

TEAMS

TECHNICAL, ANALYTICAL, ENGINEERING,
MANAGEMENT SUPPORT

WASHINGTON HEADQUARTERS SERVICES (WHS)
ACQUISITION DIRECTORATE (AD)

TEAM IEA'S CONSOLIDATED LABOR RATE SCHEDULE

BASE YEAR, OY1, OY2, OY3 and OY4

Presented by



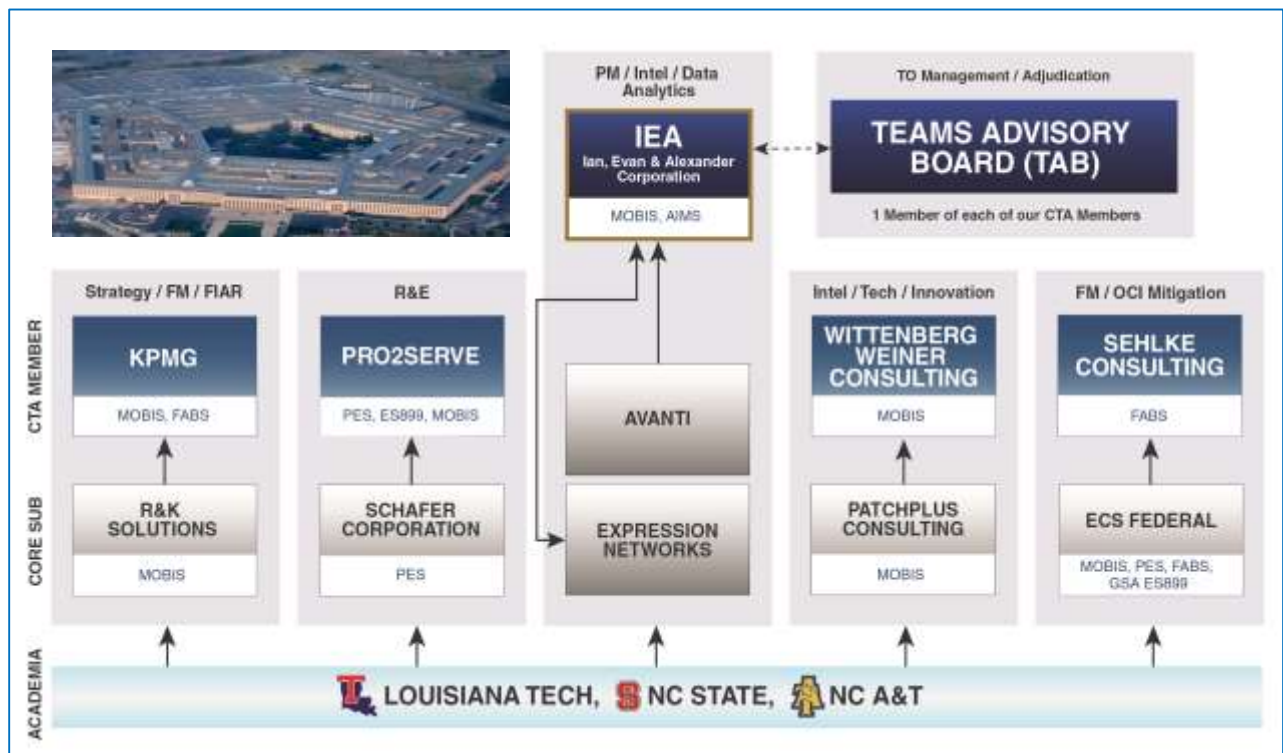
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TEAM IEA CTA MEMBER CEILING LABOR
RATES, ALL CONTRACT YEARS (BASE YEAR,
OY1, OY2, OY3, OY4) FOR:

- ◆ IAN, EVAN & ALEXANDER CORPORATION
- ◆ KPMG
- ◆ PRO2SERVE
- ◆ SEHLKE CONSULTING
- ◆ WITTENBERG WEINER CONSULTING (WWC)

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IEA'S CONSOLIDATED GSA SCHEDULE CEILING RATES

Team IEA CTA Lead, **IEA**, possesses a GSA Consolidated Schedule, which rolls up the **MOBIS & AIMS** schedules. IEA agreed to escalate its rates by **1.5%** each contract year. The ceiling rates for each contract year of TEAMS is below.

