

McKing Consulting Corporation



Multiple Authorized GSA Schedules

Mission Oriented Business Integrated Services (MOBIS)

Financial and Business Solutions (FABS)

Integrated Technology Products and Services (IT)

*Authorized Federal Supply Services and Products
Schedule Pricelists*



Contractor

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Veteran-Owned Professional Services Business

Contract Administration Source

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Contract Number: GS-00F-0042P
Federal Supply Group: 874 (MOBIS); 520 (FABS); 70 (IT)
Corporate SIN: MOBIS C R499 (874-1, 874-2, 874-7); FABS C
R-710
C D302, (520-11, 520-12, 520-13); Professional Services
C D306 and C D308 (132-51)

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I. Customer Information

- 1a. Table of awarded Special Items Numbers (SINs): 874-1, 874-2, 874-7, 520-11, 520-12, 520-13 and 132-51
- 1b. Pricing: see Labor category descriptions with McKing and Client site rates
- 1c. Commercial job titles, qualifications, and description: see Labor category descriptions with McKing and Client site rates
2. Maximum order threshold: MOBIS and FABS \$1,000,000.; IT \$500,000.
3. Minimum order: \$100.00
4. Geographic coverage: Domestic and Overseas
5. Points of production: Fairfax, Virginia; Atlanta, Georgia; Rockville, Maryland
6. Discount from list price: Prices shown herein are net prices
7. Quantity discounts: Negotiable
8. Prompt payment terms: None
- 9a. Government credit cards are accepted at or below the micropurchase threshold
- 9b. Contact contractor's representative for credit card acceptance of orders above the micropurchase threshold.
10. Foreign items: N/A
- 11a. Time of delivery: Per Task
- 11b. Items available for expedited delivery are noted in this price list
- 11c. Overnight and second day delivery will be negotiated with the ordering agency on each task order

- 11d. Urgent requirements: Contact contractor's representative for a fast delivery
12. FOB point: Destination
- 13a. Ordering address: Same as contractor/Corporate Headquarters address
- 13b. For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA's), and sample BPA can be found at the GSA/FSS Homepage: <http://www.fss.gsa.gov/schedules>
14. Payment address: Same as contractor/Corporate Headquarters
15. Warranty provision: None
16. Export packing charges: N/A
17. Terms and conditions of government credit card acceptance: see 9b.
18. Terms and conditions of rental, maintenance, and repair: N/A
19. Terms and conditions of installation: N/A
20. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices: N/A
- 20a. Terms and conditions for any other services: N/A
21. List of services and distribution points: N/A
22. List of participating dealers
23. Preventative maintenance: N/A
- 24a. Environmental attributes: N/A
- 24b. Section 508 compliance information is available:
<http://www.mcking.com>
25. Data Universal Numbering System (DUNS) Number: 96-370-1573
26. Contractor is registered in the Central Contractor Registration (CCR) Database: Yes

II. McKing Consulting Corporation Profile

McKing Consulting Corporation (McKing) is a veteran-owned professional services corporation.

McKing provides a variety of information technology and general and specialized management consulting services. We utilize our varied areas of expertise to recruit and retain some of the best professionals available. We have built our success upon the foundation of an array of diverse staff members and expert consultants who are dedicated to meeting our clients' needs and exceeding their expectations.

For a full appreciation of our capabilities, please visit our web site:
<http://www.mcking.com>

McKing has full-services offices in Fairfax, Virginia, Atlanta, Georgia and Rockville, Maryland. McKing's Corporate headquarters is located in the Fairfax, Virginia office.

III. Services

Program Management, Support and Development

McKing is prepared to assist in meeting the challenges of today's government managers, their clients, and constituents. Our staff and contracted consultants have expertise and years of experience in managing both public and private enterprises.

Financial Management and Analysis

From budget formulation to execution, McKing staff members have managed billions of dollars through the years for both Federal Government and private companies. We have the knowledge and skills to establish and maintain the systems that will ensure efficient program operations as well as compliance with all laws, regulations, and polices, to which government and nongovernmental organizations are subject.

Technical and Scientific Publications

McKing manages all the details associated with preparing technical and scientific publications. Our full-service editorial and production team will take your document from the research stage, to writing and editing and through final layout and publication.

Grants Review and Grants Management

At McKing, our expert staff and consultants have reviewed and summarized grant and cooperative agreement applications, chaired special emphasis panels, performed administrative and operational assessments and directed the strategic planning process.

