SELLERS & ASSOCIATES

Commercial Price List & Labor Category Descriptions

SELLERS & ASSOCIATES

CLIENT SITE RATES Domestic Rates					
Labor Category	**2020**	**2021**	**2022**	**2023**	**2024**
Administrative Analyst 1	$71.16	$73.30	$75.50	$77.76	$80.09
Administrative Analyst 2	$94.92	$97.77	$100.70	$103.72	$106.84
Administrative Analyst 3	$122.91	$126.59	$130.39	$134.30	$138.33
Business Analyst 1	$106.71	$109.91	$113.21	$116.60	$120.10
Business Analyst 2	$124.37	$128.10	$131.94	$135.90	$139.98
Business Analyst 3	$139.21	$143.39	$147.69	$152.12	$156.69
Cloud Engineer 1	$121.10	$124.73	$128.47	$132.33	$136.30
Cloud Engineer 2	$141.77	$146.02	$150.40	$154.91	$159.56
Cloud Engineer 3	$151.59	$156.14	$160.82	$165.65	$170.62
Configuration Management Analyst 1	$106.39	$109.58	$112.87	$116.26	$119.74
Configuration Management Analyst 2	$126.72	$130.52	$134.44	$138.47	$142.63
Configuration Management Analyst 3	$140.73	$144.95	$149.30	$153.78	$158.39
Cybersecurity Specialist 1	$118.81	$122.37	$126.05	$129.83	$133.72
Cybersecurity Specialist 2	$137.04	$141.15	$145.38	$149.75	$154.24
Cybersecurity Specialist 3	$150.65	$155.17	$159.83	$164.62	$169.56
Database Administrator 1	$86.79	$89.39	$92.08	$94.84	$97.68
Database Administrator 2	$103.41	$106.51	$109.71	$113.00	$116.39
Database Administrator 3	$115.82	$119.29	$122.87	$126.56	$130.35
Developer 1	$98.91	$101.88	$104.94	$108.09	$111.33
Developer 2	$117.87	$121.41	$125.05	$128.80	$132.67
Developer 3	$137.03	$141.15	$145.38	$149.74	$154.23
Engineer / Scientist 1	$78.52	$80.88	$83.30	$85.80	$88.38
Engineer / Scientist 2	$110.90	$114.23	$117.65	$121.18	$124.82
Engineer / Scientist 3	$131.92	$135.87	$139.95	$144.15	$148.47
Engineer / Scientist 4	$166.52	$171.52	$176.67	$181.97	$187.42
Engineer / Scientist 5	$187.46	$193.09	$198.88	$204.84	$210.99
Engineer / Scientist 6	$195.11	$200.96	$206.99	$213.20	$219.59
Engineer / Scientist 7	$199.30	$205.28	$211.44	$217.78	$224.32
Financial Analyst 1	$69.96	$72.05	$74.22	$76.44	$78.74
Financial Analyst 2	$96.13	$99.01	$101.98	$105.04	$108.19
Financial Analyst 3	$117.56	$121.09	$124.72	$128.46	$132.31
Graphic Artist 1	$95.90	$98.77	$101.74	$104.79	$107.93
Graphic Artist 2	$123.07	$126.76	$130.57	$134.48	$138.52
Graphic Artist 3	$129.87	$133.77	$137.78	$141.92	$146.17
Human Systems Integration Specialist	$169.63	$174.72	$179.96	$185.36	$190.92
Instructional Systems Designer	$123.07	$126.76	$130.57	$134.48	$138.52
Intelligence Specialist	$154.00	$158.62	$163.38	$168.28	$173.33
Knowledge Manager	$191.62	$197.37	$203.29	$209.39	$215.67
Logistician 1	$85.23	$87.79	$90.42	$93.14	$95.93
Logistician 2	$96.20	$99.08	$102.06	$105.12	$108.27

Commercial Price List & Labor Category Descriptions

CLIENT SITE RATES Domestic Rates					
Labor Category	**2020**	**2021**	**2022**	**2023**	**2024**
Logistician 3	$109.27	$112.55	$115.93	$119.41	$122.99
Logistician 4	$137.86	$141.99	$146.25	$150.64	$155.16
Logistician 5	$164.73	$169.67	$174.76	$180.00	$185.40
Management Analyst 1	$81.63	$84.08	$86.60	$89.20	$91.87
Management Analyst 2	$93.07	$95.87	$98.74	$101.71	$104.76
Management Analyst 3	$120.00	$123.60	$127.30	$131.12	$135.06
Management Consultant 1	$152.44	$157.01	$161.72	$166.57	$171.57
Management Consultant 2	$193.94	$199.76	$205.75	$211.92	$218.28
Management Consultant 3	$223.56	$230.27	$237.18	$244.29	$251.62
Marine Engineer 1	$114.74	$118.18	$121.73	$125.38	$129.14
Marine Engineer 2	$135.04	$139.09	$143.26	$147.56	$151.99
Marine Engineer 3	$148.78	$153.25	$157.85	$162.58	$167.46
Material Scientist / Engineer 1	$120.09	$123.69	$127.40	$131.23	$135.16
Material Scientist / Engineer 2	$140.12	$144.33	$148.66	$153.12	$157.71
Material Scientist / Engineer 3	$152.99	$157.58	$162.31	$167.18	$172.20
Naval Architect 1	$120.55	$124.17	$127.89	$131.73	$135.68
Naval Architect 2	$140.64	$144.86	$149.20	$153.68	$158.29
Naval Architect 3	$154.89	$159.53	$164.32	$169.25	$174.33
Network Architect 1	$105.12	$108.27	$111.52	$114.87	$118.31
Network Architect 2	$125.70	$129.47	$133.35	$137.35	$141.47
Network Architect 3	$141.85	$146.10	$150.48	$155.00	$159.65
Network Engineer 1	$111.60	$114.95	$118.39	$121.95	$125.60
Network Engineer 2	$132.66	$136.64	$140.74	$144.96	$149.31
Network Engineer 3	$147.93	$152.36	$156.94	$161.64	$166.49
Operations Consultant 1	$152.33	$156.90	$161.60	$166.45	$171.44
Operations Consultant 2	$193.94	$199.76	$205.75	$211.92	$218.28
Operations Consultant 3	$223.56	$230.27	$237.18	$244.29	$251.62
Program Analyst 1	$55.86	$57.53	$59.26	$61.03	$62.87
Program Analyst 2	$117.42	$120.94	$124.57	$128.31	$132.15
Program Analyst 3	$142.57	$146.85	$151.25	$155.79	$160.47
Program Manager 1	$192.67	$198.45	$204.40	$210.53	$216.85
Program Manager 2	$223.56	$230.27	$237.18	$244.29	$251.62
Program Manager 3	$249.31	$256.79	$264.49	$272.43	$280.60
Programmer 1	$103.74	$106.85	$110.06	$113.36	$116.76
Programmer 2	$123.88	$127.60	$131.43	$135.37	$139.43
Programmer 3	$148.77	$153.24	$157.83	$162.57	$167.45
Project Manager 1	$99.33	$102.31	$105.38	$108.54	$111.80
Project Manager 2	$123.58	$127.29	$131.11	$135.04	$139.09
Project Manager 3	$150.99	$155.52	$160.18	$164.99	$169.94
Quality Assurance Analyst	$91.11	$93.84	$96.65	$99.55	$102.54

