



COMMERCIAL PROJECT ENGINEERING LABOR RATES AND CATEGORY DESCRIPTIONS

September 17, 2010



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1 ADT Commercial Project Engineering Labor Rates

Direct Labor Category		Labor Rate CY 2010	Labor Rate CY 2011	Labor Rate CY 2012	Labor Rate CY 2013	Labor Rate CY 2014
Senior Program Manager	M-02	\$151.37	\$157.27	\$163.40	\$169.78	\$176.40
Program Manager	M-03	\$142.38	\$147.93	\$153.70	\$159.70	\$165.92
Project Manager	M-04	\$121.98	\$126.73	\$131.68	\$136.81	\$142.15
Task Leader	M-05	\$107.59	\$111.78	\$116.14	\$120.67	\$125.38
Senior Technical Staff						
Senior Technical Staff	STS-02	\$182.58	\$189.70	\$197.10	\$204.79	\$212.78
Senior Staff Engineer						
Senior Staff Engineer	SE-03	\$164.11	\$170.51	\$177.16	\$184.07	\$191.25
Staff Engineer	SE-04	\$152.74	\$158.70	\$164.89	\$171.32	\$178.00
Principal Engineer	SE-05	\$139.21	\$144.64	\$150.28	\$156.15	\$162.24
Senior Engineer	SE-06	\$120.82	\$125.53	\$130.43	\$135.51	\$140.80
Advanced Engineer	SE-07	\$99.39	\$103.27	\$107.29	\$111.48	\$115.83
Engineer	SE-08	\$92.15	\$95.74	\$99.47	\$103.35	\$107.38
Associate Engineer	SE-09	\$84.61	\$87.91	\$91.34	\$94.90	\$98.60
Junior Engineer	SE-10	\$67.78	\$70.42	\$73.17	\$76.02	\$78.98
Senior Staff Analyst						
Senior Staff Analyst	SA-03	\$158.11	\$164.27	\$170.68	\$177.34	\$184.25
Staff Analyst	SA-04	\$149.03	\$154.85	\$160.89	\$167.16	\$173.68
Principal Analyst	SA-05	\$134.64	\$139.89	\$145.34	\$151.01	\$156.90
Senior Analyst	SA-06	\$119.39	\$124.05	\$128.88	\$133.91	\$139.13
Advanced Analyst	SA-07	\$94.11	\$97.78	\$101.59	\$105.55	\$109.67
Analyst	SA-08	\$89.78	\$93.28	\$96.92	\$100.70	\$104.63
Associate Analyst	SA-09	\$77.40	\$80.42	\$83.55	\$86.81	\$90.20
Junior Analyst	SA-10	\$67.78	\$70.42	\$73.17	\$76.02	\$78.98
Senior Staff Technical Support						
Senior Staff Technical Support	T-06	\$96.56	\$100.33	\$104.24	\$108.30	\$112.53
Staff Technical Support	T-07	\$91.62	\$95.20	\$98.91	\$102.77	\$106.77
Principal Technical Support	T-08	\$86.53	\$89.91	\$93.41	\$97.05	\$100.84
Senior Technical Support	T-09	\$74.30	\$77.20	\$80.21	\$83.34	\$86.59
Advanced Technical Support	T-10	\$65.52	\$68.08	\$70.74	\$73.49	\$76.36
Technical Support	T-11	\$49.48	\$51.41	\$53.42	\$55.50	\$57.67
Senior Staff Administrator						
Senior Staff Administrator	AD-03	\$116.23	\$120.76	\$125.47	\$130.36	\$135.45
Staff Administrator	AD-04	\$97.54	\$101.34	\$105.29	\$109.40	\$113.67
Principal Administrator	AD-05	\$81.49	\$84.67	\$87.97	\$91.40	\$94.97
Senior Administrator	AD-06	\$70.44	\$73.18	\$76.04	\$79.00	\$82.08
Advanced Administrator	AD-07	\$62.39	\$64.82	\$67.35	\$69.98	\$72.71
Administrator	AD-08	\$55.36	\$57.51	\$59.76	\$62.09	\$64.51
Junior Administrator	AD-09	\$51.48	\$53.49	\$55.57	\$57.74	\$59.99
Administrative Aide	AD-10	\$43.07	\$44.75	\$46.50	\$48.31	\$50.20

2 Program / Project Management

2.1 Senior Program Manager (M-02)

2.1.1 Minimum General Expertise:

- Serve as the program manager on large complex contracts, or for a group of individual task orders (TOs).
- Demonstrate proven skills in those technical areas addressed by the contracts, or TOs to be managed. Coordinates with Government Contracting Officer (KO), the Contracting Officer's Technical Representative (COTR), and the individual Task Leader (TL), to ensure contract performance is delivered on schedule and cost. Organizes, directs, and coordinates the planning and production of all contract activities. Horizontally integrates the planning and implementation of multiple task orders when necessary.
- Have excellent written and oral communication skills.