LABOR CATEGORY	BASE YEAR RATES	OY1 RATES	OY2 RATES	OY3 RATES	OY4 RATES
MISSION ORIENTED BUSINESS INTEGRATED SERVICES (MOBIS) – GS-10F-0450P					
Project Director	\$136.01	\$138.05	\$140.12	\$142.19	\$144.32
Program Manager	\$115.40	\$117.13	\$118.89	\$120.64	\$122.45
Consultant, Senior	\$134.16	\$136.17	\$138.21	\$140.26	\$142.36
Technical Consultant	\$116.07	\$117.81	\$119.58	\$121.35	\$123.17
Business Process Consultant	\$126.12	\$128.01	\$129.93	\$131.85	\$133.83
Software System Architect, Senior	\$109.64	\$111.28	\$112.95	\$114.62	\$116.34
Engineer, Software, Senior	\$109.64	\$111.28	\$112.95	\$114.62	\$116.34
Engineer, Systems, Senior	\$106.34	\$107.94	\$109.55	\$111.17	\$112.84
Computer Scientist, Senior	\$103.05	\$104.60	\$106.16	\$107.73	\$109.35
Program Designer	\$100.57	\$102.08	\$103.61	\$105.14	\$106.72
Engineer, Software, Intermediate	\$97.27	\$98.73	\$100.21	\$101.69	\$103.22
Engineer, Systems, Intermediate	\$93.15	\$94.55	\$95.97	\$97.38	\$98.84
Computer Systems Analyst, Senior	\$88.21	\$89.53	\$90.88	\$92.22	\$93.60
Computer Scientist, Intermediate	\$88.21	\$89.53	\$90.88	\$92.22	\$93.60
Training Specialist, Senior	\$80.66	\$81.87	\$83.10	\$84.33	\$85.59
Graphics Specialist	\$75.59	\$76.72	\$77.87	\$79.03	\$80.21
Subject Matter Expert - IMP/IMS	\$125.46	\$127.34	\$129.25	\$131.16	\$133.13
Subject Matter Expert - CAIV/EVMS	\$124.86	\$126.73	\$128.63	\$130.53	\$132.49
Subject Matter Expert - ADR	\$114.86	\$116.58	\$118.33	\$120.08	\$121.88
Subject Matter Expert - Risk Mgt	\$120.93	\$122.74	\$124.59	\$126.43	\$128.32
Logistician, Senior	\$72.54	\$73.63	\$74.73	\$75.84	\$76.97
Database Architect	\$71.46	\$72.53	\$73.62	\$74.71	\$75.83
Manager, Quality Assurance	\$68.42	\$69.45	\$70.49	\$71.53	\$72.60
Computer Systems Analyst, Intermediate	\$68.42	\$69.45	\$70.49	\$71.53	\$72.60
Manager, ILS	\$66.32	\$67.31	\$68.32	\$69.33	\$70.37
Web Application Developer	\$65.12	\$66.10	\$67.09	\$68.08	\$69.10
Technical Writer	\$64.30	\$65.26	\$66.24	\$67.22	\$68.23
ILS Specialist	\$60.18	\$61.08	\$62.00	\$62.92	\$63.86
Logistician	\$60.18	\$61.08	\$62.00	\$62.92	\$63.86
Program Analyst, Executive	\$56.06	\$56.90	\$57.75	\$58.61	\$59.49
Database Specialist/Administrator	\$52.60	\$53.39	\$54.19	\$54.99	\$55.82
Program Analyst, Senior	\$45.33	\$46.01	\$46.70	\$47.39	\$48.10
Training Specialist	\$44.51	\$45.18	\$45.86	\$46.53	\$47.23



LABOR CATEGORY	BASE YEAR RATES	OY1 RATES	OY2 RATES	OY3 RATES	OY4 RATES
Program Analyst, Intermediate	\$37.92	\$38.49	\$39.07	\$39.64	\$40.24
Program Analyst, Journeyman	\$29.67	\$30.12	\$30.57	\$31.02	\$31.48
ADVERTISING & INTEGRATED MARKETING SOLUTIONS (AIMS) – GS-23F-0071R					
Project Director	\$150.97	\$153.23	\$155.53	\$157.87	\$160.23
Art Director/Creative Director	\$115.40	\$117.13	\$118.89	\$120.67	\$122.48
Proposal Consultant, Senior	\$134.16	\$136.17	\$138.21	\$140.29	\$142.39
Legal (Patent/IP) Consultant	\$134.16	\$136.17	\$138.21	\$140.29	\$142.39
Film Production Specialist	\$126.12	\$128.01	\$129.93	\$131.88	\$133.86
Video/Film Director	\$109.64	\$111.28	\$112.95	\$114.65	\$116.37
Video/Film Editor	\$109.64	\$111.28	\$112.95	\$114.65	\$116.37
Photographer – Senior	\$106.34	\$107.94	\$109.55	\$111.20	\$112.87
Senior Editor	\$97.27	\$98.73	\$100.21	\$101.71	\$103.24
Public Relations Specialist	\$93.15	\$94.55	\$95.97	\$97.40	\$98.87
Linguist/Voice Over	\$88.21	\$89.53	\$90.88	\$92.24	\$93.62
Translation Services	\$88.21	\$89.53	\$90.88	\$92.24	\$93.62
Proposal Coordinator	\$80.66	\$81.87	\$83.10	\$84.34	\$85.61
Graphics Specialist	\$83.91	\$85.17	\$86.45	\$87.74	\$89.06
Subject Matter Expert	\$125.46	\$127.34	\$129.25	\$131.19	\$133.16
Project Manager	\$79.32	\$80.51	\$81.72	\$82.94	\$84.19
Document Designer	\$79.32	\$80.51	\$81.72	\$82.94	\$84.19
Web Graphics Specialist	\$65.12	\$66.10	\$67.09	\$68.09	\$69.12
Copy Writer	\$64.30	\$65.26	\$66.24	\$67.24	\$68.25
Technical Writer	\$66.80	\$67.80	\$68.82	\$69.85	\$70.90
Advertising Assistant	\$60.18	\$61.08	\$62.00	\$62.93	\$63.87
Marketing Support	\$56.06	\$56.90	\$57.75	\$58.62	\$59.50
Tradeshaw Coordinator	\$49.40	\$50.14	\$50.89	\$51.66	\$52.43
Proofreader	\$44.51	\$45.18	\$45.86	\$46.54	\$47.24

KPMG'S CONSOLIDATED GSA SCHEDULE CEILING RATES

Team IEA CTA Member, **KPMG**, possesses a GSA Consolidated Schedule, which rolls up the **MOBIS & FABS** schedules. KPMG agreed to escalate its MOBIS rates by **3.1%** each contract year and escalated their FABS rates by **2.5%** each contract year. The ceiling rates for each contract year of TEAMS is below.

