

Labor ID#	Labor Category	Year 1 Loaded Hourly Labor Rate	Year 2 Loaded Hourly Labor Rate	Year 3 Loaded Hourly Labor Rate	Year 4 Loaded Hourly Labor Rate	Year 5 Loaded Hourly Labor Rate	Year 6 Loaded Hourly Labor Rate	Year 7 Loaded Hourly Labor Rate	Year 8 Loaded Hourly Labor Rate	Year 9 Loaded Hourly Labor Rate	Year 10 Loaded Hourly Labor Rate	Year 11 Loaded Hourly Labor Rate	Year 12 Loaded Hourly Labor Rate	Year 13 Loaded Hourly Labor Rate	Year 14 Loaded Hourly Labor Rate	Year 15 Loaded Hourly Labor Rate
<b>L</b>	<b>Actuary</b>															
1	Junior Actuary	\$148.96	\$152.13	\$155.37	\$158.68	\$162.06	\$165.51	\$169.04	\$172.64	\$176.32	\$180.07	\$183.91	\$187.83	\$191.83	\$195.91	\$200.09
2	Journeyman Actuary	\$185.07	\$189.01	\$193.04	\$197.15	\$201.35	\$205.64	\$210.02	\$214.49	\$219.06	\$223.73	\$228.49	\$233.36	\$238.33	\$243.40	\$248.59
3	Senior Actuary	\$238.60	\$243.68	\$248.87	\$254.17	\$259.59	\$265.12	\$270.76	\$276.53	\$282.42	\$288.44	\$294.58	\$300.85	\$307.26	\$313.81	\$320.49
4	SME - Actuary	\$308.88	\$315.46	\$322.18	\$329.04	\$336.05	\$343.21	\$350.52	\$357.98	\$365.61	\$373.40	\$381.35	\$389.47	\$397.77	\$406.24	\$414.89
<b>L</b>	<b>Administrative Professional</b>															
5	Junior Administrative Professional	\$70.93	\$72.44	\$73.98	\$75.56	\$77.17	\$78.81	\$80.49	\$82.21	\$83.96	\$85.75	\$87.57	\$89.44	\$91.34	\$93.29	\$95.27
6	Journeyman Administrative Professional	\$83.83	\$85.62	\$87.44	\$89.30	\$91.20	\$93.15	\$95.13	\$97.16	\$99.23	\$101.34	\$103.50	\$105.70	\$107.95	\$110.25	\$112.60
7	Senior Administrative Professional	\$99.31	\$101.43	\$103.59	\$105.79	\$108.05	\$110.35	\$112.70	\$115.10	\$117.55	\$120.05	\$122.61	\$125.22	\$127.89	\$130.61	\$133.40
8	SME - Administrative Professional	\$123.17	\$125.79	\$128.47	\$131.21	\$134.00	\$136.86	\$139.77	\$142.75	\$145.79	\$148.90	\$152.07	\$155.31	\$158.62	\$161.99	\$165.44
<b>L</b>	<b>Editor</b>															
9	Junior Editor	\$88.99	\$90.89	\$92.82	\$94.80	\$96.82	\$98.88	\$100.99	\$103.14	\$105.33	\$107.58	\$109.87	\$112.21	\$114.60	\$117.04	\$119.53
10	Journeyman Editor	\$105.11	\$107.35	\$109.64	\$111.97	\$114.36	\$116.79	\$119.28	\$121.82	\$124.41	\$127.06	\$129.77	\$132.54	\$135.36	\$138.24	\$141.19
11	Senior Editor	\$147.03	\$150.16	\$153.36	\$156.63	\$159.96	\$163.37	\$166.85	\$170.40	\$174.03	\$177.74	\$181.53	\$185.39	\$189.34	\$193.37	\$197.49
12	SME - Editor	\$186.36	\$190.33	\$194.38	\$198.52	\$202.75	\$207.07	\$211.48	\$215.99	\$220.59	\$225.29	\$230.08	\$234.98	\$239.99	\$245.10	\$250.32
<b>L</b>	<b>Investigator</b>															
13	Junior Investigator	\$73.51	\$75.08	\$76.67	\$78.31	\$79.98	\$81.68	\$83.42	\$85.20	\$87.01	\$88.86	\$90.76	\$92.69	\$94.66	\$96.68	\$98.74
14	Journeyman Investigator	\$89.63	\$91.54	\$93.49	\$95.48	\$97.51	\$99.59	\$101.71	\$103.88	\$106.09	\$108.35	\$110.66	\$113.02	\$115.42	\$117.88	\$120.39
