

Government Site Contract Pricing Human Capital and Training Solutions Small Business (HCaTS SB) Contract No. 47QREB19D0016 Full Visibility LLC DUNS# 796434582				Base Period					Option Period				
				Average Change in ECI (Employment Cost Index):	0.0206					Average Change in ECI (Employment Cost Index):	0.0280		
ID#	Level	Labor Category Title	Fully Burdened Labor Rate	Base Year 1 Loaded Hourly Labor Rate	Base Year 2 Loaded Hourly Labor Rate	Base Year 3 Loaded Hourly Labor Rate	Base Year 4 Loaded Hourly Labor Rate	Base Year 5 Loaded Hourly Labor Rate	Option Year 1 Loaded Hourly Labor Rate	Option Year 2 Loaded Hourly Labor Rate	Option Year 3 Loaded Hourly Labor Rate	Option Year 4 Loaded Hourly Labor Rate	Option Year 5 Loaded Hourly Labor Rate
				Nov 2016-Nov 2017	Nov 2017-Nov 2018	Nov 2018-Nov 2019	Nov 2019-Nov 2020	Nov 2020-Nov 2021	Nov 2021-Nov 2022	Nov 2022-Nov 2023	Nov 2023-Nov 2024	Nov 2024-Nov 2025	Nov 2025-Nov 2026
Accepted Rates													
1.1	Junior	Arbitrators, Mediators, and Conciliators	\$ 68.41			\$ 68.41	\$ 69.82	\$ 71.26	\$ 73.25	\$ 75.30	\$ 77.41	\$ 79.58	\$ 81.81
1.2	Journey	Arbitrators, Mediators, and Conciliators	\$ 91.77			\$ 91.77	\$ 93.66	\$ 95.59	\$ 98.27	\$ 101.02	\$ 103.85	\$ 106.75	\$ 109.74
1.3	Senior	Arbitrators, Mediators, and Conciliators	\$ 123.60			\$ 123.60	\$ 126.15	\$ 128.74	\$ 132.35	\$ 136.06	\$ 139.86	\$ 143.78	\$ 147.81
1.4	SME	Arbitrators, Mediators, and Conciliators	\$ 149.18			\$ 149.18	\$ 152.25	\$ 155.39	\$ 159.74	\$ 164.21	\$ 168.81	\$ 173.54	\$ 178.40
2.1	Junior	Budget Analysts	\$ 69.09			\$ 69.09	\$ 70.51	\$ 71.97	\$ 73.98	\$ 76.05	\$ 78.18	\$ 80.37	\$ 82.62
2.2	Journey	Budget Analysts	\$ 85.82			\$ 85.82	\$ 87.59	\$ 89.39	\$ 91.90	\$ 94.47	\$ 97.11	\$ 99.83	\$ 102.63
2.3	Senior	Budget Analysts	\$ 119.60			\$ 119.60	\$ 122.06	\$ 124.58	\$ 128.07	\$ 131.65	\$ 135.34	\$ 139.13	\$ 143.02
2.4	SME	Budget Analysts	\$ 145.36			\$ 145.36	\$ 148.35	\$ 151.41	\$ 155.65	\$ 160.01	\$ 164.49	\$ 169.09	\$ 173.83
3.1	Junior	Business Operations Specialists, All Other	\$ 72.71			\$ 72.71	\$ 74.21	\$ 75.74	\$ 77.86	\$ 80.04	\$ 82.28	\$ 84.58	\$ 86.95
3.2	Journey	Business Operations Specialists, All Other	\$ 93.33			\$ 93.33	\$ 95.25	\$ 97.21	\$ 99.94	\$ 102.74	\$ 105.61	\$ 108.57	\$ 111.61
3.3	Senior	Business Operations Specialists, All Other	\$ 151.25			\$ 151.25	\$ 154.37	\$ 157.55	\$ 161.96	\$ 166.49	\$ 171.15	\$ 175.95	\$ 180.87
3.4	SME	Business Operations Specialists, All Other	\$ 194.36			\$ 194.36	\$ 198.36	\$ 202.45	\$ 208.12	\$ 213.95	\$ 219.94	\$ 226.09	\$ 232.43
4.1	Junior	Compensation, Benefits, and Job Analysis Specialists	\$ 65.59			\$ 65.59	\$ 66.94	\$ 68.32	\$ 70.23	\$ 72.20	\$ 74.22	\$ 76.30	\$ 78.44
4.2	Journey	Compensation, Benefits, and Job Analysis Specialists	\$ 79.53			\$ 79.53	\$ 81.17	\$ 82.84	\$ 85.16	\$ 87.54	\$ 90.00	\$ 92.52	\$ 95.11
4.3	Senior	Compensation, Benefits, and Job Analysis Specialists	\$ 120.59			\$ 120.59	\$ 123.07	\$ 125.61	\$ 129.13	\$ 132.74	\$ 136.46	\$ 140.28	\$ 144.21