Medical and Public Health Services

McKing works with governmental and private organizations to assess performance, conduct strategic and operational planning, and carry out activities that require expert outside assistance. We assemble expert teams of staff members and consultants who have expertise in planning, management, information systems, and a wide variety of medical and public health disciplines.

Information Technology

McKing offers complete information technology (IT) solutions, utilizing highly skilled, trained, and certified professionals. We utilize industry best practices and the latest technologies while leveraging our government experience to provide a tailored solution for each client.

Graphics and Web Site Design

At McKing, we offer our clients professional graphic and Web site design solutions utilizing state-of-the-art designing tools. Designing is more than creating pleasing imagery; it is about creating an interactive visual experience that engages and communicates a message to the User.

IV. MOBIS Descriptions and Rate Schedule For SINS 874-1, 874-2 and 874-7

Rates effective: July 15, 2009 through July 14, 2010

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MOBIS FSG no.	Service and Description	McKing site rate	Client Site rate
874	<p>Program Director: Senior corporate manager responsible for overall direction, coordination, and evaluation of major business units. Provides high-level expert technical guidance and expertise in support of single or multiple projects. Directs complex organizations and teams by integrating into client-focused, object-oriented consulting solutions. Integrates technical solutions into business process reengineering requirements and translates concepts into operational improvements and systems that focus and implement the client's major mission or strategic objective. Serves as company's most senior interface between client staff and company resources and key resource to committees, project teams, task forces and other internal and external constituencies. Works with the client and program managers to establish policy and strategic direction for programs. Ensures clients satisfaction with company performance and takes appropriate action to meet program commitments by responding effectively to meet client needs.</p> <p>Education/Experience: Master's Degree/18 years Bachelor's Degree/20 years</p>	\$ 161.50	\$ 126.93
874	<p>Senior Project Manager: Manages multiple client projects at diverse locations. Organizes, directs and coordinates planning and production of all contract support activities. Manages costs, schedule, and quality of multiple projects. Meets with management personnel and Federal client agency representatives. Manages client relationships for teams of consultants and professionals assigned to projects and client-customer program and operator work sites. Formulates, recommends, and reviews strategic plans and deliverable items and ensures conformance with standards. Assigns, schedules, and reviews work of subordinate project managers and professional and support staff. Manages quality inspection and quality assurance activities and oversees project evaluation process.</p> <p>Education/Experience: Master's Degree/8 years Bachelor's Degree/10 years High School/16 years</p>	\$ 148.17	\$ 116.44

MOBIS FSG no.	Service and Description	McKing site rate	Client Site rate
874	<p>Project Manager II: Manages single or multiple projects/tasks. Manages assigned projects to meet client requirements. Determines project scope with client and manages the design of assigned projects. Responds effectively to meet client's needs. Supports client in business and action planning. Oversees quality inspection and quality assurance activities, conducts project audits and evaluations, and recommends project-level performance standards. Manages projects, projects budgets, schedules and delivery of services. Manages client relationships for teams of consultants and professionals assigned to projects and client-customer program and operator work sites.</p> <p>Education/Experience: Master's Degree/6 years Bachelor's Degree/7 years</p>	\$ 123.77	\$ 97.28
874	<p>Project Manager I: Manages single or multiple projects/tasks. Manages assigned projects to meet client requirements. Determines project scope with client and manages the design of assigned projects. Responds effectively to meet client's needs. Supports client in business and action planning. Oversees quality inspection and quality assurance activities, conducts project audits and evaluations, and recommends project-level performance standards. Manages projects, projects budgets, schedules and delivery of services. Manages client relationships for teams of consultants and professionals assigned to projects and client-customer program and operators work sites.</p> <p>Education/Experience: Master's Degree/4 years Bachelor's Degree/6 years High School/10 years</p>	\$ 110.46	\$ 86.82
874	<p>Senior Public Health Manager: Provides consultation, operational, and management advice on the staffing, organization, and functions of government offices, identify and assess organizational cultural issues and recommend operating principles and strategies to successfully navigate the changes and challenges.</p> <p>Education/Experience: Master's Degree/15 years Bachelor's Degree/20 years</p>	\$ 193.13	\$ 151.78
874	<p>Public Health Management Consultant II: Provides consultation, operational, and management advice. Facilitates administrative operations including project budget development and allocation. Provide guidance and recommendations to improve existing information and tracking systems. Assist with the preparation of position descriptions, including KSAs, job analyses, and related work plans. Assist with various activities associated with awarding extramural funds. Assess and provide recommendations on organizational, operational, and administrative issues.</p> <p>Education/Experience: Master's Degree/12 years Bachelor's Degree/15 years</p>	\$ 145.73	\$ 114.52