2.1.2 Minimum Education/Experience:

- A Doctorate in an appropriate field with eight (8) or more years of experience
- A Master's Degree in an appropriate field with ten (10) or more years of experience
- A B.S. or B.A. Degree in an engineering, business, or other related scientific or technical discipline from an accredited college or university with twelve (12) or more years of experience
- Six (6) additional years of experience in lieu of a degree,



2.2 Program Manager (M-03)

2.2.1 Minimum General Expertise:

- Serve as the program manager on complex contracts, or individual task orders (TOs).
- Demonstrate proven skills in those technical areas addressed by the contracts, or TOs to be managed. Coordinates with Government Contracting Officer (KO), the Contracting Officer's Technical Representative (COTR), and the individual Task Leader (TL), to ensure contract performance is delivered on schedule and cost. Organizes, directs, and coordinates the planning and production of all contract activities. Horizontally integrates the planning and implementation of multiple task orders when necessary.
- Have excellent written and oral communication skills.

2.2.2 Minimum Education/Experience:

- A Doctorate in an appropriate field and four (4) or more years of experience
- A Master's Degree in an appropriate field and six (6) or more years of experience
- A B.S. or B.A. Degree in an engineering, business, or other related scientific or technical discipline from an accredited college or university and eight (8) or more years of experience
- Six (6) additional years of experience in lieu of a degree,



2.3 Project Manager (M-04)

2.3.1 Minimum/General Expertise:

- Serve as the project manager on groups or individual task orders (TOs).
- Demonstrate proven skills in those technical areas addressed by the contracts, or TOs to be managed. Coordinates with Government Contracting Officer (KO), the Contracting Officer's Technical Representative (COTR), and the individual Task Leader (TL), to ensure contract performance is delivered on schedule and cost. Organizes, directs, and coordinates the planning and production of all contract activities. Horizontally integrates the planning and implementation of multiple task orders when necessary.
- Have excellent written and oral communication skills.

2.3.2 Minimum Education/Experience:

- A B.S. or B.A. Degree in an engineering, business, or other related scientific or technical discipline from an accredited college or university and four (4) or more years of experience
- Six (6) additional years of experience in lieu of a degree,



2.4 Task Leader (M-05)

2.4.1 Minimum/General Expertise:

- Serve as the Task Leader individual task orders (TOs).
- Demonstrate proven skills in those technical areas addressed by the contracts, or TOs to be managed. Coordinates with Government Contracting Officer (KO), the Contracting Officer's Technical Representative (COTR), and the individual Task Leader (TL), to ensure contract performance is delivered on schedule and cost. Organizes, directs, and coordinates the planning and production of all contract activities. Horizontally integrates the planning and implementation of multiple task orders when necessary.
- Have excellent written and oral communication skills.

2.4.2 Minimum Education/Experience:

- A B.S. or B.A. Degree in an engineering, business, or other related scientific or technical discipline from an accredited college or university,
- Six (6) additional years of experience in lieu of a degree,



3 Subject Matter Expert

3.1 Senior Technical Staff (STS-02)

3.1.1 Minimum General Expertise:

- Develops requirements from a project's inception to its conclusion for a particular specific subject matter areas (i.e., simple to complex systems). Provides analysis and evaluation of the specific elements, and prepares recommendations for technical improvements, optimization, development, and/or maintenance efforts.