4.4	SME	Compensation, Benefits, and Job Analysis Specialists	\$ 151.60			\$ 151.60	\$ 154.72	\$ 157.91	\$ 162.33	\$ 166.88	\$ 171.55	\$ 176.35	\$ 181.29
5.1	Junior	Editors	\$ 54.66			\$ 54.66	\$ 55.79	\$ 56.94	\$ 58.53	\$ 60.17	\$ 61.85	\$ 63.58	\$ 65.37
5.2	Journey	Editors	\$ 71.14			\$ 71.14	\$ 72.61	\$ 74.10	\$ 76.18	\$ 78.31	\$ 80.50	\$ 82.76	\$ 85.07
5.3	Senior	Editors	\$ 119.10			\$ 119.10	\$ 121.55	\$ 124.06	\$ 127.53	\$ 131.10	\$ 134.77	\$ 138.55	\$ 142.43
5.4	SME	Editors	\$ 150.60			\$ 150.60	\$ 153.70	\$ 156.87	\$ 161.26	\$ 165.78	\$ 170.42	\$ 175.19	\$ 180.10
6.1	Junior	Financial Managers	\$ 137.99			\$ 137.99	\$ 140.83	\$ 143.73	\$ 147.76	\$ 151.90	\$ 156.15	\$ 160.52	\$ 165.02
6.2	Journey	Financial Managers	\$ 152.23			\$ 152.23	\$ 155.37	\$ 158.57	\$ 163.01	\$ 167.57	\$ 172.26	\$ 177.09	\$ 182.04
6.3	Senior	Financial Managers	\$ 155.25			\$ 155.25	\$ 158.45	\$ 161.71	\$ 166.24	\$ 170.89	\$ 175.68	\$ 180.60	\$ 185.66
6.4	SME	Financial Managers	\$ 186.61			\$ 186.61	\$ 190.45	\$ 194.38	\$ 199.82	\$ 205.42	\$ 211.17	\$ 217.08	\$ 223.16
7.1	Junior	General and Operations Managers	\$ 99.32			\$ 99.32	\$ 101.37	\$ 103.45	\$ 106.35	\$ 109.33	\$ 112.39	\$ 115.54	\$ 118.77
7.2	Journey	General and Operations Managers	\$ 143.60			\$ 143.60	\$ 146.56	\$ 149.58	\$ 153.77	\$ 158.07	\$ 162.50	\$ 167.05	\$ 171.72
7.3	Senior	General and Operations Managers	\$ 155.25			\$ 155.25	\$ 158.45	\$ 161.71	\$ 166.24	\$ 170.89	\$ 175.68	\$ 180.60	\$ 185.66
7.4	SME	General and Operations Managers	\$ 191.73			\$ 191.73	\$ 195.68	\$ 199.71	\$ 205.30	\$ 211.05	\$ 216.96	\$ 223.04	\$ 229.28
8.1	Junior	Human Resources Managers	\$ 97.83			\$ 97.83	\$ 99.85	\$ 101.90	\$ 104.76	\$ 107.69	\$ 110.70	\$ 113.80	\$ 116.99
8.2	Journey	Human Resources Managers	\$ 141.61			\$ 141.61	\$ 144.53	\$ 147.50	\$ 151.63	\$ 155.88	\$ 160.24	\$ 164.73	\$ 169.34
8.3	Senior	Human Resources Managers	\$ 155.25			\$ 155.25	\$ 158.45	\$ 161.71	\$ 166.24	\$ 170.89	\$ 175.68	\$ 180.60	\$ 185.66
8.4	SME	Human Resources Managers	\$ 190.36			\$ 190.36	\$ 194.28	\$ 198.28	\$ 203.84	\$ 209.54	\$ 215.41	\$ 221.44	\$ 227.64
9.1	Junior	Human Resources Specialists	\$ 61.07			\$ 61.07	\$ 62.33	\$ 63.61	\$ 65.39	\$ 67.22	\$ 69.11	\$ 71.04	\$ 73.03
9.2	Journey	Human Resources Specialists	\$ 104.61			\$ 104.61	\$ 106.76	\$ 108.96	\$ 112.02	\$ 115.15	\$ 118.38	\$ 121.69	\$ 125.10
9.3	Senior	Human Resources Specialists	\$ 128.83			\$ 128.83	\$ 131.48	\$ 134.19	\$ 137.95	\$ 141.81	\$ 145.78	\$ 149.87	\$ 154.06
9.4	SME	Human Resources Specialists	\$ 166.36			\$ 166.36	\$ 169.79	\$ 173.28	\$ 178.14	\$ 183.12	\$ 188.25	\$ 193.52	\$ 198.94
10.1	Junior	Industrial-Organizational Psychologists	\$ 75.55			\$ 75.55	\$ 77.11	\$ 78.69	\$ 80.90	\$ 83.16	\$ 85.49	\$ 87.89	\$ 90.35
10.2	Journey	Industrial-Organizational Psychologists	\$ 97.60			\$ 97.60	\$ 99.61	\$ 101.66	\$ 104.51	\$ 107.44	\$ 110.44	\$ 113.54	\$ 116.71