LABOR CATEGORY	BASE YEAR RATES	OY1 RATES	OY2 RATES	OY3 RATES	OY4 RATES
MISSION ORIENTED BUSINESS INTEGRATED SERVICES (MOBIS) – GS-10F-0351L					
Functional Specialist 1	\$478.15	\$492.97	\$508.25	\$524.01	\$540.26
Functional Specialist 2	\$336.34	\$346.77	\$357.52	\$368.60	\$380.03
Functional Specialist 3	\$269.51	\$277.86	\$286.48	\$295.36	\$304.52
Functional Specialist 4	\$208.00	\$214.45	\$221.10	\$227.95	\$235.02
Functional Specialist 5	\$167.60	\$172.80	\$178.15	\$183.67	\$189.37
Functional Specialist 6	\$134.90	\$139.08	\$143.39	\$147.84	\$152.42
Functional Specialist 7	\$119.15	\$122.84	\$126.65	\$130.58	\$134.63
Subject Matter Specialist 1	\$483.30	\$498.28	\$513.73	\$529.65	\$546.07
Subject Matter Specialist 2	\$359.02	\$370.15	\$381.62	\$393.45	\$405.65
Subject Matter Specialist 3	\$285.17	\$294.01	\$303.12	\$312.52	\$322.21
Subject Matter Specialist 4	\$211.82	\$218.39	\$225.16	\$232.14	\$239.33
Subject Matter Specialist 5	\$185.45	\$191.20	\$197.13	\$203.24	\$209.54
Subject Matter Specialist 6	\$130.58	\$134.63	\$138.80	\$143.10	\$147.54
Client Operations Specialist 1	\$468.50	\$483.02	\$498.00	\$513.44	\$529.35
Client Operations Specialist 2	\$373.38	\$384.95	\$396.89	\$409.19	\$421.88
Client Operations Specialist 3	\$294.23	\$303.35	\$312.76	\$322.45	\$332.45
Client Operations Specialist 4	\$221.61	\$228.48	\$235.56	\$242.87	\$250.39
Client Operations Specialist 5	\$176.16	\$181.62	\$187.25	\$193.06	\$199.04
Client Operations Specialist 6	\$151.03	\$155.71	\$160.54	\$165.52	\$170.65
Client Operations Specialist 7	\$131.12	\$135.18	\$139.38	\$143.70	\$148.15
Administrative Support 1	\$156.17	\$161.01	\$166.00	\$171.15	\$176.45
Administrative Support 2	\$108.27	\$111.63	\$115.09	\$118.65	\$122.33
Administrative Support 3	\$85.97	\$88.64	\$91.38	\$94.22	\$97.14
FINANCIAL AND BUSINESS SOLUTIONS (FABS) – GS-23F-8127H					
FINANCIAL MANAGEMENT SERVICES					
Senior FMS Partner/Principal	\$411.03	\$421.31	\$431.84	\$442.63	\$453.70
FMS Partner/Officer	\$287.96	\$295.16	\$302.54	\$310.10	\$317.85
Experienced Sr. Project Director	\$255.39	\$261.77	\$268.32	\$275.03	\$281.90
FMS Sr. Project Director	\$206.03	\$211.18	\$216.46	\$221.87	\$227.42
Experienced Project Director	\$202.71	\$207.78	\$212.97	\$218.30	\$223.75
FMS Project Director	\$169.90	\$174.15	\$178.50	\$182.96	\$187.54