CLIENT SITE RATES Domestic Rates					
Labor Category	**2020**	**2021**	**2022**	**2023**	**2024**
Safety Specialist 1	$70.52	$72.64	$74.82	$77.06	$79.37
Safety Specialist 2	$81.35	$83.79	$86.30	$88.89	$91.56
Safety Specialist 3	$103.85	$106.97	$110.18	$113.48	$116.89
Safety Specialist 4	$132.08	$136.05	$140.13	$144.33	$148.66
Scrum Master 1	$112.41	$115.78	$119.26	$122.83	$126.52
Scrum Master 2	$130.25	$134.15	$138.18	$142.32	$146.59
Scrum Master 3	$143.11	$147.40	$151.82	$156.38	$161.07
Security Specialist 1	$70.40	$72.51	$74.68	$76.92	$79.23
Security Specialist 2	$87.10	$89.71	$92.40	$95.18	$98.03
Security Specialist 3	$110.59	$113.91	$117.33	$120.85	$124.47
Security Specialist 4	$131.23	$135.16	$139.22	$143.40	$147.70
Software Developer 1	$98.91	$101.88	$104.94	$108.09	$111.33
Software Developer 2	$117.87	$121.41	$125.05	$128.80	$132.67
Software Developer 3	$137.03	$141.15	$145.38	$149.74	$154.23
Software Engineer 1	$123.42	$127.12	$130.93	$134.86	$138.91
Software Engineer 2	$147.47	$151.89	$156.45	$161.15	$165.98
Software Engineer 3	$176.29	$181.58	$187.03	$192.64	$198.42
Strategic Planning Consultant	$224.30	$231.03	$237.96	$245.10	$252.46
Subject Matter Expert 1	$137.82	$141.96	$146.22	$150.60	$155.12
Subject Matter Expert 2	$146.57	$150.97	$155.50	$160.16	$164.97
Subject Matter Expert 3	$159.60	$164.38	$169.32	$174.39	$179.63
Subject Matter Expert 4	$179.79	$185.18	$190.74	$196.46	$202.35
Subject Matter Expert 5	$203.72	$209.83	$216.13	$222.61	$229.29
Subject Matter Expert 6	$223.56	$230.27	$237.18	$244.29	$251.62
Subject Matter Expert 7	$249.31	$256.79	$264.49	$272.43	$280.60
System Administrator 1	$103.41	$106.51	$109.71	$113.00	$116.39
System Administrator 2	$121.53	$125.17	$128.93	$132.80	$136.78
System Administrator 3	$137.03	$141.14	$145.37	$149.73	$154.23
System Architect 1	$118.32	$121.87	$125.53	$129.29	$133.17
System Architect 2	$139.80	$143.99	$148.31	$152.76	$157.34
System Architect 3	$155.54	$160.21	$165.01	$169.96	$175.06
Systems/IT Quality Analyst 1	$93.11	$95.90	$98.78	$101.74	$104.79
Systems/IT Quality Analyst 2	$109.01	$112.28	$115.65	$119.11	$122.69
Systems/IT Quality Analyst 3	$122.59	$126.27	$130.06	$133.96	$137.98
Technical Analyst 1	$52.89	$54.48	$56.11	$57.79	$59.53
Technical Analyst 2	$62.21	$64.08	$66.00	$67.98	$70.02
Technical Analyst 3	$91.60	$94.35	$97.18	$100.10	$103.10
Technical Analyst 4	$110.67	$113.99	$117.41	$120.93	$124.56
Technical Analyst 5	$138.36	$142.51	$146.78	$151.19	$155.72
Technical Analyst 6	$166.31	$171.30	$176.44	$181.73	$187.18

SELLERS & ASSOCIATES

CLIENT SITE RATES Domestic Rates					
Labor Category	**2020**	**2021**	**2022**	**2023**	**2024**
Technical Trainer 1	$74.33	$76.56	$78.86	$81.22	$83.66
Technical Trainer 2	$88.13	$90.77	$93.49	$96.30	$99.19
Technical Trainer 3	$97.15	$100.06	$103.07	$106.16	$109.34
Technical Writer 1	$89.69	$92.38	$95.15	$98.00	$100.94
Technical Writer 2	$110.08	$113.39	$116.79	$120.29	$123.90
Technical Writer 3	$130.71	$134.63	$138.67	$142.83	$147.11
Technical Writer 4	$154.38	$159.01	$163.78	$168.69	$173.75
Technician 1	$70.31	$72.42	$74.59	$76.83	$79.13
Technician 2	$76.01	$78.29	$80.64	$83.06	$85.55
Technician 3	$81.20	$83.63	$86.14	$88.72	$91.39
Technician 4	$85.72	$88.29	$90.94	$93.67	$96.48
Technician 5	$89.66	$92.35	$95.12	$97.98	$100.92
Technician 6	$93.23	$96.03	$98.91	$101.87	$104.93
Technician 7	$96.59	$99.49	$102.47	$105.54	$108.71
Training Specialist 1	$89.84	$92.54	$95.32	$98.18	$101.12
Training Specialist 2	$109.85	$113.15	$116.55	$120.04	$123.64
Training Specialist 3	$142.31	$146.58	$150.98	$155.51	$160.17
Training Specialist 4	$181.97	$187.43	$193.05	$198.84	$204.81
Web Developer 1	$103.73	$106.84	$110.05	$113.35	$116.75
Web Developer 2	$121.83	$125.49	$129.25	$133.13	$137.12
Web Developer 3	$138.29	$142.44	$146.71	$151.11	$155.65
Website Director	$235.28	$242.33	$249.60	$257.09	$264.80