10.3	Senior	Industrial-Organizational Psychologists	\$ 145.25			\$ 145.25	\$ 148.24	\$ 151.30	\$ 155.53	\$ 159.89	\$ 164.36	\$ 168.97	\$ 173.70
10.4	SME	Industrial-Organizational Psychologists	\$ 195.30			\$ 195.30	\$ 199.32	\$ 203.43	\$ 209.13	\$ 214.98	\$ 221.00	\$ 227.19	\$ 233.55
11.1	Junior	Labor Relations Specialists	\$ 81.50			\$ 81.50	\$ 83.18	\$ 84.89	\$ 87.27	\$ 89.71	\$ 92.22	\$ 94.81	\$ 97.46
11.2	Journey	Labor Relations Specialists	\$ 95.78			\$ 95.78	\$ 97.75	\$ 99.77	\$ 102.56	\$ 105.43	\$ 108.38	\$ 111.42	\$ 114.54
11.3	Senior	Labor Relations Specialists	\$ 124.54			\$ 124.54	\$ 127.11	\$ 129.72	\$ 133.36	\$ 137.09	\$ 140.93	\$ 144.87	\$ 148.93
11.4	SME	Labor Relations Specialists	\$ 148.13			\$ 148.13	\$ 151.18	\$ 154.30	\$ 158.62	\$ 163.06	\$ 167.62	\$ 172.32	\$ 177.14
12.1	Junior	Logistics Analysts	\$ 74.69			\$ 74.69	\$ 76.23	\$ 77.80	\$ 79.98	\$ 82.22	\$ 84.52	\$ 86.89	\$ 89.32

12.2	Journeyma	Logistics Analysts	\$ 87.83	\$ 87.83	\$ 89.64	\$ 91.49	\$ 94.05	\$ 96.68	\$ 99.39	\$ 102.17	\$ 105.03
12.3	Senior	Logistics Analysts	\$ 138.80	\$ 138.80	\$ 141.66	\$ 144.58	\$ 148.63	\$ 152.79	\$ 157.07	\$ 161.46	\$ 165.98
12.4	SME	Logistics Analysts	\$ 177.20	\$ 177.20	\$ 180.85	\$ 184.58	\$ 189.74	\$ 195.06	\$ 200.52	\$ 206.13	\$ 211.90
13.1	Junior	Management Analysts	\$ 73.10	\$ 73.10	\$ 74.61	\$ 76.14	\$ 78.27	\$ 80.47	\$ 82.72	\$ 85.04	\$ 87.42
13.2	Journeyma	Management Analysts	\$ 127.46	\$ 127.46	\$ 130.09	\$ 132.77	\$ 136.48	\$ 140.30	\$ 144.23	\$ 148.27	\$ 152.42
13.3	Senior	Management Analysts	\$ 155.25	\$ 155.25	\$ 158.45	\$ 161.71	\$ 166.24	\$ 170.89	\$ 175.68	\$ 180.60	\$ 185.66
13.4	SME	Management Analysts	\$ 201.87	\$ 201.87	\$ 206.03	\$ 210.27	\$ 216.16	\$ 222.21	\$ 228.43	\$ 234.83	\$ 241.41
14.1	Junior	Managers, All Other	\$ 102.81	\$ 102.81	\$ 104.93	\$ 107.09	\$ 110.09	\$ 113.17	\$ 116.34	\$ 119.60	\$ 122.95
14.2	Journeyma	Managers, All Other	\$ 126.50	\$ 126.50	\$ 129.11	\$ 131.77	\$ 135.45	\$ 139.25	\$ 143.15	\$ 147.15	\$ 151.28
14.3	Senior	Managers, All Other	\$ 155.25	\$ 155.25	\$ 158.45	\$ 161.71	\$ 166.24	\$ 170.89	\$ 175.68	\$ 180.60	\$ 185.66
14.4	SME	Managers, All Other	\$ 184.50	\$ 184.50	\$ 188.30	\$ 192.18	\$ 197.56	\$ 203.09	\$ 208.78	\$ 214.62	\$ 220.63
15.1	Junior	Market Research Analysts and Marketing Specialists	\$ 70.78	\$ 70.78	\$ 72.24	\$ 73.73	\$ 75.79	\$ 77.91	\$ 80.09	\$ 82.34	\$ 84.64
15.2	Journeyma	Market Research Analysts and Marketing Specialists	\$ 94.93	\$ 94.93	\$ 96.89	\$ 98.88	\$ 101.65	\$ 104.50	\$ 107.42	\$ 110.43	\$ 113.52
15.3	Senior	Market Research Analysts and Marketing Specialists	\$ 146.85	\$ 146.85	\$ 149.88	\$ 152.96	\$ 157.25	\$ 161.65	\$ 166.17	\$ 170.83	\$ 175.61
15.4	SME	Market Research Analysts and Marketing Specialists	\$ 191.81	\$ 191.81	\$ 195.76	\$ 199.79	\$ 205.39	\$ 211.14	\$ 217.05	\$ 223.13	\$ 229.38
16.1	Junior	Operations Research Analysts	\$ 77.15	\$ 77.15	\$ 78.74	\$ 80.36	\$ 82.61	\$ 84.92	\$ 87.30	\$ 89.75	\$ 92.26