MOBIS FSG no.	Service and Description	McKing site rate	Client Site rate
874	<p>Public Health Management Consultant I: Provides consultation, operational and management support to carry out a broad array of management tasks. Facilitates administrative operations including project budget development and allocation. Provides guidance and recommendations to improve existing information and tracking systems. Assist with the preparation of position descriptions, including KSAs, job analyses, and related work plans. Assist in the development of plans to implement extramural projects including assistance in developing continuation packages and drafting program announcements for grants and cooperative agreements; assistance during the objective review process; drafting memorandums of agreement, interagency agreements, cooperative agreements, proposals for contracts and task orders, and other documents needed to carry out intra and extramural programs.</p> <p>Education/Experience: Master's Degree/10 years Bachelor's Degree/12 years</p>	\$ 118.27	\$ 92.94
874	<p>Public Health Program Consultant I: Enhance the administrative operations of Public Health Programs. Develop, promote, coordinate, and improve Program policies, standards, activities, and opportunities. Supervise, coordinate, and manage several aspects of the Program including staffing, coordinating meets and committees, budget, and implementation of project activities. Establish procedures including state staff training, development of training and support materials, oversight and evaluation. Coordinate cooperation across government agencies, CIO's and develop partnerships with nonprofit and private sector.</p> <p>Education/Experience: Master's Degree/6 years Bachelor's Degree/8 years</p>	\$ 77.53	\$ 60.92
874	<p>Program Consultant III: Develops and coordinates plans and policies, resources, and mission as well as goals, visions, and expectations of agency or program. Works with internal and external parties to organize the various procedural, technical, fiscal and administrative systems needed to initiate, run and conclude program activities. Develops cooperative partnerships with community based organizations and agencies that will enhance program activities. Assists with the development and management of the program budget. Monitors and evaluates operations, programs, processes and/or practices for quality and effectiveness. Makes recommendations for improvement.</p> <p>Education/Experience: Master's Degree/10 years Bachelor's Degree/12 years</p>	\$ 99.36	\$ 76.53
874	<p>Program Consultant II: Develops and coordinates plans and policies, resources, and mission as well as goals, visions, and expectations of agency or program. Works with internal and external parties to organize the various components needed to initiate, run and conclude program activities. Develops cooperative partnerships with community based organizations and agencies that will enhance the provision of services. Assists with the development of the program budget. Participates in the development of training, program guidance, best practices and evaluation methods.</p> <p>Education/Experience: Master's Degree/8 years Bachelor's Degree/10 years</p>	\$ 83.95	\$ 64.67

MOBIS FSG no.	Service and Description	McKing site rate	Client Site rate
874	<p>Program Consultant I: Develops and coordinates plans and policies, resources, and mission as well as goals, visions, and expectations of agency or program. Works with internal and external parties to organize the various components needed to initiate, run and conclude program activities. Works with identified partners to enhance and carry out program activities. Assists with the development and management of the program budget. Participates in the development of training, program guidance, best practices and evaluation methods.</p> <p>Education/Experience: Master's Degree/5 years Bachelor's Degree/8 years</p>	\$ 77.61	\$ 59.78
874	<p>Program Coordinator IV: Develops and implements program policies, procedures, goals and objectives. Leads research and preparation of a variety of reports on program activities and operations. Gathers statistical data as needed. Analyzes budgets, data, or other documents as needed. Leads program evaluation efforts.</p> <p>Education/Experience: Doctorate/5 years Masters/10years Bachelor's Degree/12years</p>	\$ 121.11	\$ 93.28
874	<p>Program Coordinator III: Develops and implements program policies, procedures, goals and objectives. Assists with research and leads preparation of a variety of reports on program activities and operations. Gathers statistical data as needed or requested. Conducts program evaluation activities.</p> <p>Education/Experience: Doctorate/4 years Masters/8 years Bachelor's Degree/10 years</p>	\$ 105.08	\$ 80.94
874	<p>Program Coordinator II: Implements program policies, procedures, goals and objectives. Prepare and/or assists in the preparation of a variety of reports on program activities and operations. Gathers statistical data as needed or requested. Conducts program evaluation activities.</p> <p>Education/Experience: Masters/6 years Bachelor's Degree/8 years</p>	\$ 87.83	\$ 67.66
874	<p>Program Coordinator I: Assists in the implementation of program policies, procedures, goals and objectives. Assists in a variety of reports on program activities and operations. Assists with collecting statistical data as needed or requested. Assists with program evaluation activities. Education/Experience: Masters/4 years Bachelor's Degree/6 years</p>	\$ 77.89	\$ 60.00

