127.19	\$129.10	\$131.03	\$133.00	\$135.00
Senior Professional III	Master's	16	\$133.17	\$135.16	\$137.19	\$139.25	\$141.34
Senior Professional IV	Master's	19	\$149.07	\$151.30	\$153.57	\$155.88	\$158.22
Senior Professional V	Master's	22	\$158.99	\$161.38	\$163.80	\$166.25	\$168.75
Senior Professional VI	Master's	25	\$182.85	\$185.59	\$188.37	\$191.20	\$194.07
Technician/ Analyst I	High School	0	\$47.69	\$48.40	\$49.13	\$49.87	\$50.61
Technician/ Analyst II	High School	4	\$53.65	\$54.46	\$55.27	\$56.10	\$56.95
Technician/ Analyst III	High School	8	\$59.62	\$60.51	\$61.42	\$62.34	\$63.28
Technician/ Analyst IV	High School	12	\$63.60	\$64.56	\$65.52	\$66.51	\$67.50
Technician/ Analyst V	Bachelor's	16	\$75.52	\$76.65	\$77.80	\$78.97	\$80.15
Technician/ Analyst VI	Bachelor's	20	\$87.45	\$88.76	\$90.09	\$91.44	\$92.81
CADD Operator	Bachelor's	3	\$118.90	\$120.69	\$122.50	\$124.34	\$126.20
Estimator	Bachelor's	10	\$187.24	\$190.05	\$192.90	\$195.79	\$198.73
Junior Engineer II	Bachelor's	2	\$124.60	\$126.47	\$128.37	\$130.29	\$132.25
Mid-Level Engineer II	Bachelor's	5	\$205.00	\$208.08	\$211.20	\$214.37	\$217.58
Program Manager II	Bachelor's	15	\$295.20	\$299.63	\$304.13	\$308.69	\$313.32
Project Manager II	Bachelor's	13	\$251.87	\$255.65	\$259.48	\$263.37	\$267.32



Labor Category	Minimum Education	Minimum Experience	8/1/2033 - 7/31/2034	8/1/2034 - 7/31/2035	8/1/2035 - 7/31/2036	8/1/2036 - 7/31/2037	8/1/2037 - 7/31/2038
Quality Control Supervisor	High School	15	\$261.13	\$265.05	\$269.02	\$273.06	\$277.16
Senior Engineer II	Bachelor's	10	\$228.23	\$231.65	\$235.13	\$238.65	\$242.23
Senior Engineer Technician	Bachelor's	8	\$109.34	\$110.98	\$112.64	\$114.33	\$116.05
Site Health & Safety Officer	Associate's	13	\$180.41	\$183.12	\$185.86	\$188.65	\$191.48
Administrative Support	High School	5	\$137.96	\$140.03	\$142.13	\$144.27	\$146.43
Editor	Bachelor's	2	\$101.04	\$102.55	\$104.09	\$105.65	\$107.24
Facilitator	Bachelor's	1	\$105.64	\$107.23	\$108.84	\$110.47	\$112.13
Facilitator II	Bachelor's	3	\$150.04	\$152.30	\$154.58	\$156.90	\$159.25
Graphic Artist	Bachelor's	2	\$101.91	\$103.44	\$104.99	\$106.57	\$108.17
Management Consultant I	Bachelor's	1	\$84.41	\$85.68	\$86.96	\$88.27	\$89.59
Management Consultant II	Bachelor's	3	\$114.34	\$116.05	\$117.79	\$119.56	\$121.35
Management Consultant III	Bachelor's	10	\$179.83	\$182.53	\$185.26	\$188.04	\$190.86
Professional I	Bachelor's	0	\$53.40	\$54.20	\$55.01	\$55.84	\$56.68
Professional II	Bachelor's	2	\$82.10	\$83.33	\$84.58	\$85.85	\$87.14
Professional III	Bachelor's	5	\$94.30	\$95.71	\$97.15	\$98.61	\$100.08
Professional IV	Bachelor's	10	\$102.29	\$103.83	\$105.38	\$106.97	\$108.57
Professional V	Bachelor's	15	\$104.91	\$106.48	\$108.08	\$109.70	\$111.34
Professional VI	Bachelor's	20	\$115.01	\$116.73	\$118.48	\$120.26	\$122.07
Programmer	Bachelor's	1	\$112.85	\$114.54	\$116.26	\$118.01	\$119.78
Secretary/ Clerk I	None	0	\$49.72	\$50.46	\$51.22	\$51.99	\$52.77
Secretary/ Clerk II	Associate's	4	\$57.55	\$58.41	\$59.29	\$60.18	\$61.08
Senior Facilitator	Bachelor's	10	\$250.60	\$254.36	\$258.17	\$262.05	\$265.98
Senior Management Consultant	Bachelor's	20	\$231.82	\$235.30	\$238.82	\$242.41	\$246.04
Senior Professional I	Master's	10	\$111.54	\$113.22	\$114.92	\$116.64	\$118.39
Senior Professional II	Master's	13	\$128.05	\$129.97	\$131.92	\$133.90	\$135.91
Senior Professional III	Master's	16	\$132.05	\$134.03	\$136.04	\$138.08	\$140.15
Senior Professional IV	Master's	19	\$138.94	\$141.03	\$143.14	\$145.29	\$147.47
Senior Professional V	Master's	22	\$148.62	\$150.85	\$153.12	\$155.41	\$157.74
Senior Professional VI	Master's	25	\$193.93	\$196.84	\$199.79	\$202.78	\$205.83
Senior Programmer	Bachelor's	5	\$168.17	\$170.69	\$173.25	\$175.85	\$178.49
Senior Technical Support	Bachelor's	10	\$179.10	\$181.79	\$184.52	\$187.29	\$190.10
Technical Support	Bachelor's	1	\$88.84	\$90.17	\$91.53	\$92.90	\$94.29
Technician/ Analyst I	High School	0	\$66.62	\$67.62	\$68.64	\$69.66	\$70.71
Technician/ Analyst II	High School	4	\$87.37	\$88.68	\$90.01	\$91.36	\$92.73
Technician/ Analyst III	High School	8	\$104.31	\$105.88	\$107.46	\$109.08	\$110.71