16.2	Journeyma	Operations Research Analysts	\$ 101.46	\$ 101.46	\$ 103.55	\$ 105.68	\$ 108.64	\$ 111.68	\$ 114.81	\$ 118.03	\$ 121.33
16.3	Senior	Operations Research Analysts	\$ 145.21	\$ 145.21	\$ 148.20	\$ 151.25	\$ 155.49	\$ 159.84	\$ 164.32	\$ 168.92	\$ 173.65
16.4	SME	Operations Research Analysts	\$ 187.47	\$ 187.47	\$ 191.33	\$ 195.27	\$ 200.74	\$ 206.36	\$ 212.14	\$ 218.08	\$ 224.19
17.1	Junior	Public Relations Specialists	\$ 65.93	\$ 65.93	\$ 67.29	\$ 68.67	\$ 70.60	\$ 72.57	\$ 74.61	\$ 76.69	\$ 78.84
17.2	Journeyma	Public Relations Specialists	\$ 77.62	\$ 77.62	\$ 79.22	\$ 80.85	\$ 83.11	\$ 85.44	\$ 87.83	\$ 90.29	\$ 92.82
17.3	Senior	Public Relations Specialists	\$ 142.85	\$ 142.85	\$ 145.79	\$ 148.80	\$ 152.96	\$ 157.25	\$ 161.65	\$ 166.17	\$ 170.83
17.4	SME	Public Relations Specialists	\$ 191.33	\$ 191.33	\$ 195.27	\$ 199.29	\$ 204.87	\$ 210.61	\$ 216.51	\$ 222.57	\$ 228.80
18.1	Junior	Social Science Research Assistants	\$ 40.19	\$ 40.19	\$ 41.02	\$ 41.86	\$ 43.04	\$ 44.24	\$ 45.48	\$ 46.75	\$ 48.06
18.2	Journeyma	Social Science Research Assistants	\$ 49.37	\$ 49.37	\$ 50.39	\$ 51.42	\$ 52.86	\$ 54.35	\$ 55.87	\$ 57.43	\$ 59.04
18.3	Senior	Social Science Research Assistants	\$ 84.91	\$ 84.91	\$ 86.66	\$ 88.44	\$ 90.92	\$ 93.47	\$ 96.08	\$ 98.77	\$ 101.54
18.4	SME	Social Science Research Assistants	\$ 105.88	\$ 105.88	\$ 108.06	\$ 110.29	\$ 113.38	\$ 116.55	\$ 119.81	\$ 123.17	\$ 126.62
19.1	Junior	Statisticians	\$ 85.95	\$ 85.95	\$ 87.72	\$ 89.53	\$ 92.03	\$ 94.61	\$ 97.26	\$ 99.98	\$ 102.78
19.2	Journeyma	Statisticians	\$ 112.11	\$ 112.11	\$ 114.42	\$ 116.78	\$ 120.05	\$ 123.41	\$ 126.86	\$ 130.42	\$ 134.07
19.3	Senior	Statisticians	\$ 155.25	\$ 155.25	\$ 158.45	\$ 161.71	\$ 166.24	\$ 170.89	\$ 175.68	\$ 180.60	\$ 185.66
19.4	SME	Statisticians	\$ 193.69	\$ 193.69	\$ 197.68	\$ 201.75	\$ 207.40	\$ 213.21	\$ 219.18	\$ 225.32	\$ 231.62
20.1	Junior	Survey Researchers	\$ 53.20	\$ 53.20	\$ 54.30	\$ 55.41	\$ 56.97	\$ 58.56	\$ 60.20	\$ 61.89	\$ 63.62
20.2	Journeyma	Survey Researchers	\$ 73.87	\$ 73.87	\$ 75.39	\$ 76.94	\$ 79.10	\$ 81.31	\$ 83.59	\$ 85.93	\$ 88.34
20.3	Senior	Survey Researchers	\$ 121.40	\$ 121.40	\$ 123.90	\$ 126.45	\$ 129.99	\$ 133.63	\$ 137.38	\$ 141.22	\$ 145.18
20.4	SME	Survey Researchers	\$ 152.72	\$ 152.72	\$ 155.87	\$ 159.08	\$ 163.53	\$ 168.11	\$ 172.82	\$ 177.66	\$ 182.63
21.1	Junior	Training and Development Managers	\$ 97.50	\$ 97.50	\$ 99.51	\$ 101.56	\$ 104.40	\$ 107.33	\$ 110.33	\$ 113.42	\$ 116.60
21.2	Journeyma	Training and Development Managers	\$ 132.38	\$ 132.38	\$ 135.11	\$ 137.89	\$ 141.75	\$ 145.72	\$ 149.80	\$ 153.99	\$ 158.31
21.3	Senior	Training and Development Managers	\$ 155.25	\$ 155.25	\$ 158.45	\$ 161.71	\$ 166.24	\$ 170.89	\$ 175.68	\$ 180.60	\$ 185.66
21.4	SME	Training and Development Managers	\$ 185.34	\$ 185.34	\$ 189.16	\$ 193.05	\$ 198.46	\$ 204.02	\$ 209.73	\$ 215.60	\$ 221.64