CONTRACTOR SITE RATES Domestic Rates					
Labor Category	**2020**	**2021**	**2022**	**2023**	**2024**
Administrative Analyst 1	$78.41	$80.76	$83.19	$85.68	$88.25
Administrative Analyst 2	$104.59	$107.73	$110.96	$114.29	$117.72
Administrative Analyst 3	$135.43	$139.49	$143.68	$147.99	$152.43
Business Analyst 1	$117.58	$121.11	$124.74	$128.48	$132.34
Business Analyst 2	$137.04	$141.15	$145.39	$149.75	$154.24
Business Analyst 3	$153.40	$158.00	$162.74	$167.62	$172.65
Cloud Engineer 1	$133.44	$137.44	$141.56	$145.81	$150.18
Cloud Engineer 2	$156.21	$160.90	$165.73	$170.70	$175.82
Cloud Engineer 3	$167.03	$172.05	$177.21	$182.52	$188.00
Configuration Management Analyst 1	$117.23	$120.75	$124.37	$128.10	$131.94
Configuration Management Analyst 2	$139.63	$143.82	$148.14	$152.58	$157.16
Configuration Management Analyst 3	$155.07	$159.72	$164.51	$169.45	$174.53
Cybersecurity Specialist 1	$130.92	$134.84	$138.89	$143.06	$147.35
Cybersecurity Specialist 2	$151.00	$155.53	$160.20	$165.00	$169.95
Cybersecurity Specialist 3	$166.00	$170.98	$176.11	$181.39	$186.84
Database Administrator 1	$95.63	$98.50	$101.46	$104.50	$107.64
Database Administrator 2	$113.95	$117.37	$120.89	$124.51	$128.25
Database Administrator 3	$127.62	$131.45	$135.39	$139.45	$143.64
Developer 1	$108.99	$112.26	$115.63	$119.10	$122.67
Developer 2	$129.88	$133.78	$137.79	$141.93	$146.18
Developer 3	$151.00	$155.53	$160.19	$165.00	$169.95
Engineer / Scientist 1	$86.52	$89.12	$91.79	$94.54	$97.38
Engineer / Scientist 2	$122.20	$125.86	$129.64	$133.53	$137.53
Engineer / Scientist 3	$145.36	$149.72	$154.21	$158.84	$163.60
Engineer / Scientist 4	$183.49	$189.00	$194.67	$200.50	$206.52
Engineer / Scientist 5	$206.56	$212.76	$219.14	$225.71	$232.49
Engineer / Scientist 6	$214.99	$221.43	$228.08	$234.92	$241.97
Engineer / Scientist 7	$219.61	$226.20	$232.98	$239.97	$247.17
Financial Analyst 1	$77.08	$79.40	$81.78	$84.23	$86.76
Financial Analyst 2	$105.92	$109.10	$112.37	$115.74	$119.21
Financial Analyst 3	$129.54	$133.42	$137.43	$141.55	$145.80
Graphic Artist 1	$105.67	$108.84	$112.10	$115.47	$118.93
Graphic Artist 2	$135.61	$139.68	$143.87	$148.19	$152.63
Graphic Artist 3	$143.11	$147.40	$151.82	$156.38	$161.07
Human Systems Integration Specialist	$186.91	$192.52	$198.30	$204.25	$210.37
Instructional Systems Designer	$135.61	$139.68	$143.87	$148.19	$152.63
Intelligence Specialist	$169.70	$174.79	$180.03	$185.43	$190.99
Knowledge Manager	$211.14	$217.47	$224.00	$230.72	$237.64
Logistician 1	$93.92	$96.74	$99.64	$102.63	$105.71
Logistician 2	$106.00	$109.18	$112.46	$115.83	$119.30

CONTRACTOR SITE RATES Domestic Rates					
Labor Category	**2020**	**2021**	**2022**	**2023**	**2024**
Logistician 3	$120.41	$124.02	$127.74	$131.57	$135.52
Logistician 4	$151.90	$156.46	$161.15	$165.99	$170.97
Logistician 5	$181.51	$186.96	$192.57	$198.34	$204.29
Management Analyst 1	$89.95	$92.64	$95.42	$98.29	$101.23
Management Analyst 2	$102.56	$105.63	$108.80	$112.07	$115.43
Management Analyst 3	$132.22	$136.19	$140.28	$144.48	$148.82
Management Consultant 1	$167.97	$173.01	$178.20	$183.54	$189.05
Management Consultant 2	$213.70	$220.11	$226.71	$233.51	$240.52
Management Consultant 3	$246.34	$253.73	$261.34	$269.18	$277.26
Marine Engineer 1	$126.43	$130.22	$134.13	$138.16	$142.30
Marine Engineer 2	$148.80	$153.26	$157.86	$162.60	$167.47
Marine Engineer 3	$163.94	$168.86	$173.93	$179.15	$184.52
Material Scientist / Engineer 1	$132.33	$136.30	$140.39	$144.60	$148.93
Material Scientist / Engineer 2	$154.40	$159.03	$163.80	$168.72	$173.78
Material Scientist / Engineer 3	$168.58	$173.64	$178.85	$184.21	$189.74
Naval Architect 1	$132.83	$136.82	$140.92	$145.15	$149.50
Naval Architect 2	$154.97	$159.62	$164.41	$169.34	$174.42
Naval Architect 3	$170.67	$175.79	$181.06	$186.49	$192.09
Network Architect 1	$115.83	$119.30	$122.88	$126.57	$130.37
Network Architect 2	$138.50	$142.66	$146.94	$151.35	$155.89
Network Architect 3	$156.30	$160.99	$165.82	$170.79	$175.91
Network Engineer 1	$122.97	$126.66	$130.46	$134.37	$138.40
Network Engineer 2	$146.18	$150.56	$155.08	$159.73	$164.52
Network Engineer 3	$163.00	$167.89	$172.93	$178.11	$183.46
Operations Consultant 1	$167.85	$172.88	$178.07	$183.41	$188.91
Operations Consultant 2	$213.70	$220.11	$226.71	$233.51	$240.52
Operations Consultant 3	$246.34	$253.73	$261.34	$269.18	$277.26
Program Analyst 1	$61.55	$63.39	$65.29	$67.25	$69.27
Program Analyst 2	$129.38	$133.26	$137.26	$141.38	$145.62
Program Analyst 3	$157.10	$161.81	$166.66	$171.66	$176.81
Program Manager 1	$212.30	$218.67	$225.23	$231.98	$238.94
Program Manager 2	$246.34	$253.73	$261.34	$269.18	$277.26
Program Manager 3	$274.71	$282.95	$291.44	$300.18	$309.19
Programmer 1	$114.31	$117.74	$121.27	$124.91	$128.66
Programmer 2	$136.50	$140.60	$144.82	$149.16	$153.64
Programmer 3	$163.93	$168.85	$173.91	$179.13	$184.51
Project Manager 1	$109.45	$112.74	$116.12	$119.60	$123.19
Project Manager 2	$136.18	$140.26	$144.47	$148.80	$153.27
Project Manager 3	$166.37	$171.36	$176.50	$181.80	$187.25
Quality Assurance Analyst	$100.39	$103.40	$106.50	$109.70	$112.99