LABOR CATEGORY	BASE YEAR RATES	OY1 RATES	OY2 RATES	OY3 RATES	OY4 RATES
Experienced Senior Consultant	\$168.37	\$172.58	\$176.89	\$181.32	\$185.85
FMS Sr. Consultant	\$152.74	\$156.56	\$160.47	\$164.48	\$168.60
Experienced Consultant	\$129.87	\$133.12	\$136.44	\$139.86	\$143.35
FMS Consultant	\$107.69	\$110.38	\$113.14	\$115.97	\$118.87
Senior Financial Systems Analyst	\$269.72	\$276.46	\$283.37	\$290.46	\$297.72
Financial Systems Analyst	\$181.24	\$185.77	\$190.42	\$195.18	\$200.06
Assistant/Intern	\$77.54	\$79.48	\$81.47	\$83.50	\$85.59
AUDITING SERVICES					
Senior Partner/Principal	\$484.60	\$496.72	\$509.13	\$521.86	\$534.91
Partner/Principal	\$302.54	\$310.10	\$317.86	\$325.80	\$333.95
Federal Accounting/Audit Director	\$429.44	\$440.18	\$451.18	\$462.46	\$474.02
Experienced Senior Manager	\$277.79	\$284.73	\$291.85	\$299.15	\$306.63
Senior Manager	\$248.84	\$255.06	\$261.44	\$267.97	\$274.67
Experienced Manager	\$218.57	\$224.03	\$229.64	\$235.38	\$241.26
Manager	\$182.62	\$187.19	\$191.87	\$196.66	\$201.58
Experienced Supervising Senior	\$180.40	\$184.91	\$189.53	\$194.27	\$199.13
Supervising Senior	\$157.99	\$161.94	\$165.99	\$170.14	\$174.39
Experienced Senior	\$154.84	\$158.71	\$162.68	\$166.75	\$170.91
Senior	\$122.45	\$125.51	\$128.65	\$131.87	\$135.16
Experienced Staff	\$114.36	\$117.22	\$120.15	\$123.15	\$126.23
Staff	\$95.01	\$97.39	\$99.82	\$102.32	\$104.87
Assistant/Intern	\$77.54	\$79.48	\$81.47	\$83.50	\$85.59
EDP SERVICES					
Penetration Specialist I	\$272.10	\$278.90	\$285.88	\$293.02	\$300.35
Penetration Specialist II	\$224.22	\$229.83	\$235.57	\$241.46	\$247.50
Penetration Specialist III	\$165.14	\$169.27	\$173.50	\$177.84	\$182.28
EDP Senior Partner	\$486.54	\$498.70	\$511.17	\$523.95	\$537.05
EDP Director	\$339.40	\$347.89	\$356.58	\$365.50	\$374.63
EDP Partner	\$307.77	\$315.46	\$323.35	\$331.43	\$339.72
EDP Senior Manager	\$255.14	\$261.52	\$268.06	\$274.76	\$281.63
EDP Experienced Manager	\$240.36	\$246.37	\$252.53	\$258.84	\$265.31
EDP Manager	\$214.90	\$220.27	\$225.78	\$231.42	\$237.21
EDP Experienced Supervising Senior	\$201.48	\$206.52	\$211.68	\$216.97	\$222.40
EDP Supervising Senior	\$198.35	\$203.31	\$208.39	\$213.60	\$218.94
EDP Senior	\$175.34	\$179.72	\$184.22	\$188.82	\$193.54
EDP Staff	\$129.87	\$133.12	\$136.44	\$139.86	\$143.35
SPECIALIST SERVICES					
Senior Statistician	\$349.14	\$357.87	\$366.82	\$375.99	\$385.39
Junior Statistician	\$218.18	\$223.63	\$229.23	\$234.96	\$240.83
Senior Economist	\$278.67	\$285.64	\$292.78	\$300.10	\$307.60



LABOR CATEGORY	BASE YEAR RATES	OY1 RATES	OY2 RATES	OY3 RATES	OY4 RATES
Junior Economist	\$192.95	\$197.77	\$202.72	\$207.79	\$212.98
Senior Actuary	\$298.90	\$306.37	\$314.03	\$321.88	\$329.93
Junior Actuary	\$246.21	\$252.37	\$258.67	\$265.14	\$271.77
Environmental Specialist	\$331.62	\$339.91	\$348.41	\$357.12	\$366.05
Data Management Specialist	\$192.14	\$196.94	\$201.87	\$206.91	\$212.09
Sr Telecomm Systems Analyst	\$240.36	\$246.37	\$252.53	\$258.84	\$265.31
Financial Analyst	\$188.99	\$193.71	\$198.56	\$203.52	\$208.61

PRO2SERVE'S CONSOLIDATED SCHEDULE CEILING RATES

Team IEA CTA Member, **PRO2SERVE**, possesses a GSA Consolidated Schedule, which rolls up the **MOBIS, PES & ES899** schedules. Pro2Serve agreed to escalate its rates by **2%** each contract year. The ceiling rates for each contract year of TEAMS is below.