Contractor Site Contract Pricing Human Capital and Training Solutions Small Business (HCaTS SB) Contract No. 47QREB19D0016			Base Period					Option Period					
			Average Change in ECI (Employment Cost Index):	0.0206				Average Change in ECI (Employment Cost Index):	0.0280				
ID#	Level	Labor Category Title	Fully Burdened Labor Rate	Base Year 1	Base Year 2	Base Year 3	Base Year 4	Base Year 5	Option Year 1	Option Year 2	Option Year 3	Option Year 4	Option Year 5
				Loaded Hourly Labor Rate	Loaded Hourly Labor Rate	Loaded Hourly Labor Rate	Loaded Hourly Labor Rate	Loaded Hourly Labor Rate	Loaded Hourly Labor Rate	Loaded Hourly Labor Rate	Loaded Hourly Labor Rate	Loaded Hourly Labor Rate	Loaded Hourly Labor Rate
				Nov 2016-Nov 2017	Nov 2017-Nov 2018	Nov 2018-Nov 2019	Nov 2019-Nov 2020	Nov 2020-Nov 2021	Nov 2021-Nov 2022	Nov 2022-Nov 2023	Nov 2023-Nov 2024	Nov 2024-Nov 2025	Nov 2025-Nov 2026
Accepted Rates													
1.1	Junior	Arbitrators, Mediators, and Conciliators	\$ 73.20	\$ 73.20	\$ 74.71	\$ 76.25	\$ 78.38	\$ 80.58	\$ 82.83	\$ 85.15	\$ 87.54		
1.2	Journeyman	Arbitrators, Mediators, and Conciliators	\$ 98.19	\$ 98.19	\$ 100.21	\$ 102.28	\$ 105.14	\$ 108.08	\$ 111.11	\$ 114.22	\$ 117.42		
1.3	Senior	Arbitrators, Mediators, and Conciliators	\$ 132.25	\$ 132.25	\$ 134.97	\$ 137.75	\$ 141.61	\$ 145.58	\$ 149.65	\$ 153.84	\$ 158.15		
1.4	SME	Arbitrators, Mediators, and Conciliators	\$ 159.62	\$ 159.62	\$ 162.91	\$ 166.26	\$ 170.92	\$ 175.71	\$ 180.62	\$ 185.68	\$ 190.88		
2.1	Junior	Budget Analysts	\$ 73.93	\$ 73.93	\$ 75.45	\$ 77.01	\$ 79.16	\$ 81.38	\$ 83.66	\$ 86.00	\$ 88.41		
2.2	Journeyman	Budget Analysts	\$ 90.54	\$ 90.54	\$ 92.41	\$ 94.31	\$ 96.95	\$ 99.66	\$ 102.45	\$ 105.32	\$ 108.27		
2.3	Senior	Budget Analysts	\$ 127.97	\$ 127.97	\$ 130.61	\$ 133.30	\$ 137.03	\$ 140.87	\$ 144.81	\$ 148.86	\$ 153.03		
2.4	SME	Budget Analysts	\$ 155.54	\$ 155.54	\$ 158.74	\$ 162.01	\$ 166.55	\$ 171.21	\$ 176.01	\$ 180.94	\$ 186.00		
3.1	Junior	Business Operations Specialists, All Other	\$ 77.80	\$ 77.80	\$ 79.40	\$ 81.04	\$ 83.31	\$ 85.64	\$ 88.04	\$ 90.50	\$ 93.04		
3.2	Journeyman	Business Operations Specialists, All Other	\$ 99.86	\$ 99.86	\$ 101.92	\$ 104.02	\$ 106.93	\$ 109.92	\$ 113.00	\$ 116.16	\$ 119.42		
3.3	Senior	Business Operations Specialists, All Other	\$ 159.84	\$ 159.84	\$ 163.13	\$ 166.49	\$ 171.16	\$ 175.95	\$ 180.87	\$ 185.94	\$ 191.14		
3.4	SME	Business Operations Specialists, All Other	\$ 207.97	\$ 207.97	\$ 212.25	\$ 216.63	\$ 222.69	\$ 228.93	\$ 235.34	\$ 241.93	\$ 248.70		
4.1	Junior	Compensation, Benefits, and Job Analysis Specialists	\$ 69.58	\$ 69.58	\$ 71.01	\$ 72.48	\$ 74.51	\$ 76.59	\$ 78.74	\$ 80.94	\$ 83.21		
4.2	Journeyman	Compensation, Benefits, and Job Analysis Specialists	\$ 85.10	\$ 85.10	\$ 86.85	\$ 88.64	\$ 91.12	\$ 93.68	\$ 96.30	\$ 98.99	\$ 101.77		
4.3	Senior	Compensation, Benefits, and Job Analysis Specialists	\$ 126.03	\$ 126.03	\$ 128.63	\$ 131.28	\$ 134.95	\$ 138.73	\$ 142.61	\$ 146.61	\$ 150.71		