MOBIS FSG no.	Service and Description	McKing site rate	Client Site rate
874	<p>Policy Analyst IV: Provides advice and assistance to senior level management in the areas of policy and legislative analysis, program planning and program evaluation. Works with senior management in the formulation and prioritization of program goals and objectives and broad operating policies. Advances program objectives through the application of sound planning, analytical and evaluation concepts and practices and recommends meaningful changes in program direction. Tracks and analyzes legislation and keeps management informed of developments that have an impact on existing or proposed programs, agency relationships, state and local governments and non-governmental organizations. Drafts congressional testimony, bill reports and responses to requests for information from members of Congress and senior Administration officials. Participates in all stages of the development of the annual budget justification and submission.</p> <p>Education/Experience: Masters/10 years Bachelor's Degree/12 years</p>	\$ 108.20	\$ 83.34
874	<p>Policy Analyst III: Provides advice and assistance to senior level management in the areas of policy and legislative analysis, program planning and program evaluation. Assists senior management in the formulation and prioritization of program goals and objectives and broad operating policies. Advances program objectives through the application of sound planning, analytical and evaluation concepts and practices and recommends meaningful changes in program direction. Monitors legislative developments that have an impact on existing or proposed programs, agency relationships, state and local governments and non-governmental organizations. May draft congressional testimony, bill reports and responses to requests for information from members of Congress and senior Administration officials. Assists with the development of the annual budget justification and submission.</p> <p>Education/Experience: Masters/8 years Bachelor's Degree/10 years</p>	\$ 92.70	\$ 71.41
874	<p>Policy Analyst II: Provides advice and assistance to senior level management in the areas of policy and legislative analysis, program planning and program evaluation. Assists management in the formulation and prioritization of program goals and objectives and broad operating policies. Works with others to advance program objectives through the application of sound planning, analytical and evaluation concepts and practices and recommends meaningful changes in program direction. Assists with drafting congressional testimony, bill reports and responses to requests for information from members of Congress and senior Administration officials. Assists in many stages of the development of the annual budget justification and submission.</p> <p>Education/Experience: Masters/5 years Bachelor's Degree/8 years</p>	\$ 85.05	\$ 65.52

MOBIS FSG no.	Service and Description	McKing site rate	Client Site rate
874	<p>Policy Analyst I: Provides advice and assistance to senior level management in the areas of policy and legislative analysis, program planning and program evaluation. Works with others in the formulation and prioritization of program goals and objectives and broad operating policies. Works with others to advance program objectives through the application of sound planning, analytical and evaluation concepts and practices and recommends meaningful changes in program direction. Supports drafting of congressional testimony, bill reports and responses to requests for information from members of Congress and senior Administration officials. May assist in the development of the annual budget justification and submission.</p> <p>Education/Experience: Masters/3 years Bachelor's Degree/5 years</p>	\$ 77.04	\$ 59.34
874	<p>Program Analyst III: Provide assistance in a broad range of activities designed to assess program management activities and enhance their performance. These include consultations and meeting program management officials; development and implementation of ongoing forums to improve communications among and effectiveness of managers; and a variety of training activities and other events to respond to specific program management needs. Assist in the development of written materials and presentations. Provide logistical assistance for meetings, conferences, and review panels.</p> <p>Education/Experience: Bachelor's Degree/10 years High School/14 years</p>	\$ 104.19	\$ 81.89
874	<p>Program Analyst II: Provide assistance for the purpose of developing sound procedures and process. Manage all logistical items associated with a meeting or event, and the development and implementation of mechanisms to improve coordination and communication. Assist with activities involved with application review, peer reviews of research applications, and with the preparation of the funding packages for approved applications. Assist in the development of written materials and presentations.</p> <p>Education/Experience: Bachelor's Degree/8 years High School/12 years</p>	\$ 89.16	\$ 70.07
874	<p>Program Analyst I: Assist in monitoring all incoming correspondence and reports, writing and editing complex technical material for various audiences, and analyze documents for policy implications. Provide logistical assistance for meetings and conferences.</p> <p>Education/Experience: Bachelor's Degree/6 years High School/10 years</p>	\$ 75.00	\$ 58.94
874	<p>Administrative Assistant III: Performs complex and confidential administrative duties. Compiles reports and prepares agendas and background materials. Maintains databases. Coordinates special projects by developing project plans and schedules. Requires extensive working knowledge of client's practices and procedures. Responsible for handling sensitive situations. Requires a thorough working knowledge of computer applications including word processing, spreadsheet, database and presentation software.</p> <p>Education/Experience: Associate's Degree/6 years High School/9 years</p>	\$ 61.48	\$ 48.32