CONTRACTOR SITE RATES Domestic Rates					
Labor Category	2020	2021	2022	2023	2024
Safety Specialist 1	$77.71	$80.04	$82.44	$84.91	$87.46
Safety Specialist 2	$89.63	$92.32	$95.09	$97.95	$100.88
Safety Specialist 3	$114.44	$117.87	$121.40	$125.05	$128.80
Safety Specialist 4	$145.54	$149.91	$154.40	$159.04	$163.81
Scrum Master 1	$123.86	$127.58	$131.41	$135.35	$139.41
Scrum Master 2	$143.52	$147.82	$152.26	$156.82	$161.53
Scrum Master 3	$157.69	$162.42	$167.29	$172.31	$177.48
Security Specialist 1	$77.57	$79.90	$82.29	$84.76	$87.30
Security Specialist 2	$95.97	$98.85	$101.82	$104.87	$108.02
Security Specialist 3	$121.86	$125.51	$129.28	$133.16	$137.15
Security Specialist 4	$144.60	$148.94	$153.40	$158.01	$162.75
Software Developer 1	$108.99	$112.26	$115.63	$119.10	$122.67
Software Developer 2	$129.88	$133.78	$137.79	$141.93	$146.18
Software Developer 3	$151.00	$155.53	$160.19	$165.00	$169.95
Software Engineer 1	$135.99	$140.07	$144.28	$148.60	$153.06
Software Engineer 2	$162.50	$167.37	$172.39	$177.56	$182.89
Software Engineer 3	$194.26	$200.08	$206.09	$212.27	$218.64
Strategic Planning Consultant	$247.16	$254.57	$262.21	$270.08	$278.18
Subject Matter Expert 1	$151.87	$156.42	$161.12	$165.95	$170.93
Subject Matter Expert 2	$161.51	$166.35	$171.34	$176.48	$181.78
Subject Matter Expert 3	$175.86	$181.13	$186.57	$192.16	$197.93
Subject Matter Expert 4	$198.11	$204.05	$210.17	$216.48	$222.97
Subject Matter Expert 5	$224.48	$231.21	$238.15	$245.29	$252.65
Subject Matter Expert 6	$246.34	$253.73	$261.34	$269.18	$277.26
Subject Matter Expert 7	$274.71	$282.95	$291.44	$300.18	$309.19
System Administrator 1	$113.95	$117.37	$120.89	$124.51	$128.25
System Administrator 2	$133.91	$137.93	$142.06	$146.33	$150.72
System Administrator 3	$150.99	$155.52	$160.18	$164.99	$169.94
System Architect 1	$130.37	$134.29	$138.31	$142.46	$146.74
System Architect 2	$154.04	$158.66	$163.42	$168.32	$173.37
System Architect 3	$171.39	$176.53	$181.83	$187.28	$192.90
Systems/IT Quality Analyst 1	$102.59	$105.67	$108.84	$112.11	$115.47
Systems/IT Quality Analyst 2	$120.11	$123.72	$127.43	$131.25	$135.19
Systems/IT Quality Analyst 3	$135.08	$139.13	$143.31	$147.61	$152.03
Technical Analyst 1	$58.28	$60.03	$61.83	$63.68	$65.59
Technical Analyst 2	$68.55	$70.61	$72.72	$74.91	$77.15
Technical Analyst 3	$100.93	$103.96	$107.08	$110.29	$113.60
Technical Analyst 4	$121.94	$125.60	$129.37	$133.25	$137.25
Technical Analyst 5	$152.46	$157.03	$161.74	$166.59	$171.59
Technical Analyst 6	$183.25	$188.75	$194.41	$200.25	$206.25

SELLERS & ASSOCIATES

CONTRACTOR SITE RATES Domestic Rates					
Labor Category	**2020**	**2021**	**2022**	**2023**	**2024**
Technical Trainer 1	$81.90	$84.36	$86.89	$89.50	$92.18
Technical Trainer 2	$97.11	$100.02	$103.02	$106.11	$109.29
Technical Trainer 3	$107.05	$110.26	$113.57	$116.97	$120.48
Technical Writer 1	$98.82	$101.79	$104.84	$107.99	$111.23
Technical Writer 2	$121.30	$124.94	$128.69	$132.55	$136.52
Technical Writer 3	$144.03	$148.35	$152.80	$157.38	$162.10
Technical Writer 4	$170.11	$175.21	$180.46	$185.88	$191.45
Technician 1	$77.47	$79.80	$82.19	$84.66	$87.20
Technician 2	$83.75	$86.27	$88.85	$91.52	$94.27
Technician 3	$89.47	$92.15	$94.92	$97.76	$100.70
Technician 4	$94.46	$97.29	$100.21	$103.21	$106.31
Technician 5	$98.80	$101.76	$104.82	$107.96	$111.20
Technician 6	$102.73	$105.81	$108.98	$112.25	$115.62
Technician 7	$106.43	$109.62	$112.91	$116.30	$119.79
Training Specialist 1	$99.00	$101.97	$105.03	$108.18	$111.42
Training Specialist 2	$121.05	$124.68	$128.42	$132.27	$136.24
Training Specialist 3	$156.81	$161.51	$166.36	$171.35	$176.49
Training Specialist 4	$200.51	$206.52	$212.72	$219.10	$225.67
Web Developer 1	$114.30	$117.73	$121.26	$124.90	$128.64
Web Developer 2	$134.25	$138.27	$142.42	$146.69	$151.10
Web Developer 3	$152.38	$156.95	$161.66	$166.51	$171.50
Website Director	$259.25	$267.02	$275.04	$283.29	$291.78