3.1.2 Minimum Education/Experience:

- A Doctorate in an appropriate field and twenty (20) or more years of engineering or related experience
- A Master's Degree in an appropriate field and twenty-four (24) or more years of experience
- A Bachelor's Degree in an appropriate field from an accredited college or university and twenty-eight (28) or more years of experience
- Six (6) additional years of experience in lieu of a degree,



4 Engineering

4.1 Senior Staff Engineer (SE-03)

4.1.1 Minimum General Expertise:

- Establish performance and technical standards for the tasks.
- Develops and refines new engineering techniques to enhance quality and productivity. Generates and approves testing specifications for the TO. Serve as liaison for interpreting and translating the various disciplines represented on the task team. Act as the point of contact for evaluation of problems arising from the interdisciplinary nature of the task.

4.1.2 Minimum Education/Experience:

- A Doctorate in an appropriate field and eight (8) or more years of experience,
- A Master's Degree in an appropriate field and twelve (12) or more years of experience,
- A Bachelor's Degree in an appropriate field from an accredited college or university and eighteen (18) or more years of experience,
- Six (6) additional years of experience in lieu of a degree,



4.2 Staff Engineer (SE-04)

4.2.1 Minimum/General Expertise:

- Establish performance and technical standards for the tasks.
- Develops and refines new engineering techniques to enhance quality and productivity. Generates and approves testing specifications for the TO. Serve as liaison for interpreting and translating the various disciplines represented on the task team. Act as the point of contact for evaluation of problems arising from the interdisciplinary nature of the task.

4.2.2 Minimum Education/Experience:

- A Doctorate in an appropriate field and four (4) or more years of experience,
- A Master's Degree in an appropriate field and eight (8) or more years of experience,
- A Bachelor's Degree in an appropriate field from an accredited college or university and fourteen (14) or more years of experience,
- Six (6) additional years of experience in lieu of a degree,



4.3 Principal Engineer (SE-05)

4.3.1 Minimum/General Expertise:

- Establish performance and technical standards for the tasks.
- Develops and refines new engineering techniques to enhance quality and productivity. Generates and approves testing specifications for the TO. Serve as liaison for interpreting and translating the various disciplines represented on the task team. Act as the point of contact for evaluation of problems arising from the interdisciplinary nature of the task.

4.3.2 Minimum Education/Experience:

- A Doctorate in an appropriate field
- A Master's Degree in an appropriate field and four (4) or more years of experience,
- A Bachelor's Degree in an appropriate field from an accredited college or university and ten (10) or more years of experience,
- Six (6) additional years of experience in lieu of a degree,



4.4 Senior Engineer (SE-06)

4.4.1 Minimum/General Expertise:

- Implements new engineering techniques to enhance quality and productivity developed by more senior engineers. Implement testing specification developed by more senior engineers. Implement corrective processes and procedures for evaluated problems arising from the interdisciplinary nature of the task.

4.4.2 Minimum Education/Experience:

- A Master's Degree in an appropriate field
- A Bachelor's Degree in an appropriate field from an accredited college or university and six (6) or more years of experience,
- Six (6) additional years of experience in lieu of a degree,



4.5 Advanced Engineer (SE-07)

4.5.1 Minimum/General Expertise:

- Implements new engineering techniques to enhance quality and productivity developed by more senior engineers. Implement testing specification developed by more senior engineers. Implement corrective processes and procedures for evaluated problems arising from the interdisciplinary nature of the task.

4.5.2 Minimum Education/Experience:

- A Bachelor's Degree in an appropriate field from an accredited college or university and four (4) or more years of experience,
- Six (6) additional years of experience in lieu of a degree,



4.6 Engineer (SE-08)

4.6.1 Minimum/General Expertise:

- Performs engineering / technical tasks with minimal supervision of more senior engineers,
- Works as part of a task team.

4.6.2 Minimum Education/Experience:

- A Bachelor's Degree in an appropriate field from an accredited college or university and two (2) or more years of experience,
- Six (6) additional years of experience in lieu of a degree,



4.7 Associate Engineer (SE-09)

4.7.1 Minimum/General Expertise:

- Provides engineering assistance under the supervision of more senior engineers,
- Works as part of a task team.

4.7.2 Minimum Education/Experience:

- Entry-level position requiring a bachelor's degree from an accredited college or university in engineering or other related scientific or technical discipline.



4.8 Junior Engineer (SE-10)

4.8.1 Minimum/General Expertise:

- Provides basic technical assistance under the supervision of more senior engineers,
- Works as part of a task team.

4.8.2 Minimum Education/Experience:

- Co-Op position requiring enrollment in a bachelor's degree program from an accredited college or university in engineering or other related scientific or technical discipline.