Labor Category	Minimum Education	Minimum Experience	8/1/2033 - 7/31/2034	8/1/2034 - 7/31/2035	8/1/2035 - 7/31/2036	8/1/2036 - 7/31/2037	8/1/2037 - 7/31/2038
Vice President	Bachelor's	20	\$271.79	\$275.87	\$280.01	\$284.21	\$288.47
Principal Professional I	Master's	10	\$128.41	\$130.33	\$132.29	\$134.27	\$136.29
Principal Professional III	Master's	20	\$179.40	\$182.09	\$184.82	\$187.59	\$190.40
Principal Professional IV	Master's	25	\$194.95	\$197.88	\$200.85	\$203.86	\$206.92
Principal Professional V	Master's	30	\$202.78	\$205.83	\$208.91	\$212.05	\$215.23
Principal Professional VI	Master's	35	\$254.25	\$258.07	\$261.94	\$265.87	\$269.86
Professional I	Bachelor's	0	\$42.12	\$42.75	\$43.39	\$44.04	\$44.70
Professional II	Bachelor's	2	\$65.52	\$66.50	\$67.50	\$68.51	\$69.54
Professional III	Bachelor's	5	\$74.87	\$75.99	\$77.13	\$78.29	\$79.46
Professional IV	Bachelor's	10	\$81.10	\$82.32	\$83.55	\$84.81	\$86.08
Professional V	Bachelor's	15	\$84.24	\$85.50	\$86.78	\$88.08	\$89.40
Professional VI	Bachelor's	20	\$92.01	\$93.39	\$94.80	\$96.22	\$97.66
Secretary/ Clerk I	None	0	\$41.58	\$42.21	\$42.84	\$43.48	\$44.14
Secretary/ Clerk II	Associate's	4	\$44.73	\$45.40	\$46.08	\$46.78	\$47.48
Secretary/ Clerk III	Associate's	8	\$48.97	\$49.70	\$50.45	\$51.21	\$51.98
Secretary/ Clerk IV	Bachelor's	12	\$53.84	\$54.65	\$55.47	\$56.30	\$57.15
Secretary/ Clerk V	Bachelor's	15	\$65.67	\$66.66	\$67.65	\$68.67	\$69.70
Secretary/ Clerk VI	Bachelor's	18	\$79.82	\$81.02	\$82.23	\$83.47	\$84.72
Senior Professional I	Master's	10	\$92.01	\$93.39	\$94.80	\$96.22	\$97.66
Senior Professional II	Master's	13	\$99.83	\$101.33	\$102.85	\$104.39	\$105.96
Senior Professional III	Master's	16	\$104.50	\$106.07	\$107.66	\$109.27	\$110.91
Senior Professional IV	Master's	19	\$116.98	\$118.73	\$120.51	\$122.32	\$124.15
Senior Professional V	Master's	22	\$124.78	\$126.65	\$128.55	\$130.48	\$132.44
Senior Professional VI	Master's	25	\$143.50	\$145.65	\$147.83	\$150.05	\$152.30
Technician/ Analyst I	High School	0	\$60.19	\$61.09	\$62.01	\$62.94	\$63.88
Technician/ Analyst II	High School	4	\$66.66	\$67.66	\$68.67	\$69.70	\$70.75
Technician/ Analyst III	High School	8	\$70.57	\$71.63	\$72.70	\$73.79	\$74.90
Technician/ Analyst IV	High School	12	\$73.77	\$74.87	\$76.00	\$77.14	\$78.29
Technician/ Analyst V	Bachelor's	16	\$78.88	\$80.06	\$81.26	\$82.48	\$83.72
Technician/ Analyst VI	Bachelor's	20	\$82.27	\$83.50	\$84.75	\$86.03	\$87.32
Administrative Assistant I	High School	1	\$66.86	\$67.87	\$68.88	\$69.92	\$70.97
Administrative Assistant II	Bachelor's	5	\$101.54	\$103.07	\$104.61	\$106.18	\$107.78
Asbestos/Lead Specialist	Bachelor's	7	\$107.55	\$109.16	\$110.80	\$112.46	\$114.15
Clerical/ Word Processor	High School	1	\$50.10	\$50.85	\$51.61	\$52.39	\$53.17
Data Manager	Bachelor's	7	\$108.68	\$110.31	\$111.96	\$113.64	\$115.34
Field Technician I	High School	3	\$77.70	\$78.87	\$80.05	\$81.25	\$82.47
Field Technician II	Bachelor's	7	\$88.73	\$90.06	\$91.41	\$92.78	\$94.17