15	Senior Investigator	\$121.88	\$124.48	\$127.13	\$129.84	\$132.60	\$135.43	\$138.31	\$141.26	\$144.26	\$147.34	\$150.48	\$153.68	\$156.95	\$160.30	\$163.71
16	SME - Investigator	\$154.12	\$157.40	\$160.76	\$164.18	\$167.68	\$171.25	\$174.90	\$178.62	\$182.43	\$186.31	\$190.28	\$194.33	\$198.47	\$202.70	\$207.02
<b>L</b>	<b>Operations Research Analyst</b>															
17	Junior Operations Research Analyst	\$117.36	\$119.86	\$122.41	\$125.02	\$127.68	\$130.40	\$133.18	\$136.02	\$138.91	\$141.87	\$144.90	\$147.98	\$151.13	\$154.35	\$157.64
18	Journeyman Operations Research Analyst	\$154.12	\$157.40	\$160.76	\$164.18	\$167.68	\$171.25	\$174.90	\$178.62	\$182.43	\$186.31	\$190.28	\$194.33	\$198.47	\$202.70	\$207.02
19	Senior Operations Research Analyst	\$192.81	\$196.92	\$201.11	\$205.39	\$209.77	\$214.24	\$218.80	\$223.46	\$228.22	\$233.08	\$238.05	\$243.12	\$248.30	\$253.58	\$258.99
20	SME - Operations Research Analyst	\$239.24	\$244.34	\$249.54	\$254.86	\$260.28	\$265.83	\$271.49	\$277.27	\$283.18	\$289.21	\$295.37	\$301.66	\$308.09	\$314.65	\$321.35
<b>L</b>	<b>Public Relations Specialist</b>															
21	Junior Public Relations Specialist	\$88.34	\$90.22	\$92.14	\$94.11	\$96.11	\$98.16	\$100.25	\$102.38	\$104.56	\$106.79	\$109.07	\$111.39	\$113.76	\$116.19	\$118.66
22	Journeyman Public Relations Specialist	\$114.78	\$117.22	\$119.72	\$122.27	\$124.88	\$127.54	\$130.25	\$133.03	\$135.86	\$138.75	\$141.71	\$144.73	\$147.81	\$150.96	\$154.17
23	Senior Public Relations Specialist	\$163.79	\$167.28	\$170.84	\$174.48	\$178.20	\$181.99	\$185.87	\$189.83	\$193.87	\$198.00	\$202.22	\$206.53	\$210.92	\$215.42	\$220.01
24	SME - Public Relations Specialist	\$215.38	\$219.97	\$224.65	\$229.44	\$234.33	\$239.32	\$244.41	\$249.62	\$254.94	\$260.37	\$265.91	\$271.58	\$277.36	\$283.27	\$289.30
<b>L</b>	<b>Statistician</b>															
25	Junior Statistician	\$112.85	\$115.25	\$117.71	\$120.22	\$122.78	\$125.39	\$128.06	\$130.79	\$133.58	\$136.42	\$139.33	\$142.29	\$145.33	\$148.42	\$151.58
26	Journeyman Statistician	\$146.38	\$149.50	\$152.68	\$155.93	\$159.26	\$162.65	\$166.11	\$169.65	\$173.26	\$176.95	\$180.72	\$184.57	\$188.50	\$192.52	\$196.62
27	Senior Statistician	\$179.91	\$183.74	\$187.66	\$191.65	\$195.74	\$199.90	\$204.16	\$208.51	\$212.95	\$217.49	\$222.12	\$226.85	\$231.68	\$236.62	\$241.66
28	SME - Statistician	\$234.73	\$239.73	\$244.84	\$250.05	\$255.38	\$260.82	\$266.37	\$272.05	\$277.84	\$283.76	\$289.80	\$295.98	\$302.28	\$308.72	\$315.29
<b>L</b>	<b>Writer</b>															
29	Junior Writer	\$99.95	\$102.08	\$104.25	\$106.47	\$108.74	\$111.06	\$113.42	\$115.84	\$118.31	\$120.83	\$123.40	\$126.03	\$128.71	\$131.45	\$134.25