LABOR CATEGORY	BASE YEAR RATES	OY1 RATES	OY2 RATES	OY3 RATES	OY4 RATES
PROFESSIONAL ENGINEERING SERVICES (PES) – GS00F112CA					
Assistant Engineer	\$64.94	\$66.24	\$67.56	\$68.91	\$70.29
Associate Engineer	\$81.75	\$83.39	\$85.05	\$86.75	\$88.49
Chemical Engineer - Junior Level	\$51.82	\$52.86	\$53.91	\$54.99	\$56.09
Chemical Engineer - Mid Level	\$64.94	\$66.24	\$67.56	\$68.91	\$70.29
Chemical Engineer - Senior Level	\$84.67	\$86.36	\$88.09	\$89.85	\$91.65
Civil Engineer - Junior Level	\$59.62	\$60.81	\$62.03	\$63.27	\$64.53
Civil Engineer - Mid Level	\$72.57	\$74.02	\$75.50	\$77.01	\$78.55
Civil Engineer - Senior Level	\$97.62	\$99.57	\$101.56	\$103.60	\$105.67
Clerk - Junior Level	\$24.77	\$25.27	\$25.77	\$26.29	\$26.81
Clerk - Mid Level	\$33.44	\$34.11	\$34.79	\$35.49	\$36.20
Clerk - Senior Level	\$36.65	\$37.38	\$38.13	\$38.89	\$39.67
Contracts Manager	\$115.14	\$117.44	\$119.79	\$122.19	\$124.63
Department Manager	\$154.95	\$158.05	\$161.21	\$164.43	\$167.72
Design Specialist	\$123.00	\$125.46	\$127.97	\$130.53	\$133.14
Designer	\$64.52	\$65.81	\$67.13	\$68.47	\$69.84
Designer - Junior Level	\$35.54	\$36.25	\$36.98	\$37.72	\$38.47
Designer - Mid Level	\$44.52	\$45.41	\$46.32	\$47.24	\$48.19
Designer - Senior Level	\$54.20	\$55.28	\$56.39	\$57.52	\$58.67
Document Control Clerk	\$52.34	\$53.39	\$54.45	\$55.54	\$56.65
Drafter - Junior Level	\$29.62	\$30.21	\$30.82	\$31.43	\$32.06
Drafter - Mid Level	\$36.10	\$36.82	\$37.56	\$38.31	\$39.08
Drafter - Senior Level	\$44.52	\$45.41	\$46.32	\$47.24	\$48.19
Electrical Engineer - Junior Level	\$72.57	\$74.02	\$75.50	\$77.01	\$78.55
Electrical Engineer - Mid Level	\$83.32	\$84.99	\$86.69	\$88.42	\$90.19
Electrical Engineer - Senior Level	\$99.68	\$101.67	\$103.71	\$105.78	\$107.90
Engineer	\$97.62	\$99.57	\$101.56	\$103.60	\$105.67
Engineering Supervisor - Junior Level	\$147.55	\$150.50	\$153.51	\$156.58	\$159.71
Engineering Supervisor - Mid Level	\$173.98	\$177.46	\$181.01	\$184.63	\$188.32
Engineering Supervisor - Senior Level	\$198.28	\$202.25	\$206.29	\$210.42	\$214.62
Environmental Engineer - Junior Level	\$51.41	\$52.44	\$53.49	\$54.56	\$55.65
Environmental Engineer - Mid Level	\$64.94	\$66.24	\$67.56	\$68.91	\$70.29
Environmental Engineer - Senior Level	\$85.27	\$86.98	\$88.71	\$90.49	\$92.30
Estimator	\$76.27	\$77.80	\$79.35	\$80.94	\$82.56
Geotechnical Engineer - Junior Level	\$59.62	\$60.81	\$62.03	\$63.27	\$64.53
Geotechnical Engineer - Mid Level	\$72.57	\$74.02	\$75.50	\$77.01	\$78.55
Geotechnical Engineer - Senior Level	\$97.52	\$99.47	\$101.46	\$103.49	\$105.56
Graphic Designer	\$65.36	\$66.67	\$68.00	\$69.36	\$70.75
Group Leader	\$123.00	\$125.46	\$127.97	\$130.53	\$133.14



LABOR CATEGORY	BASE YEAR RATES	OY1 RATES	OY2 RATES	OY3 RATES	OY4 RATES
Group Leader (Estimating)	\$123.00	\$125.46	\$127.97	\$130.53	\$133.14
Health & Safety Engineer - Junior Level	\$72.57	\$74.02	\$75.50	\$77.01	\$78.55
Health & Safety Engineer - Mid Level	\$82.46	\$84.11	\$85.79	\$87.51	\$89.26
Health & Safety Engineer - Senior Level	\$99.68	\$101.67	\$103.71	\$105.78	\$107.90
Junior Drafter	\$29.62	\$30.21	\$30.82	\$31.43	\$32.06
Lead Designer	\$107.16	\$109.30	\$111.49	\$113.72	\$115.99
Lead Project Controller	\$152.06	\$155.10	\$158.20	\$161.37	\$164.59
Lead Technical Writer/Editor	\$111.39	\$113.62	\$115.89	\$118.21	\$120.57
Manufacturing Engineer - Junior Level	\$99.68	\$101.67	\$103.71	\$105.78	\$107.90
Manufacturing Engineer - Mid Level	\$115.05	\$117.35	\$119.70	\$122.09	\$124.53
Manufacturing Engineer - Senior Level	\$131.96	\$134.60	\$137.29	\$140.04	\$142.84
Mechanical Engineer - Junior Level	\$59.62	\$60.81	\$62.03	\$63.27	\$64.53
Mechanical Engineer - Mid Level	\$72.57	\$74.02	\$75.50	\$77.01	\$78.55
Mechanical Engineer - Senior Level	\$99.68	\$101.67	\$103.71	\$105.78	\$107.90
Process Engineer - Junior Level	\$99.68	\$101.67	\$103.71	\$105.78	\$107.90
Process Engineer - Mid Level	\$115.05	\$117.35	\$119.70	\$122.09	\$124.53
Process Engineer - Senior Level	\$131.96	\$134.60	\$137.29	\$140.04	\$142.84
Program Manager - Mid Level	\$149.66	\$152.65	\$155.71	\$158.82	\$162.00
Program Manager - Senior Level	\$173.98	\$177.46	\$181.01	\$184.63	\$188.32
Project Administrator	\$98.08	\$100.04	\$102.04	\$104.08	\$106.16
Project Analyst - Junior Level	\$35.71	\$36.42	\$37.15	\$37.90	\$38.65
Project Analyst - Mid Level	\$44.32	\$45.21	\$46.11	\$47.03	\$47.97
Project Analyst - Senior Level	\$54.51	\$55.60	\$56.71	\$57.85	\$59.00
Project Control Engineer - Junior Level	\$97.13	\$99.07	\$101.05	\$103.08	\$105.14
Project Control Engineer - Mid Level	\$115.05	\$117.35	\$119.70	\$122.09	\$124.53
Project Control Engineer - Senior Level	\$132.43	\$135.08	\$137.78	\$140.54	\$143.35
Project Engineer	\$143.81	\$146.69	\$149.62	\$152.61	\$155.66
Project Engineer - Junior Level	\$64.94	\$66.24	\$67.56	\$68.91	\$70.29
Project Engineer - Mid Level	\$72.57	\$74.02	\$75.50	\$77.01	\$78.55
Project Engineer - Senior Level	\$97.62	\$99.57	\$101.56	\$103.60	\$105.67
Project Manager	\$162.27	\$165.52	\$168.83	\$172.20	\$175.65
QA Engineer - Junior Level	\$59.62	\$60.81	\$62.03	\$63.27	\$64.53
QA Engineer - Mid Level	\$72.57	\$74.02	\$75.50	\$77.01	\$78.55
QA Engineer - Senior Level	\$99.68	\$101.67	\$103.71	\$105.78	\$107.90
Senior Department Manager	\$186.33	\$190.06	\$193.86	\$197.73	\$201.69
Senior Designer	\$89.24	\$91.02	\$92.85	\$94.70	\$96.60
Senior Drafter/CAD Operator	\$84.68	\$86.37	\$88.10	\$89.86	\$91.66
Senior Engineer	\$121.73	\$124.16	\$126.65	\$129.18	\$131.76
Senior Estimator	\$104.49	\$106.58	\$108.71	\$110.89	\$113.10
Senior Project Controller	\$112.75	\$115.01	\$117.31	\$119.65	\$122.04
Senior Project Manager	\$189.15	\$192.93	\$196.79	\$200.73	\$204.74
Senior Technical Writer/Editor	\$78.01	\$79.57	\$81.16	\$82.78	\$84.44
Technical Clerical (Admin Assistant II)	\$61.58	\$62.81	\$64.07	\$65.35	\$66.66
Technical Clerical (Admin Assistant III)	\$54.04	\$55.12	\$56.22	\$57.35	\$58.49
Technical Writer/Editor	\$60.93	\$62.15	\$63.39	\$64.66	\$65.95