4.4	SME	Compensation, Benefits, and Job Analysis Specialists	\$ 162.21	\$ 162.21	\$ 165.55	\$ 168.96	\$ 173.69	\$ 178.56	\$ 183.56	\$ 188.70	\$ 193.98		
5.1	Junior	Editors	\$ 58.49	\$ 58.49	\$ 59.69	\$ 60.92	\$ 62.63	\$ 64.38	\$ 66.19	\$ 68.04	\$ 69.95		
5.2	Journeyman	Editors	\$ 76.12	\$ 76.12	\$ 77.69	\$ 79.29	\$ 81.51	\$ 83.79	\$ 86.14	\$ 88.55	\$ 91.03		
5.3	Senior	Editors	\$ 124.44	\$ 124.44	\$ 127.00	\$ 129.62	\$ 133.25	\$ 136.98	\$ 140.82	\$ 144.76	\$ 148.81		
5.4	SME	Editors	\$ 161.14	\$ 161.14	\$ 164.46	\$ 167.85	\$ 172.55	\$ 177.38	\$ 182.34	\$ 187.45	\$ 192.70		
6.1	Junior	Financial Managers	\$ 144.65	\$ 144.65	\$ 147.63	\$ 150.67	\$ 154.89	\$ 159.23	\$ 163.69	\$ 168.27	\$ 172.98		
6.2	Journeyman	Financial Managers	\$ 162.89	\$ 162.89	\$ 166.25	\$ 169.67	\$ 174.42	\$ 179.30	\$ 184.33	\$ 189.49	\$ 194.79		
6.3	Senior	Financial Managers	\$ 193.98	\$ 193.98	\$ 197.98	\$ 202.05	\$ 207.71	\$ 213.53	\$ 219.51	\$ 225.65	\$ 231.97		
6.4	SME	Financial Managers	\$ 251.15	\$ 251.15	\$ 256.38	\$ 261.69	\$ 267.67	\$ 273.82	\$ 280.15	\$ 286.66	\$ 293.34		
7.1	Junior	General and Operations Managers	\$ 104.27	\$ 104.27	\$ 106.42	\$ 108.61	\$ 111.65	\$ 114.78	\$ 117.99	\$ 121.30	\$ 124.69		
7.2	Journeyman	General and Operations Managers	\$ 151.65	\$ 151.65	\$ 154.77	\$ 157.96	\$ 162.39	\$ 166.93	\$ 171.61	\$ 176.41	\$ 181.35		
7.3	Senior	General and Operations Managers	\$ 193.98	\$ 193.98	\$ 199.98	\$ 206.05	\$ 212.69	\$ 219.51	\$ 226.65	\$ 234.15	\$ 241.97		
7.4	SME	General and Operations Managers	\$ 251.15	\$ 251.15	\$ 256.38	\$ 261.69	\$ 267.67	\$ 273.82	\$ 280.15	\$ 286.66	\$ 293.34		
8.1	Junior	Human Resources Managers	\$ 104.68	\$ 104.68	\$ 106.84	\$ 109.04	\$ 112.09	\$ 115.23	\$ 118.46	\$ 121.77	\$ 125.18		
8.2	Journeyman	Human Resources Managers	\$ 147.52	\$ 147.52	\$ 150.56	\$ 153.66	\$ 157.96	\$ 162.39	\$ 166.93	\$ 171.61	\$ 176.41		
8.3	Senior	Human Resources Managers	\$ 193.98	\$ 193.98	\$ 199.98	\$ 206.05	\$ 212.69	\$ 219.51	\$ 226.65	\$ 234.15	\$ 241.97		
8.4	SME	Human Resources Managers	\$ 251.15	\$ 251.15	\$ 256.38	\$ 261.69	\$ 267.67	\$ 273.82	\$ 280.15	\$ 286.66	\$ 293.34		
9.1	Junior	Human Resources Specialists	\$ 65.34	\$ 65.34	\$ 66.69	\$ 68.06	\$ 69.97	\$ 71.92	\$ 73.94	\$ 76.01	\$ 78.14		
9.2	Journeyman	Human Resources Specialists	\$ 109.93	\$ 109.93	\$ 112.19	\$ 114.51	\$ 117.71	\$ 121.01	\$ 124.40	\$ 127.88	\$ 131.46		
9.3	Senior	Human Resources Specialists	\$ 137.85	\$ 137.85	\$ 140.69	\$ 143.59	\$ 147.61	\$ 151.74	\$ 155.99	\$ 160.36	\$ 164.85		
9.4	SME	Human Resources Specialists	\$ 178.01	\$ 178.01	\$ 181.68	\$ 185.42	\$ 190.61	\$ 195.95	\$ 201.43	\$ 207.08	\$ 212.87		
10.1	Junior	Industrial-Organizational Psychologists	\$ 80.32	\$ 80.32	\$ 81.97	\$ 83.66	\$ 86.01	\$ 88.41	\$ 90.89	\$ 93.43	\$ 96.05		
10.2	Journeyman	Industrial-Organizational Psychologists	\$ 104.43	\$ 104.43	\$ 106.58	\$ 108.78	\$ 111.82	\$ 114.95	\$ 118.17	\$ 121.48	\$ 124.88		