Labor Category Title								
Functional Description								
	Typical Experience and Education Requirements			**Education / Experience Equivalency**				
LCAT Level	**Minimum Years of Experience**	**Minimum Education**	**Applicable Training or Certification**	**High School Diploma**	**Associate's Degree**	**Bachelor's Degree**	**Master's Degree**	**Doctorate**
Administrative Analyst								
Performs clerical, administrative, and general office duties of a highly responsible and confidential nature in support of manager(s) and staff. Uses strong organizational and interpersonal skills to maintain schedules, calendars, correspondence, and filing systems								
1	2	High School Diploma	N/A	6	4	2	0	0
2	4	High School Diploma	N/A	8	6	4	2	0
3	6	High School Diploma	N/A	10	8	6	4	2
Business Analyst								
Analyzes company functions, processes, and activities to improve computer-based business applications for the most effective use of money, materials, equipment, and people. Utilizes available computer systems resources and personnel to carry out analysis to support management's quest for performance improvement. Reviews and analyzes information, forecasts, methods, schedules, systems, processes, and procedures. Determines most useful business solutions for the company. Recommends alternative solutions to management as to courses of action that best meet the organization's goals.								
1	2	Bachelor's Degree	N/A	6	4	2	0	0
2	4	Bachelor's Degree	N/A	8	6	4	2	0
3	6	Bachelor's Degree	N/A	10	8	6	4	2
Cloud Engineer								
Researches, designs, develops, runs tests, and evaluates systems that support cloud implementation and integrates with cloud service providers, applying principles and techniques of computer science, engineering, and mathematical analysis. Plans and conducts technical tasks associated with the implementation and maintenance of internal cloud enterprise-shared virtualization infrastructure. Develops and executes cloud solution roadmaps as they relate to business and executes company strategy to drive the achievement of business objective. *Degree in Computer Science, Mathematics, Engineering, Information Systems, or other relevant discipline*								
1	3	Bachelor's Degree*	N/A	7	5	3	1	0
2	6	Bachelor's Degree*	N/A	10	8	6	4	2
3	9	Bachelor's Degree*	N/A	13	11	9	7	5
Configuration Management Analyst								
Assesses proposed changes of processes, systems, and or product design using knowledge of engineering, production, systems, and procurement activities to determine overall effect, and coordinates recording of changes and modifications for management control. Talks with user to establish change-reporting procedure and prepares directives for change authorization and documentation by company and/or subcontractor personnel. Examines proposed design/process changes to prepare report of overall effect for management action, using knowledge of engineering, manufacturing, and procurement activities.								
1	1	Bachelor's Degree	N/A	5	3	1	0	0
2	3	Bachelor's Degree	N/A	7	5	3	1	0
3	5	Bachelor's Degree	N/A	9	7	5	3	1

Labor Category Title								
Functional Description								
	Typical Experience and Education Requirements			**Education / Experience Equivalency**				
LCAT Level	**Minimum Years of Experience**	**Minimum Education**	**Applicable Training or Certification**	**High School Diploma**	**Associate's Degree**	**Bachelor's Degree**	**Master's Degree**	**Doctorate**
Cybersecurity Specialist								
Identifies and resolves highly complex issues to prevent cyber attacks on information systems and to keep computer information systems secure from interruption of service, intellectual property theft, network viruses, data mining, financial theft, and theft of sensitive customer data, allowing business to continue as normal. Designs, installs, and manages security mechanisms that protect networks and information systems against hackers, breaches, viruses, and spyware. Responds to incidents, investigates violations, and recommends enhancements to plug potential security gaps.								
1	3	Bachelor's Degree	N/A	7	5	3	1	0
2	6	Bachelor's Degree	N/A	10	8	6	4	2
3	9	Bachelor's Degree	N/A	13	11	9	7	5
Database Administrator								
Creates and maintains databases compatible with customer needs. Performs design, system analysis, programming, and data manipulation techniques. Oversees database updates, storage, security, and troubleshooting.								
1	3	Bachelor's Degree	N/A	7	5	3	1	0
2	5	Bachelor's Degree	N/A	9	7	5	3	1
3	7	Bachelor's Degree	N/A	11	9	7	5	3
Developer								
Develops, plans, and analyzes, designs products, and programs computer software that requires extensive research. Uses advanced knowledge in the field of computer science or software engineering along with advanced knowledge of software development and methodologies.								
1	3	Bachelor's Degree	N/A	7	5	3	1	0
2	6	Bachelor's Degree	N/A	10	8	6	4	2
3	9	Bachelor's Degree	N/A	13	11	9	7	5
Engineer / Scientist								
Performs a variety of engineering tasks that are broad in nature and are concerned with design and implementation, including personnel, hardware, software, and support facilities, and/or equipment. Plans and performs engineering research, design development, and other assignments in conformance with design, engineering, and customer specifications. Responsible for the technical/engineering portions of projects.								
1	0	Bachelor's Degree	N/A	4	2	0	0	0
2	3	Bachelor's Degree	N/A	7	5	3	1	0
3	6	Bachelor's Degree	N/A	10	8	6	4	2
4	10	Bachelor's Degree	N/A	14	12	10	8	6
5	15	Bachelor's Degree	N/A	19	17	15	13	11
6	20	Bachelor's Degree	N/A	24	22	20	18	16
7	25	Bachelor's Degree	N/A	29	27	25	23	21

Labor Category Title								
Functional Description								
	Typical Experience and Education Requirements			**Education / Experience Equivalency**				
LCAT Level	**Minimum Years of Experience**	**Minimum Education**	**Applicable Training or Certification**	**High School Diploma**	**Associate's Degree**	**Bachelor's Degree**	**Master's Degree**	**Doctorate**
Financial Analyst								
Performs analysis of financial statements including cost, accounting, budgeting, planning, and forecasting. Conducts cost analysis, scheduling, budget planning, and documentation. ** Degree in finance, accounting, business, economics, or other relevant discipline*								
1	2	Bachelor's Degree*	N/A	6	4	2	0	0
2	5	Bachelor's Degree*	N/A	9	7	5	3	1
3	8	Bachelor's Degree*	N/A	12	10	8	6	4
Graphic Artist								
Creates, designs, and produces graphics using computer software, computer design techniques, and computer-generated media.								
1	1	Bachelor's Degree	N/A	5	3	1	0	0
2	3	Bachelor's Degree	N/A	7	5	3	1	0
3	7	Bachelor's Degree	N/A	11	9	7	5	3
Human Systems Integration Specialist								
Applies principles, methods, and knowledge of applicable human systems integration domain(s) to difficult and narrowly defined technical and operational problems. Develops solutions to problems for implementation. applies knowledge of current industry best practices and academic research in human systems integration as well as innovative processes and technologies.								
N/A	15	Bachelor's Degree	N/A	19	17	15	13	11
Instructional Systems Designer								
Conducts analyses to identify and validate training requirements. Documents results of analyses and develops and recommends alternative training strategies for consideration of decision-makers. Develops training planning data including resource requirements (manpower, personnel, and training), determines follow on training recommendations including justification and impact. Determines the training considerations that form the basis for functional characteristics of the instructional delivery system and determines functional characteristics requirements. Develops testing plans, test administrator guides, and related learning objectives. Guides, reviews, and approves the sequence of learning experiences based upon learning psychology, behaviorism, cognition, and information processing.								
N/A	10	Bachelor's Degree	N/A	14	12	10	8	6
Intelligence Specialist								
Collects, records, analyzes, and disseminates tactical, strategic, or technical intelligence information. Segregates and records incoming intelligence data according to type of data to facilitate comparison, study, and accessibility.								
N/A	5	Bachelor's Degree	N/A	9	7	5	3	1

LCAT Level	Typical Experience and Education Requirements			Education / Experience Equivalency				
	Minimum Years of Experience	Minimum Education	Applicable Training or Certification	High School Diploma	Associate's Degree	Bachelor's Degree	Master's Degree	Doctorate

Labor Category Title

Functional Description

Knowledge Manager

Identifies, collects, synthesizes, organizes, and manages organizational knowledge in support of business units across the enterprise. This includes accumulating, understanding, and leveraging knowledge about business activity on behalf of an organization, its clients, its employees, and partners. Responsible for building and organizing the company's conceptual assets in knowledge bases (that are not text files nor tables in a database).