Labor Category	Minimum Education	Minimum Experience	8/1/2033 - 7/31/2034	8/1/2034 - 7/31/2035	8/1/2035 - 7/31/2036	8/1/2036 - 7/31/2037	8/1/2037 - 7/31/2038
Hazardous Material/Waste Specialist	Bachelor's	7	\$98.66	\$100.14	\$101.65	\$103.17	\$104.72
Health & Safety Manager/CIH	Bachelor's	3	\$160.25	\$162.65	\$165.09	\$167.57	\$170.08
Junior CADD Operator	Bachelor's	1	\$60.21	\$61.12	\$62.03	\$62.96	\$63.91
Junior Chemist	Bachelor's	1	\$88.94	\$90.28	\$91.63	\$93.01	\$94.40
Junior Engineer I	Bachelor's	1	\$81.66	\$82.88	\$84.13	\$85.39	\$86.67
Junior Environmental Scientist	Bachelor's	1	\$68.00	\$69.03	\$70.06	\$71.11	\$72.18
Junior Hydrogeologist	Bachelor's	1	\$88.37	\$89.70	\$91.04	\$92.41	\$93.79
Mid-Level Chemist	Bachelor's	3	\$132.89	\$134.88	\$136.90	\$138.96	\$141.04
Mid-Level Engineer I	Bachelor's	3	\$120.93	\$122.75	\$124.59	\$126.46	\$128.36
Mid-Level Environmental Scientist/Biologist	Bachelor's	3	\$86.94	\$88.24	\$89.57	\$90.91	\$92.27
Mid-Level Geologist	Bachelor's	3	\$147.86	\$150.08	\$152.33	\$154.62	\$156.94
Mid-Level Hydrogeologist	Bachelor's	3	\$154.42	\$156.74	\$159.09	\$161.48	\$163.90
Program Manager I	Bachelor's	14	\$227.36	\$230.77	\$234.24	\$237.75	\$241.32
Project Manager I	Bachelor's	11	\$205.41	\$208.49	\$211.62	\$214.79	\$218.02
Senior Chemist	Bachelor's	10	\$160.78	\$163.19	\$165.64	\$168.12	\$170.65
Senior Computer Scientist	Bachelor's	10	\$170.65	\$173.21	\$175.81	\$178.45	\$181.13
Senior Engineer I	Bachelor's	7	\$193.72	\$196.63	\$199.58	\$202.57	\$205.61
Senior Environmental Scientist/Biologist	Bachelor's	10	\$139.60	\$141.70	\$143.82	\$145.98	\$148.17
Senior Geologist	Bachelor's	10	\$195.99	\$198.93	\$201.92	\$204.95	\$208.02
Senior Hydrogeologist	Bachelor's	10	\$192.77	\$195.66	\$198.60	\$201.58	\$204.60
Technical Writer/Editor	Bachelor's	3	\$88.54	\$89.87	\$91.21	\$92.58	\$93.97
UXO Specialist	Bachelor's	7	\$110.57	\$112.23	\$113.91	\$115.62	\$117.35