10.3	Senior	Industrial-Organizational Psychologists	\$ 156.12	\$ 156.12	\$ 159.34	\$ 162.62	\$ 167.17	\$ 171.85	\$ 176.66	\$ 181.61	\$ 186.70		
10.4	SME	Industrial-Organizational Psychologists	\$ 206.97	\$ 206.97	\$ 211.23	\$ 215.58	\$ 221.62	\$ 227.83	\$ 234.21	\$ 240.76	\$ 247.51		
11.1	Junior	Labor Relations Specialists	\$ 87.21	\$ 87.21	\$ 89.01	\$ 90.84	\$ 93.38	\$ 96.00	\$ 98.69	\$ 101.45	\$ 104.29		
11.2	Journeyman	Labor Relations Specialists	\$ 100.32	\$ 100.32	\$ 102.39	\$ 104.50	\$ 107.42	\$ 110.43	\$ 113.52	\$ 116.70	\$ 119.97		
11.3	Senior	Labor Relations Specialists	\$ 133.26	\$ 133.26	\$ 136.01	\$ 138.81	\$ 142.69	\$ 146.69	\$ 150.80	\$ 155.02	\$ 159.36		
11.4	SME	Labor Relations Specialists	\$ 158.50	\$ 158.50	\$ 161.77	\$ 165.10	\$ 169.72	\$ 174.47	\$ 179.36	\$ 184.38	\$ 189.54		
12.1	Junior	Logistics Analysts	\$ 79.92	\$ 79.92	\$ 81.57	\$ 83.25	\$ 85.58	\$ 87.97	\$ 90.44	\$ 92.97	\$ 95.57		

12.2	Journeyma	Logistics Analysts	\$ 93.98	\$ 93.98	\$ 95.92	\$ 97.89	\$ 100.63	\$ 103.45	\$ 106.35	\$ 109.32	\$ 112.39
12.3	Senior	Logistics Analysts	\$ 147.87	\$ 147.87	\$ 150.92	\$ 154.02	\$ 158.34	\$ 162.77	\$ 167.33	\$ 172.01	\$ 176.83
12.4	SME	Logistics Analysts	\$ 189.95	\$ 189.95	\$ 193.86	\$ 197.86	\$ 203.40	\$ 209.09	\$ 214.95	\$ 220.96	\$ 227.15
13.1	Junior	Management Analysts	\$ 78.22	\$ 78.22	\$ 79.83	\$ 81.48	\$ 83.76	\$ 86.10	\$ 88.51	\$ 90.99	\$ 93.54
13.2	Journeyma	Management Analysts	\$ 132.38	\$ 132.38	\$ 135.11	\$ 137.89	\$ 141.75	\$ 145.72	\$ 149.80	\$ 153.99	\$ 158.31
13.3	Senior	Management Analysts	\$ 166.12	\$ 166.12	\$ 169.54	\$ 173.03	\$ 177.88	\$ 182.86	\$ 187.98	\$ 193.24	\$ 198.65
13.4	SME	Management Analysts	\$ 216.00	\$ 216.00	\$ 220.45	\$ 224.99	\$ 231.29	\$ 237.77	\$ 244.42	\$ 251.27	\$ 258.30
14.1	Junior	Managers, All Other	\$ 110.01	\$ 110.01	\$ 112.28	\$ 114.59	\$ 117.80	\$ 121.10	\$ 124.49	\$ 127.97	\$ 131.56
14.2	Journeyma	Managers, All Other	\$ 135.36	\$ 135.36	\$ 138.15	\$ 140.99	\$ 144.94	\$ 149.00	\$ 153.17	\$ 157.46	\$ 161.87
14.3	Senior	Managers, All Other	\$ 166.12	\$ 166.12	\$ 169.54	\$ 173.03	\$ 177.88	\$ 182.86	\$ 187.98	\$ 193.24	\$ 198.65
14.4	SME	Managers, All Other	\$ 197.42	\$ 197.42	\$ 201.49	\$ 205.64	\$ 211.40	\$ 217.31	\$ 223.40	\$ 229.65	\$ 236.08
15.1	Junior	Market Research Analysts and Marketing Specialists	\$ 73.80	\$ 73.80	\$ 75.32	\$ 76.87	\$ 79.02	\$ 81.24	\$ 83.51	\$ 85.85	\$ 88.25
15.2	Journeyma	Market Research Analysts and Marketing Specialists	\$ 101.58	\$ 101.58	\$ 103.67	\$ 105.81	\$ 108.77	\$ 111.82	\$ 114.95	\$ 118.17	\$ 121.47
15.3	Senior	Market Research Analysts and Marketing Specialists	\$ 153.13	\$ 153.13	\$ 156.28	\$ 159.50	\$ 163.97	\$ 168.56	\$ 173.28	\$ 178.13	\$ 183.12
15.4	SME	Market Research Analysts and Marketing Specialists	\$ 205.24	\$ 205.24	\$ 209.47	\$ 213.78	\$ 219.77	\$ 225.92	\$ 232.25	\$ 238.75	\$ 245.44
16.1	Junior	Operations Research Analysts	\$ 82.55	\$ 82.55	\$ 84.25	\$ 85.99	\$ 88.39	\$ 90.87	\$ 93.41	\$ 96.03	\$ 98.72