LCAT Level	Minimum Years of Experience	Minimum Education	Applicable Training or Certification	High School Diploma	Associate's Degree	Bachelor's Degree	Master's Degree	Doctorate
N/A	8	Bachelor's Degree	N/A	12	10	8	6	4

Logistician

Develops, tests, and delivers configuration and logistics management systems designed to provide clients with logistics technology that ensures effective and economical support for manufacturing or servicing of products, systems, or equipment. Uses technical expertise to solve complex issues. Analyzes logistics requirements, including in-depth knowledge of supply, material, and engineering management, transportation or other logistics systems, capabilities, and processes as stipulated by the customer.

LCAT Level	Minimum Years of Experience	Minimum Education	Applicable Training or Certification	High School Diploma	Associate's Degree	Bachelor's Degree	Master's Degree	Doctorate
1	2	High School Diploma	N/A	6	4	2	0	0
2	4	High School Diploma	N/A	8	6	4	2	0
3	6	High School Diploma	N/A	10	8	6	4	2
4	8	High School Diploma	N/A	12	10	8	6	4
5	10	High School Diploma	N/A	14	12	10	8	6

Management Analyst

Collects, reviews, and analyzes organizational and mission related information to make recommendations to the customer. Defines the nature and extent of problems. Analyzes relevant data, which may include annual revenues, employment, or expenditures. Interviews managers and employees while observing their operations. Develops solutions to problems. Prepares recommendations, understands the nature of the organization, the relationship it has with others in the Government, and its internal organization and culture. Prepares and solves mathematical models.

LCAT Level	Minimum Years of Experience	Minimum Education	Applicable Training or Certification	High School Diploma	Associate's Degree	Bachelor's Degree	Master's Degree	Doctorate
1	5	Bachelor's Degree	N/A	9	7	5	3	1
2	7	Bachelor's Degree	N/A	11	9	7	5	3
3	10	Bachelor's Degree	N/A	14	12	10	8	6

Management Consultant

Conducts strategic business management to include development of corporate strategic plans, development of organizational performance management plans, development of organization governance structures, guiding significant organizational change management efforts.

LCAT Level	Minimum Years of Experience	Minimum Education	Applicable Training or Certification	High School Diploma	Associate's Degree	Bachelor's Degree	Master's Degree	Doctorate
1	10	Bachelor's Degree	N/A	14	12	10	8	6
2	15	Bachelor's Degree	N/A	19	17	15	13	11
3	20	Bachelor's Degree	N/A	24	22	20	18	16

Labor Category Title								
Functional Description								
	Typical Experience and Education Requirements			**Education / Experience Equivalency**				
LCAT Level	**Minimum Years of Experience**	**Minimum Education**	**Applicable Training or Certification**	**High School Diploma**	**Associate's Degree**	**Bachelor's Degree**	**Master's Degree**	**Doctorate**
Marine Engineer								
Develops, engineers, and prepares ship machinery and propulsion systems. Designs and oversees installation and repair of marine power plants, propulsion systems, heating and ventilating systems, and other mechanical and electrical equipment in ships, docks, and marine facilities. *Degree in Engineering or related discipline.								
1	3	Bachelor's Degree*	N/A	7	5	3	1	0
2	6	Bachelor's Degree*	N/A	10	8	6	4	2
3	9	Bachelor's Degree*	N/A	13	11	9	7	5
Material Scientist / Engineer								
Extracts, develops, processes and tests materials used to create a variety of products. Works with metals, ceramics, plastics, semi-conductors, and composites to create new materials that meet certain mechanical, electrical, chemical, and other requirements. *Degree in Engineering or related discipline.*								
1	3	Bachelor's Degree*	N/A	7	5	3	1	0
2	6	Bachelor's Degree*	N/A	10	8	6	4	2
3	9	Bachelor's Degree*	N/A	13	11	9	7	5
Naval Architect								
Designs and oversees construction and repair of marine craft and floating structures, such as ships, barges, tugs, dredges, submarines, torpedoes, floats, and buoys. Studies design proposals and specifications to establish basic characteristics of craft, such as size, weight, speed, propulsion, armament, cargo, displacement, draft, crew, and passenger complements, and fresh or saltwater service. *Degree in Engineering or related discipline.*								
1	3	Bachelor's Degree*	N/A	7	5	3	1	0
2	6	Bachelor's Degree*	N/A	10	8	6	4	2
3	9	Bachelor's Degree*	N/A	13	11	9	7	5
Network Architect								
Analyzes and administers the technical architecture of Local Area Networks and Wide Area Networks. Researches, runs tests, evaluates, and recommends telecommunications and data network systems. Analyzes workload, including traffic and utilization trends. Interfaces with users, consultants, technical teams, and vendors for maximum guidance in determining the most appropriate type of hardware installation. Supports complex PCs and LAN/WAN networks throughout the organization. Requires advanced knowledge and experience in the area of local and wide area networking, communications, and related hardware and software.								
1	2	Bachelor's Degree	N/A	6	4	2	0	0
2	4	Bachelor's Degree	N/A	8	6	4	2	0
3	6	Bachelor's Degree	N/A	10	8	6	4	2