6.0 SUGGESTED BPA FORMAT
BEST VALUE BLANKET PURCHASE AGREEMENT
FEDERAL SUPPLY SCHEDULE

(Insert Customer Name)

In the spirit of the Federal Acquisition Streamlining Act (ordering activity) and (contractor) enter into a cooperative agreement to further reduce the administrative costs of acquiring commercial items from the General Services Administration (GSA) Federal Supply Schedule Contract(s) _____.

Federal Supply Schedule contract BPAs eliminate contracting and open market costs such as: search for sources; the development of technical documents, solicitations and the evaluation of offers. Teaming Arrangements are permitted with Federal Supply Schedule Contractors in accordance with Federal Acquisition Regulation (FAR) 9.6.

This BPA will further decrease costs, reduce paperwork, and save time by eliminating the need for repetitive, individual purchases from the schedule contract. The end result is to create a purchasing mechanism for the ordering activity that works better and costs less.

Signatures

Ordering Activity		Date		Contractor		Date
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BPA Number _____

(CUSTOMER NAME) BLANKET
PURCHASE AGREEMENT

Pursuant to GSA Federal Supply Schedule Contract Number(s) _____, Blanket Purchase Agreements, Versar agrees to the following terms of a Blanket Purchase Agreement (BPA) EXCLUSIVELY WITH (ordering activity):

- (1) The following contract items can be ordered under this BPA. All orders placed against this BPA are subject to the terms and conditions of the contract, except as noted below:

MODEL NUMBER/PART NUMBER	*SPECIAL BPA DISCOUNT/PRICE
_____	_____
_____	_____

- (2) Delivery:

DESTINATION	DELIVERY SCHEDULE/DATES
_____	_____
_____	_____

- (3) The ordering activity estimates, but does not guarantee, that the volume of purchases through this agreement will be _____.

- (4) This BPA does not obligate any funds.

- (5) This BPA expires on _____ or at the end of the contract period, whichever is earlier.

- (6) The following office(s) is hereby authorized to place orders under this BPA:

OFFICE	POINT OF CONTACT
_____	_____
_____	_____

- (7) Orders will be placed against this BPA via Electronic Data Interchange (EDI), FAX, or paper.

- (8) Unless otherwise agreed to, all deliveries under this BPA must be accompanied by delivery tickets or sales slips that must contain the following information as a minimum:

- (a) Name of Contractor; (b) Contract Number; (c) BPA Number; (d) Model Number or National Stock Number (NSN); (e) Purchase Order Number; (f) Date of Purchase; (g) Quantity, Unit Price, and Extension of Each Item (unit prices and extensions need not be shown when incompatible with the use of automated systems; provided, that the invoice is itemized to show the information); (h) Date of Shipment.