30	Journeyman Writer	\$120.59	\$123.16	\$125.78	\$128.46	\$131.20	\$133.99	\$136.85	\$139.76	\$142.74	\$145.78	\$148.88	\$152.05	\$155.29	\$158.60	\$161.98
31	Senior Writer	\$184.43	\$188.36	\$192.37	\$196.47	\$200.65	\$204.93	\$209.29	\$213.75	\$218.30	\$222.95	\$227.70	\$232.55	\$237.50	\$242.56	\$247.73
32	SME - Writer	\$246.33	\$251.58	\$256.94	\$262.41	\$268.00	\$273.71	\$279.54	\$285.49	\$291.57	\$297.78	\$304.12	\$310.60	\$317.22	\$323.97	\$330.87
<b>L</b>	<b>Business and Financial Operations</b>															
33	Junior Business and Financial Operations	\$127.04	\$129.75	\$132.51	\$135.33	\$138.21	\$141.16	\$144.17	\$147.24	\$150.37	\$153.57	\$156.85	\$160.19	\$163.60	\$167.08	\$170.64
34	Journeyman Business and Financial	\$168.95	\$172.55	\$176.22	\$179.98	\$183.81	\$187.73	\$191.72	\$195.81	\$199.98	\$204.24	\$208.59	\$213.03	\$217.57	\$222.20	\$226.94
35	Senior Business and Financial Operations	\$205.06	\$209.43	\$213.89	\$218.44	\$223.10	\$227.85	\$232.70	\$237.66	\$242.72	\$247.89	\$253.17	\$258.56	\$264.07	\$269.70	\$275.44



81	Junior Manager Group 4	\$98.66	\$100.76	\$102.91	\$105.10	\$107.34	\$109.62	\$111.96	\$114.34	\$116.78	\$119.27	\$121.81	\$124.40	\$127.05	\$129.76	\$132.52
82	Journeyman Manager Group 4	\$122.52	\$125.13	\$127.79	\$130.52	\$133.30	\$136.14	\$139.04	\$142.00	\$145.02	\$148.11	\$151.27	\$154.49	\$157.78	\$161.14	\$164.57
83	Senior Manager Group 4	\$149.61	\$152.80	\$156.05	\$159.38	\$162.77	\$166.24	\$169.78	\$173.39	\$177.09	\$180.86	\$184.71	\$188.65	\$192.66	\$196.77	\$200.96
84	SME - Manager Group 4	\$187.01	\$190.99	\$195.06	\$199.22	\$203.46	\$207.79	\$212.22	\$216.74	\$221.36	\$226.07	\$230.89	\$235.80	\$240.83	\$245.96	\$251.20
<b>L</b>	<b>Scientist and Science Technicians,</b>															
85	Junior Scientists and Science Technicians	\$147.67	\$150.82	\$154.03	\$157.31	\$160.66	\$164.08	\$167.58	\$171.15	\$174.79	\$178.51	\$182.32	\$186.20	\$190.17	\$194.22	\$198.35
86	Journeyman Scientists and Science Technicians	\$210.22	\$214.70	\$219.27	\$223.94	\$228.71	\$233.58	\$238.56	\$243.64	\$248.83	\$254.13	\$259.54	\$265.07	\$270.72	\$276.48	\$282.37
87	Senior Scientists and Science Technicians	\$250.85	\$256.19	\$261.65	\$267.22	\$272.92	\$278.73	\$284.67	\$290.73	\$296.92	\$303.25	\$309.70	\$316.30	\$323.04	\$329.92	\$336.95
88	SME - Scientists and Science Technicians	\$349.51	\$356.95	\$364.56	\$372.32	\$380.25	\$388.35	\$396.62	\$405.07	\$413.70	\$422.51	\$431.51	\$440.70	\$450.09	\$459.68	\$469.47
<b>L</b>	<b>Scientist and Science Technicians,</b>															
89	Junior Scientists and Science Technicians	\$179.91	\$183.74	\$187.66	\$191.65	\$195.74	\$199.90	\$204.16	\$208.51	\$212.95	\$217.49	\$222.12	\$226.85	\$231.68	\$236.62	\$241.66
90	Journeyman Scientists and Science Technicians	\$218.61	\$223.27	\$228.02	\$232.88	\$237.84	\$242.91	\$248.08	\$253.36	\$258.76	\$264.27	\$269.90	\$275.65	\$281.52	\$287.52	\$293.64