LABOR CATEGORY	BASE YEAR RATES	OY1 RATES	OY2 RATES	OY3 RATES	OY4 RATES
Test Engineer - Junior Level	\$110.82	\$113.04	\$115.30	\$117.60	\$119.96
Test Engineer - Mid Level	\$131.67	\$134.30	\$136.99	\$139.73	\$142.52
Test Engineer - Senior Level	\$150.35	\$153.36	\$156.42	\$159.55	\$162.74
MISSION ORIENTED BUSINESS INTEGRATED SERVICES (MOBIS) – GS00F112CA					
Administrative Assistant	\$44.45	\$45.34	\$46.25	\$47.17	\$48.11
Management Consultant II	\$180.57	\$184.18	\$187.87	\$191.62	\$195.45
Management Consultant III	\$201.95	\$205.99	\$210.11	\$214.31	\$218.60
Program Manager II	\$170.28	\$173.69	\$177.16	\$180.70	\$184.32
Project Controls	\$101.50	\$103.53	\$105.60	\$107.71	\$109.87
Senior Project Manager	\$133.55	\$136.22	\$138.95	\$141.72	\$144.56
Technical Expert I / Advisor I L1	\$125.58	\$128.09	\$130.65	\$133.27	\$135.93
Technical Expert II / Advisor II L2	\$175.93	\$179.45	\$183.04	\$186.70	\$190.43
ENVIRONMENTAL SERVICES SCHEDULE 899 (ES899) – GS00F112CA					
Air Quality Engineer I	\$81.98	\$83.62	\$85.29	\$87.00	\$88.74
Air Quality Engineer II	\$82.57	\$84.22	\$85.91	\$87.62	\$89.38
Air Quality Engineer III	\$107.86	\$110.02	\$112.22	\$114.46	\$116.75
Air Quality Engineer IV	\$120.83	\$123.25	\$125.71	\$128.23	\$130.79
Air Quality Engineer V	\$133.90	\$136.58	\$139.31	\$142.10	\$144.94
Associate Engineer	\$63.32	\$64.59	\$65.88	\$67.20	\$68.54
Contracts Manager	\$112.65	\$114.90	\$117.20	\$119.55	\$121.94
Department Manager	\$150.46	\$153.47	\$156.54	\$159.67	\$162.86
Design Consultant	\$113.71	\$115.98	\$118.30	\$120.67	\$123.08
Design Specialist	\$119.00	\$121.38	\$123.81	\$126.28	\$128.81
Designer	\$62.39	\$63.64	\$64.91	\$66.21	\$67.53
Document Control Clerk	\$50.93	\$51.95	\$52.99	\$54.05	\$55.13
Engineer	\$90.58	\$92.39	\$94.24	\$96.12	\$98.05
Environmental Consultant I	\$139.44	\$142.23	\$145.07	\$147.97	\$150.93
Environmental Consultant II	\$124.42	\$126.91	\$129.45	\$132.04	\$134.68
Environmental Consultant III	\$167.40	\$170.75	\$174.16	\$177.65	\$181.20
Environmental Protection Engineer I	\$69.01	\$70.39	\$71.80	\$73.23	\$74.70
Environmental Protection Engineer II	\$86.61	\$88.34	\$90.11	\$91.91	\$93.75
Environmental Protection Engineer III	\$92.82	\$94.68	\$96.57	\$98.50	\$100.47
Environmental Protection Engineer IV	\$122.11	\$124.55	\$127.04	\$129.58	\$132.18
Environmental Protection Engineer V	\$150.59	\$153.60	\$156.67	\$159.81	\$163.00
Environmental Scientist I	\$67.55	\$68.90	\$70.28	\$71.68	\$73.12
Environmental Scientist II	\$82.74	\$84.39	\$86.08	\$87.80	\$89.56
Environmental Scientist III	\$80.50	\$82.11	\$83.75	\$85.43	\$87.14
Environmental Scientist IV	\$109.00	\$111.18	\$113.40	\$115.67	\$117.99
Environmental Scientist V	\$110.38	\$112.59	\$114.84	\$117.14	\$119.48
Estimator	\$73.63	\$75.10	\$76.60	\$78.14	\$79.70
Geologist I	\$75.16	\$76.66	\$78.20	\$79.76	\$81.36
Geologist II	\$83.81	\$85.49	\$87.20	\$88.94	\$90.72
Geologist III	\$104.51	\$106.60	\$108.73	\$110.91	\$113.12
Geologist IV	\$117.36	\$119.71	\$122.10	\$124.54	\$127.03
Geologist V	\$140.10	\$142.90	\$145.76	\$148.68	\$151.65
Graphic Designer	\$63.58	\$64.85	\$66.15	\$67.47	\$68.82