Labor Category Title								
Functional Description								
	Typical Experience and Education Requirements			**Education / Experience Equivalency**				
LCAT Level	**Minimum Years of Experience**	**Minimum Education**	**Applicable Training or Certification**	**High School Diploma**	**Associate's Degree**	**Bachelor's Degree**	**Master's Degree**	**Doctorate**
Network Engineer								
Plans, designs, and evaluates new and existing computer network systems and services, including local area networks, wide area networks, intranets, and the Internet, providing analytical, technical, and administrative support. Plans, oversees, develops, and implements network policies and procedures and ensures network integrity as maintenance and modification projects to existing applications are undertaken.								
1	3	Bachelor's Degree	N/A	7	5	3	1	0
2	6	Bachelor's Degree	N/A	10	8	6	4	2
3	9	Bachelor's Degree	N/A	13	11	9	7	5
Operations Consultant								
Determines improved methods to coordinate and manage large organizations that require the effective use of money, materials, equipment, and people. Applies analytical methods from mathematics, science, and engineering to diverse issues such as top-level strategy, planning, forecasting, resource allocation, performance measurement, scheduling, the design of production facilities and systems, supply chain management, pricing, transportation and distribution, and the analysis of large databases.								
1	10	Bachelor's Degree	N/A	14	12	10	8	6
2	15	Bachelor's Degree	N/A	19	17	15	13	11
3	20	Bachelor's Degree	N/A	24	22	20	18	16
Program Analyst								
Analyzes the effectiveness of organizational programs using qualitative and quantitative methods. Conducts analysis and integration of programs and projects. Assists in defining program objectives and requirements, interfaces with technical, management, and administrative personnel to identify data requirements. Gathers required facts and information. Develops integrated conclusions and insights. Implements actions in support of defined agenda and project objectives. Provides project, financial or technical progress reports, prepares Program Management Reviews and Milestone decision templates. Designs and implements program planning timelines and tracks program execution.								
1	2	Bachelor's Degree	N/A	6	4	2	0	0
2	4	Bachelor's Degree	N/A	8	6	4	2	0
3	6	Bachelor's Degree	N/A	10	8	6	4	2
Program Manager								
Manages large programs and/or multiple complex projects, from inception to deployment. Provides guidance and direction in multiple tasks across several functional areas and including the use of different technologies. Provides expertise in the management and control of funds and resources, demonstrated capability in managing complex multi-task contracts.								
1	8	Bachelor's Degree	N/A	12	10	8	6	4
2	10	Bachelor's Degree	N/A	14	12	10	8	6
3	12	Bachelor's Degree	N/A	16	14	12	10	8

Labor Category Title								
Functional Description								
	Typical Experience and Education Requirements			**Education / Experience Equivalency**				
LCAT Level	**Minimum Years of Experience**	**Minimum Education**	**Applicable Training or Certification**	**High School Diploma**	**Associate's Degree**	**Bachelor's Degree**	**Master's Degree**	**Doctorate**
Programmer								
Prepares descriptions that list the input required, the steps the computer must follow to process data, and the desired arrangement of the output. Writes and maintains software programs that list the steps the computer must execute to perform functions. Updates, repairs, and modifies code and routines of existing software programs. Prepares sample data to test all parts of a program; conducts trial runs and tests software programs to ensure instructions are correct and will produce the desired information. ** Degree in Computer Science, Mathematics, Engineering, Information Systems, or other relevant discipline.*								
1	3	Bachelor's Degree*	N/A	7	5	3	1	0
2	6	Bachelor's Degree*	N/A	10	8	6	4	2
3	9	Bachelor's Degree*	N/A	13	11	9	7	5
Project Manager								
Coordinates and oversees all aspects of projects. Sets deadlines, assigns responsibilities, monitors, and summarizes progress of projects. Prepares reports for upper management regarding status of project. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals.								
1	3	Bachelor's Degree	N/A	7	5	3	1	0
2	5	Bachelor's Degree	N/A	9	7	5	3	1
3	7	Bachelor's Degree	N/A	11	9	7	5	3
Quality Assurance Analyst								
Performs quality audits. Verifies test procedures, maintains proficiency in statistical methodology, including sampling techniques, procedures and forms. Ensures quality results are recorded accurately. Stays current with applicable technology, concepts, and procedures.								
N/A	1	Bachelor's Degree	N/A	5	3	1	0	0
Safety Specialist								
Ensures adherence to safety principles, practices, procedures, and occupational health policies, programs, and practices.								
1	3	High School Diploma	N/A	7	5	3	1	0
2	5	High School Diploma	N/A	9	7	5	3	1
3	7	High School Diploma	N/A	11	9	7	5	3
4	9	High School Diploma	N/A	13	11	9	7	5
Scrum Master								
Facilitates and guides a software development product owner, team, and organization on how to use Agile/Scrum concepts, values, practices, and principles focusing on improving team effectiveness. Facilitates discussions and decision making and assists in mediation of conflict resolution.								
1	3	Bachelor's Degree	N/A	7	5	3	1	0
2	6	Bachelor's Degree	N/A	10	8	6	4	2
3	9	Bachelor's Degree	N/A	13	11	9	7	5

Labor Category Title								
Functional Description								
	Typical Experience and Education Requirements			**Education / Experience Equivalency**				
LCAT Level	**Minimum Years of Experience**	**Minimum Education**	**Applicable Training or Certification**	**High School Diploma**	**Associate's Degree**	**Bachelor's Degree**	**Master's Degree**	**Doctorate**
Security Specialist								
Analyzes and defines computer security requirements for high-level applications, evaluation of approved security product capabilities, and developing/implementing solutions to multi-level security (MLS) problems. Maintains knowledge of standard industry methodologies and systems.								
1	1	High School Diploma	N/A	5	3	1	0	0
2	3	High School Diploma	N/A	7	5	3	1	0
3	5	High School Diploma	N/A	9	7	5	3	1
4	7	High School Diploma	N/A	11	9	7	5	3
Software Engineer								
Develops, researches, designs, implements, tests, and evaluates software and systems, in conjunction with hardware product development, that enable computers to perform their applications, applying principles and techniques of computer science, engineering, and mathematical analysis.								
1	3	Bachelor's Degree	N/A	7	5	3	1	0
2	6	Bachelor's Degree	N/A	10	8	6	4	2
3	9	Bachelor's Degree	N/A	13	11	9	7	5
Strategic Planning Consultant								
Develops, implements, maintains, and sunsets cradle-to-grave strategic management or enterprise resource management projects with very large (10,000 person or more) federal or corporate organizations.								
	5	Master's Degree	N/A	11	9	7	5	3
Subject Matter Expert								
Provides expertise and insight in single or multiple technical disciplines and specific areas of science and technology. Guides the development and application of this knowledge to the project. Independently performs a variety of system design and integration tasks where subject matter expertise is required. Plans and performs required research, design evaluation, technical development, system integration planning and other tasks in specific technical areas. Responsible for highly complex technical/engineering tasks. May coordinate and guide the activities of engineering staff assigned to specific tasks.								
1	3	Bachelor's Degree	N/A	7	5	3	1	0
2	5	Bachelor's Degree	N/A	9	7	5	3	1
3	7	Bachelor's Degree	N/A	11	9	7	5	3
4	9	Bachelor's Degree	N/A	13	11	9	7	5
5	11	Bachelor's Degree	N/A	15	13	11	9	7
6	13	Bachelor's Degree	N/A	17	15	13	11	9
7	15	Bachelor's Degree	N/A	19	17	15	13	11