16.2	Journeyma	Operations Research Analysts	\$ 108.56	\$ 108.56	\$ 110.80	\$ 113.08	\$ 116.24	\$ 119.50	\$ 122.85	\$ 126.29	\$ 129.82
16.3	Senior	Operations Research Analysts	\$ 156.79	\$ 156.79	\$ 160.02	\$ 163.32	\$ 167.89	\$ 172.59	\$ 177.42	\$ 182.39	\$ 187.50
16.4	SME	Operations Research Analysts	\$ 200.94	\$ 200.94	\$ 205.08	\$ 209.30	\$ 215.16	\$ 221.19	\$ 227.38	\$ 233.75	\$ 240.29
17.1	Junior	Public Relations Specialists	\$ 70.55	\$ 70.55	\$ 72.00	\$ 73.49	\$ 75.54	\$ 77.66	\$ 79.83	\$ 82.07	\$ 84.37
17.2	Journeyma	Public Relations Specialists	\$ 83.05	\$ 83.05	\$ 84.76	\$ 86.51	\$ 88.93	\$ 91.42	\$ 93.98	\$ 96.61	\$ 99.32
17.3	Senior	Public Relations Specialists	\$ 152.85	\$ 152.85	\$ 156.00	\$ 159.21	\$ 163.67	\$ 168.25	\$ 172.96	\$ 177.81	\$ 182.79
17.4	SME	Public Relations Specialists	\$ 204.72	\$ 204.72	\$ 208.94	\$ 213.24	\$ 219.21	\$ 225.35	\$ 231.66	\$ 238.15	\$ 244.81
18.1	Junior	Social Science Research Assistants	\$ 44.66	\$ 44.66	\$ 45.58	\$ 46.52	\$ 47.82	\$ 49.16	\$ 50.54	\$ 51.95	\$ 53.41
18.2	Journeyma	Social Science Research Assistants	\$ 54.86	\$ 54.86	\$ 55.99	\$ 57.14	\$ 58.74	\$ 60.39	\$ 62.08	\$ 63.82	\$ 65.60
18.3	Senior	Social Science Research Assistants	\$ 90.85	\$ 90.85	\$ 92.72	\$ 94.63	\$ 97.28	\$ 100.01	\$ 102.81	\$ 105.68	\$ 108.64
18.4	SME	Social Science Research Assistants	\$ 113.29	\$ 113.29	\$ 115.62	\$ 118.01	\$ 121.31	\$ 124.71	\$ 128.20	\$ 131.79	\$ 135.48
19.1	Junior	Statisticians	\$ 91.97	\$ 91.97	\$ 93.86	\$ 95.80	\$ 98.48	\$ 101.24	\$ 104.07	\$ 106.99	\$ 109.98
19.2	Journeyma	Statisticians	\$ 119.96	\$ 119.96	\$ 122.43	\$ 124.95	\$ 128.45	\$ 132.05	\$ 135.75	\$ 139.55	\$ 143.45
19.3	Senior	Statisticians	\$ 163.12	\$ 163.12	\$ 166.48	\$ 169.91	\$ 174.67	\$ 179.56	\$ 184.59	\$ 189.75	\$ 195.07
19.4	SME	Statisticians	\$ 207.25	\$ 207.25	\$ 211.52	\$ 215.88	\$ 221.92	\$ 228.13	\$ 234.52	\$ 241.09	\$ 247.84
20.1	Junior	Survey Researchers	\$ 56.92	\$ 56.92	\$ 58.09	\$ 59.29	\$ 60.95	\$ 62.66	\$ 64.41	\$ 66.21	\$ 68.07
20.2	Journeyma	Survey Researchers	\$ 76.22	\$ 76.22	\$ 77.79	\$ 79.39	\$ 81.62	\$ 83.90	\$ 86.25	\$ 88.67	\$ 91.15
20.3	Senior	Survey Researchers	\$ 129.90	\$ 129.90	\$ 132.58	\$ 135.31	\$ 139.10	\$ 142.99	\$ 146.99	\$ 151.11	\$ 155.34
20.4	SME	Survey Researchers	\$ 163.41	\$ 163.41	\$ 166.78	\$ 170.21	\$ 174.98	\$ 179.88	\$ 184.91	\$ 190.09	\$ 195.41
21.1	Junior	Training and Development Managers	\$ 104.33	\$ 104.33	\$ 106.48	\$ 108.67	\$ 111.72	\$ 114.84	\$ 118.06	\$ 121.36	\$ 124.76
21.2	Journeyma	Training and Development Managers	\$ 140.93	\$ 140.93	\$ 143.83	\$ 146.80	\$ 150.91	\$ 155.13	\$ 159.48	\$ 163.94	\$ 168.53
21.3	Senior	Training and Development Managers	\$ 166.12	\$ 166.12	\$ 169.54	\$ 173.03	\$ 177.88	\$ 182.86	\$ 187.98	\$ 193.24	\$ 198.65
21.4	SME	Training and Development Managers	\$ 197.66	\$ 197.66	\$ 201.73	\$ 205.89	\$ 211.65	\$ 217.58	\$ 223.67	\$ 229.93	\$ 236.37