LABOR CATEGORY	BASE YEAR RATES	OY1 RATES	OY2 RATES	OY3 RATES	OY4 RATES
Group Leader	\$119.10	\$121.48	\$123.91	\$126.39	\$128.92
Group Leader (Estimating)	\$119.10	\$121.48	\$123.91	\$126.39	\$128.92
Hydrogeologist I	\$76.69	\$78.22	\$79.79	\$81.38	\$83.01
Hydrogeologist II	\$84.30	\$85.99	\$87.71	\$89.46	\$91.25
Hydrogeologist III	\$100.56	\$102.57	\$104.62	\$106.72	\$108.85
Hydrogeologist IV	\$121.21	\$123.63	\$126.11	\$128.63	\$131.20
Hydrogeologist V	\$134.20	\$136.88	\$139.62	\$142.41	\$145.26
Industrial Hygienist I	\$68.07	\$69.43	\$70.82	\$72.24	\$73.68
Industrial Hygienist II	\$84.86	\$86.56	\$88.29	\$90.05	\$91.86
Industrial Hygienist III	\$100.09	\$102.09	\$104.13	\$106.22	\$108.34
Industrial Hygienist IV	\$114.86	\$117.16	\$119.50	\$121.89	\$124.33
Industrial Hygienist V	\$132.65	\$135.30	\$138.01	\$140.77	\$143.58
Junior Drafter	\$29.12	\$29.70	\$30.30	\$30.90	\$31.52
Lead Designer	\$102.33	\$104.38	\$106.46	\$108.59	\$110.77
Lead Project Controller	\$148.10	\$151.06	\$154.08	\$157.16	\$160.31
Lead Technical Writer/Editor	\$108.48	\$110.65	\$112.86	\$115.12	\$117.42
Project Administrator	\$94.96	\$96.86	\$98.80	\$100.77	\$102.79
Project Engineer	\$139.79	\$142.59	\$145.44	\$148.35	\$151.31
Project Manager	\$156.63	\$159.76	\$162.96	\$166.22	\$169.54
Project Manager, Environmental Protection	\$200.03	\$204.03	\$208.11	\$212.27	\$216.52
Project Manager, Regulatory Compliance	\$154.44	\$157.53	\$160.68	\$163.89	\$167.17
Regulatory Compliance Engineer I	\$78.83	\$80.41	\$82.01	\$83.66	\$85.33
Regulatory Compliance Engineer II	\$86.91	\$88.65	\$90.42	\$92.23	\$94.07
Regulatory Compliance Engineer III	\$103.86	\$105.94	\$108.06	\$110.22	\$112.42
Regulatory Compliance Engineer IV	\$117.54	\$119.89	\$122.29	\$124.73	\$127.23
Regulatory Compliance Engineer V	\$138.78	\$141.56	\$144.39	\$147.27	\$150.22
Risk Analyst I	\$73.83	\$75.31	\$76.81	\$78.35	\$79.92
Risk Analyst II	\$87.25	\$89.00	\$90.77	\$92.59	\$94.44
Risk Analyst III	\$98.99	\$100.97	\$102.99	\$105.05	\$107.15
Risk Analyst IV	\$123.76	\$126.24	\$128.76	\$131.34	\$133.96
Risk Analyst V	\$158.25	\$161.42	\$164.64	\$167.94	\$171.29
Senior Department Manager	\$178.04	\$181.60	\$185.23	\$188.94	\$192.72
Senior Designer	\$85.81	\$87.53	\$89.28	\$91.06	\$92.88
Senior Drafter/CAD Operator	\$81.42	\$83.05	\$84.71	\$86.40	\$88.13
Senior Engineer	\$118.15	\$120.51	\$122.92	\$125.38	\$127.89
Senior Estimator	\$99.80	\$101.80	\$103.83	\$105.91	\$108.03
Senior Group Leader	\$130.78	\$133.40	\$136.06	\$138.78	\$141.56
Senior Project Controller	\$107.09	\$109.23	\$111.42	\$113.64	\$115.92
Senior Project Manager	\$177.36	\$180.91	\$184.53	\$188.22	\$191.98
Senior Technical Editor/Writer12	\$75.52	\$77.03	\$78.57	\$80.14	\$81.75
Technical Clerical (Admin Assistant II)	\$59.05	\$60.23	\$61.44	\$62.66	\$63.92
Technical Clerical (Admin Assistant III)	\$52.30	\$53.35	\$54.41	\$55.50	\$56.61
Technical Writer/Editor	\$58.95	\$60.13	\$61.33	\$62.56	\$63.81