Labor Category Title								
Functional Description								
	Typical Experience and Education Requirements			**Education / Experience Equivalency**				
LCAT Level	**Minimum Years of Experience**	**Minimum Education**	**Applicable Training or Certification**	**High School Diploma**	**Associate's Degree**	**Bachelor's Degree**	**Master's Degree**	**Doctorate**
System Administrator								
Administers, develops, runs tests on, implements, and maintains operating system and related software. Establishes and implements standards for computer operations for compatibility between hardware and software, according to specifications and parameters. Troubleshoots and resolves software, operating system, and networking problems. Schedules, performs, and monitors system backups and, when necessary, performs data recoveries.								
1	3	Bachelor's Degree	N/A	7	5	3	1	0
2	6	Bachelor's Degree	N/A	10	8	6	4	2
3	9	Bachelor's Degree	N/A	13	11	9	7	5
System Architect								
Designs, validates, and implements scalable system infrastructure such as servers and databases. Evaluates and analyzes complex systems architecture for performance and efficiency improvements.								
1	3	Bachelor's Degree	N/A	7	5	3	1	0
2	6	Bachelor's Degree	N/A	10	8	6	4	2
3	9	Bachelor's Degree	N/A	13	11	9	7	5
Systems/IT Quality Analyst								
Programs, analyzes, and runs tests on new or modified software programs, including documentation, diagram, and flowchart, and software development procedures used to verify that programs function according to user requirements and conform to establishment guidelines. Conducts compatibility tests with vendor-provided programs. Runs in-depth testing, detects problems, recommends solutions, and determines if program requirements have been met. Recommends program improvements or corrections to programmers.								
1	2	Bachelor's Degree	N/A	6	4	2	0	0
2	4	Bachelor's Degree	N/A	8	6	4	2	0
3	6	Bachelor's Degree	N/A	10	8	6	4	2
Technical Analyst								
Develops technical specifications, conducts process analysis and design, solves technical problems, or performs analytical and logical thinking to resolve problems.								
1	1	Bachelor's Degree	N/A	5	3	1	0	0
2	3	Bachelor's Degree	N/A	7	5	3	1	0
3	5	Bachelor's Degree	N/A	9	7	5	3	1
4	8	Bachelor's Degree	N/A	12	10	8	6	4
5	10	Bachelor's Degree	N/A	14	12	10	8	6
6	12	Bachelor's Degree	N/A	16	14	12	10	8

Labor Category Title								
Functional Description								
	Typical Experience and Education Requirements			**Education / Experience Equivalency**				
LCAT Level	**Minimum Years of Experience**	**Minimum Education**	**Applicable Training or Certification**	**High School Diploma**	**Associate's Degree**	**Bachelor's Degree**	**Master's Degree**	**Doctorate**
Technical Trainer								
Develops and trains employees or customers of industrial or commercial establishment in installation, programming, safety, maintenance, and repair of machinery and equipment, such as robots, programmable controllers, and robot controllers, following manuals, specifications, blueprints, and schematics, and using hand tools, measuring instruments, and testing equipment. Confers with management and staff or technical training coordinator to determine training objectives. Writes training program, including outline, text, handouts, and tests, and designs laboratory exercises, applying knowledge of electronics, mechanics, hydraulics, pneumatics, and programming, and following machine, equipment, and tooling manuals.								
1	3	Bachelor's Degree	N/A	7	5	3	1	0
2	6	Bachelor's Degree	N/A	10	8	6	4	2
3	9	Bachelor's Degree	N/A	13	11	9	7	5
Technical Writer								
Prepares and edits technical documentation, procedures, processes, manuals, or guidelines for systems, equipment, or tools related to technical, logistics, or engineering related projects.								
1	3	Bachelor's Degree	N/A	7	5	3	1	0
2	5	Bachelor's Degree	N/A	9	7	5	3	1
3	10	Bachelor's Degree	N/A	14	12	10	8	6
4	15	Bachelor's Degree	N/A	19	17	15	13	11
Technician								
Installs, tests, and services a variety of computer software, hardware, data network, and telecommunications devices, as well as other peripheral equipment related to information technology. Assesses and corrects problems with computers, peripheral equipment, and communication hardware and software.								
1	1	High School Diploma	N/A	5	3	1	0	0
2	3	High School Diploma	N/A	7	5	3	1	0
3	5	High School Diploma	N/A	9	7	5	3	1
4	7	High School Diploma	N/A	11	9	7	5	3
5	9	High School Diploma	N/A	13	11	9	7	5
6	11	High School Diploma	N/A	15	13	11	9	7
7	13	High School Diploma	N/A	17	15	13	11	9

Labor Category Title								
Functional Description								
LCAT Level	**Typical Experience and Education Requirements**			**Education / Experience Equivalency**				
	Minimum Years of Experience	**Minimum Education**	**Applicable Training or Certification**	**High School Diploma**	**Associate's Degree**	**Bachelor's Degree**	**Master's Degree**	**Doctorate**
Training Specialist								
Prepares and conducts training programs for employees of an organization. Establishes training needs, develops goals and objectives of training programs, develops training programs, applies instructional system development processes.								
1	3	Bachelor's Degree	N/A	7	5	3	1	0
2	5	Bachelor's Degree	N/A	9	7	5	3	1
3	8	Bachelor's Degree	N/A	12	10	8	6	4
4	10	Bachelor's Degree	N/A	14	12	10	8	6
5	12	Bachelor's Degree	N/A	16	14	12	10	8
6	14	Bachelor's Degree	N/A	18	16	14	12	10
Website Director								
Directs the overall quality, innovation, and creative vision of an organization or client's website. Oversees a group of designers in developing and executing unique organization or client website designs, new product designs, email marketing designs, and internal marketing projects. Manages the look and functionality of the website. Integrates business requirements into design strategies, interaction, and visual solutions or designs based on marketing objectives and strategic rationale.								
N/A	10	Bachelor's Degree	N/A	14	12	10	8	6
Web Developer								
Develops and oversees website design and creation. Plans, designs, evaluates, develops, tests, edits, maintains, and documents look and flow of websites. Interviews clients to help them clarify their goals for establishing a website. Designs or supervises design of digitized images, banners, bullets, charts, image maps and other graphics to enhance appearance of site.								
1	2	Bachelor's Degree	N/A	6	4	2	0	0
2	4	Bachelor's Degree	N/A	8	6	4	2	0
3	6	Bachelor's Degree	N/A	10	8	6	4	2