91	Senior Scientists and Science Technicians	\$263.10	\$268.70	\$274.43	\$280.27	\$286.24	\$292.34	\$298.57	\$304.93	\$311.42	\$318.05	\$324.83	\$331.75	\$338.81	\$346.03	\$353.40
92	SME - Scientists and Science Technicians	\$330.81	\$337.86	\$345.05	\$352.40	\$359.91	\$367.57	\$375.40	\$383.40	\$391.57	\$399.91	\$408.42	\$417.12	\$426.01	\$435.08	\$444.35
<b>L</b>	<b>Scientist and Science Technicians,</b>															
93	Junior Scientists and Science Technicians	\$136.71	\$139.62	\$142.60	\$145.63	\$148.74	\$151.90	\$155.14	\$158.44	\$161.82	\$165.26	\$168.78	\$172.38	\$176.05	\$179.80	\$183.63
94	Journeyman Scientists and Science Technicians	\$185.07	\$189.01	\$193.04	\$197.15	\$201.35	\$205.64	\$210.02	\$214.49	\$219.06	\$223.73	\$228.49	\$233.36	\$238.33	\$243.40	\$248.59
95	Senior Scientists and Science Technicians	\$213.45	\$218.00	\$222.64	\$227.38	\$232.23	\$237.17	\$242.22	\$247.38	\$252.65	\$258.03	\$263.53	\$269.14	\$274.88	\$280.73	\$286.71
96	SME - Scientists and Science Technicians	\$276.00	\$281.88	\$287.88	\$294.01	\$300.28	\$306.67	\$313.21	\$319.88	\$326.69	\$333.65	\$340.76	\$348.01	\$355.43	\$363.00	\$370.73
<b>L</b>	<b>Scientist and Science Technicians,</b>															
97	Junior Scientists and Science Technicians	\$127.68	\$130.40	\$133.18	\$136.01	\$138.91	\$141.87	\$144.89	\$147.98	\$151.13	\$154.35	\$157.64	\$160.99	\$164.42	\$167.93	\$171.50
98	Journeyman Scientists and Science Technicians	\$152.19	\$155.43	\$158.74	\$162.12	\$165.58	\$169.10	\$172.71	\$176.38	\$180.14	\$183.98	\$187.90	\$191.90	\$195.99	\$200.16	\$204.42
99	Senior Scientists and Science Technicians	\$174.76	\$178.48	\$182.28	\$186.17	\$190.13	\$194.18	\$198.32	\$202.54	\$206.86	\$211.26	\$215.76	\$220.36	\$225.05	\$229.85	\$234.74
100	SME - Scientists and Science Technicians	\$217.32	\$221.95	\$226.68	\$231.50	\$236.44	\$241.47	\$246.62	\$251.87	\$257.23	\$262.71	\$268.31	\$274.02	\$279.86	\$285.82	\$291.91
<b>L</b>	<b>Scientist and Science Technicians,</b>															
101	Junior Scientists and Science Technicians	\$84.48	\$86.28	\$88.12	\$89.99	\$91.91	\$93.87	\$95.87	\$97.91	\$100.00	\$102.13	\$104.30	\$106.52	\$108.79	\$111.11	\$113.48
102	Journeyman Scientists and Science Technicians	\$102.53	\$104.71	\$106.94	\$109.22	\$111.55	\$113.92	\$116.35	\$118.83	\$121.36	\$123.95	\$126.59	\$129.28	\$132.04	\$134.85	\$137.72
103	Senior Scientists and Science Technicians	\$119.94	\$122.49	\$125.10	\$127.77	\$130.49	\$133.27	\$136.11	\$139.01	\$141.97	\$144.99	\$148.08	\$151.23	\$154.46	\$157.75	\$161.11
104	SME - Scientists and Science Technicians	\$143.16	\$146.21	\$149.32	\$152.50	\$155.75	\$159.07	\$162.46	\$165.92	\$169.45	\$173.06	\$176.75	\$180.51	\$184.36	\$188.28	\$192.30