SEHLKE'S FABS SCHEDULE CEILING RATES

Team IEA CTA Member, *Sehlke Consulting*, possesses a GSA *FABS* Schedule, and agreed to escalate its rates by **2%** each contract year. The ceiling rates for each contract year of TEAMS is below.

LABOR CATEGORY	BASE YEAR RATES	OY1 RATES	OY2 RATES	OY3 RATES	OY4 RATES
FINANCIAL AND BUSINESS SOLUTIONS (FABS) – GS-23F-034CA and GS-23F-035CA					
Senior Principal II	\$217.95	\$222.31	\$226.76	\$231.29	\$235.92
Senior Principal I	\$214.64	\$218.93	\$223.31	\$227.78	\$232.33
Principal II	\$202.01	\$206.05	\$210.17	\$214.37	\$218.66
Senior Financial Manager IV	\$188.55	\$192.32	\$196.17	\$200.09	\$204.09
Principal I	\$181.90	\$185.54	\$189.25	\$193.03	\$196.89
Senior Financial Manager III	\$171.64	\$175.07	\$178.57	\$182.15	\$185.79
Subject Matter Expert IV	\$151.84	\$154.88	\$157.97	\$161.13	\$164.36
Senior Financial Manager II	\$133.50	\$136.17	\$138.89	\$141.67	\$144.50
Financial Manager II	\$133.50	\$136.17	\$138.89	\$141.67	\$144.50
SME III	\$132.23	\$134.87	\$137.57	\$140.32	\$143.13
Senior Financial Manager I	\$130.75	\$133.37	\$136.03	\$138.75	\$141.53
SME II	\$130.70	\$133.31	\$135.98	\$138.70	\$141.47
SME I	\$128.01	\$130.57	\$133.18	\$135.85	\$138.56
Financial Manager I	\$111.17	\$113.39	\$115.66	\$117.97	\$120.33
Senior Financial Consultant III	\$100.95	\$102.97	\$105.03	\$107.13	\$109.27
Senior Financial Consultant II	\$82.33	\$83.98	\$85.66	\$87.37	\$89.12

WWC'S MOBIS SCHEDULE CEILING RATES

Team IEA CTA Member, **WWC**, possesses a GSA **MOBIS** Schedule, and agreed to escalate its rates by **2.3%** each contract year. The ceiling rates for each contract year of TEAMS is below.

LABOR CATEGORY	BASE YEAR RATE	OY1 RATES	OY2 RATES	OY3 RATES	OY4 RATES
MISSION ORIENTED BUSINESS INTEGRATED SERVICES (MOBIS) – GS10F0224U					
CONUS					
Expert III	\$216.55	\$221.53	\$226.63	\$231.84	\$237.17
Expert IV	\$197.30	\$201.84	\$206.48	\$211.23	\$216.09
Expert V	\$173.24	\$177.22	\$181.30	\$185.47	\$189.73
Lead Analyst	\$137.63	\$140.80	\$144.04	\$147.35	\$150.74
Analyst 1A	\$109.96	\$112.49	\$115.08	\$117.72	\$120.43
Analyst III	\$72.28	\$73.94	\$75.64	\$77.38	\$79.16
Analyst V	\$56.79	\$58.10	\$59.44	\$60.80	\$62.20
OCONUS (NON-HARDSHIP)					
Expert IV	\$178.06	\$182.16	\$186.35	\$190.64	\$195.02
Senior Analyst	\$128.49	\$131.45	\$134.47	\$137.57	\$140.73
Lead Analyst	\$113.57	\$116.18	\$118.85	\$121.59	\$124.38
Analyst I	\$96.00	\$98.21	\$100.47	\$102.78	\$105.14
Analyst 1A	\$85.89	\$87.87	\$89.89	\$91.96	\$94.07
Analyst II	\$72.08	\$73.74	\$75.44	\$77.17	\$78.95
Analyst IIA	\$64.91	\$66.40	\$67.93	\$69.49	\$71.09
Analyst III	\$55.99	\$57.28	\$58.60	\$59.95	\$61.32
Analyst IV	\$51.92	\$53.11	\$54.33	\$55.58	\$56.86
Analyst V	\$47.16	\$48.24	\$49.35	\$50.48	\$51.65
Admin / Tech Support	\$32.73	\$33.48	\$34.25	\$35.04	\$35.84