- (9) The requirements of a proper invoice are specified in the Federal Supply Schedule contract. Invoices will be submitted to the address specified within the purchase order transmission issued against this BPA.

- (10) The terms and conditions included in this BPA apply to all purchases made pursuant to it. In the event of an inconsistency between the provisions of this BPA and Versar's invoice, the provisions of this BPA will take precedence.



7.0 GUIDELINES FOR USING CONTRACTOR TEAM ARRANGEMENTS (CTAs)

Federal Supply Schedule Contractors may use “Contractor Team Arrangements” (see FAR 9.6) to provide solutions when responding to a customer agency requirements.

These Team Arrangements can be included under a Blanket Purchase Agreement (BPA). BPAs are permitted under all Federal Supply Schedule contracts.

Orders under a Team Arrangement are subject to terms and conditions of the Federal Supply Schedule Contract.

Participation in a Team Arrangement is limited to Federal Supply Schedule Contractors. Customers should refer to FAR 9.6 for specific details on Team Arrangements.

Here is a general outline on how it works:

- The customer identifies their requirements.
- Federal Supply Schedule Contractors may individually meet the customer's needs, or –
- Federal Supply Schedule Contractors may individually submit a Schedules “Team Solution” to meet the customer's requirement.
- Customers make a best value selection.



8.0 COMMITMENT TO PROMOTE SMALL BUSINESS PARTICIPATION PROCUREMENT PROGRAMS

SPECIAL NOTICE TO AGENCIES: Small Business Participation

SBA strongly supports the participation of small business concerns in the Federal Acquisition Service. To enhance Small Business Participation SBA policy allows agencies to include in their procurement base and goals, the dollar value of orders expected to be placed against the Federal Supply Schedules, and to report accomplishments against these goals.

For orders exceeding the micro purchase threshold, FAR 8.404 requires agencies to consider the catalogs/pricelists of at least three schedule contractors or consider reasonably available information by using the GSA Advantage!™ on-line shopping service (www.gsaadvantage.gov). The catalogs/pricelists, GSA Advantage!™ and the Federal Acquisition Service Home Page (www.gsa.gov/fas) contains information on a broad array of products and services offered by small business concerns.

This information should be used as a tool to assist ordering activities in meeting or exceeding established small business goals. It should also be used as a tool to assist in including small, small disadvantaged, and women-owned small businesses among those considered when selecting pricelists for a best value determination.

For orders exceeding the micro purchase threshold, customers are to give preference to small business concerns when two or more items at the same delivered price will satisfy their requirement.

PREAMBLE

Versar provides products and services to the Federal Government. We are committed to promoting participation of veteran owned, small disadvantaged and women-owned small businesses in our contracts. We pledge to provide opportunities to the small business community through reselling opportunities, mentor-protégé programs, joint ventures, teaming arrangements, and subcontracting.

COMMITMENT

- + To actively seek and partner with small businesses.
- + To identify, qualify, mentor and develop small, small disadvantaged and women-owned small businesses by purchasing from these businesses whenever practical.
- + To develop and promote company policy initiatives that demonstrate our support for awarding contracts and subcontracts to small business concerns.
- + To undertake significant efforts to determine the potential of small, small disadvantaged and women-owned small business to supply products and services to our company.
- + To insure procurement opportunities are designed to permit the maximum possible participation of small, small disadvantaged, and women-owned small businesses.
- + To attend business opportunity workshops, minority business enterprise seminars, trade fairs, procurement conferences, etc., to identify and increase small businesses with whom to partner.
- + To publicize in our marketing publications our interest in meeting small businesses that may be interested in subcontracting opportunities.
- + We signify our commitment to work in partnership with small, small disadvantaged and women-owned small businesses to promote and increase their participation in Federal Government contracts.
- + To accelerate potential opportunities please contact Versar's Small Business Liaison Officer by calling 703-642-6733 or by e-mailing: robrien@versar.com. Send all written correspondence to Versar Inc., ATTN: Raphaela O'Brien, 6850 Versar Center Drive, Springfield, VA 22151.