MOBIS FSG no.	Service and Description	McKing site rate	Client Site rate
874	<p>Administrative Assistant II: Performs complex and routine administrative and clerical support duties to relieve client of administrative details. Answers routine inquiries and prepares responses to routine correspondence. Designs spreadsheets and maintains databases. Researches and compiles special reports. Requires practical knowledge of computer applications including word processing, spreadsheet, database, electronic mail, and presentation software.</p> <p>Education/Experience: Associate's Degree/1 year High School/4 years</p>	\$ 52.18	\$ 41.02
874	<p>Administrative Assistant I: Performs administrative and clerical support duties to relieve client of administrative details. Types correspondence, reports, and memos. Maintains computer-based and paper files. Answers and screens telephone calls and opens and distributes mail for unit. Assists in researching and compiling special reports. Schedules and maintains calendar of appointments, meetings and travel itineraries. Resolves routine questions and problems. Requires basic knowledge of computer software applications. Requires standard typing/word processing and language skills.</p> <p>Education/Experience: High School/2 years</p>	\$ 44.82	\$ 35.22
874	<p>Office Clerk: Types correspondence, reports, and memos. Maintains computer-based and paper files. Answers and screens telephone calls and opens and distributes mail for unit. Schedules and maintains calendar of appointments, meetings, and travel itineraries. Requires standard typing/word processing and language skills.</p> <p>Education/Experience: High School/0</p>	\$ 33.24	\$ 26.13
874	<p>Graphics Designer: Designs art and copy layout material to be presented visually in magazines, books, and newspapers, on product packaging, via television, computer monitor, Web site and CD-ROM, and by other visual communications media. Plans presentations that typically include illustrations, photographs, and text. Selects styles and sizes of type. Draws or prepares samples of proposed designs. Prepares illustrations and rough sketches. Develop style sheets, logo type and graphic standards for printed and published materials. Prepares series of drawings to illustrate sequence and timing of story development for video or computer presentation. Prepares notes and instructions for desktop publishing workers who assemble layouts for printing. Designs and produces pages for Web site. Reviews final layout and recommends improvements as necessary.</p> <p>Education/Experience: Bachelor's of Arts Degree/5 years High School/9 years</p>	\$ 82.17	\$ 64.58

MOBIS FSG no.	Service and Description	McKing site rate	Client Site rate
874	<p>Scientific Technical Writer: Supervises and manages writing assignments, performs final edits, and approves the final written product. Authors complex scientific writing assignments. Writes/rewrites summarizes and edits scientific materials, including scientific meeting reports, journal articles and abstracts, scientific publications, speeches, scientific and public health reports, and other scientific documents. Coordinates efforts of technical artists and illustrators in preparing reports, articles and books for internal and external distribution. Prepares original text based on scientific data provided. Writes analytical, interpretive, documentary, and promotional copy.</p> <p>Education/Experience: Master's Degree/10 years Bachelor's Degree/12 years</p>	\$ 145.73	\$ 114.52
874	<p>Senior Technical Writer/Editor: Supervises and manages writing assignments, performs final edits and approves the final written product. Authors complex writing assignments. Writes/rewrites, summarizes, and edits technical materials, including planning, operations, and maintenance manuals and technical publications. Coordinates efforts of technical artists and illustrators in preparing reports, articles, and books for internal and external distribution. Prepares original text based on technical data provided. Writes analytical, interpretive, documentary, and promotional copy. Approves graphic design, organization of text and graphic elements, and mechanical layout of camera-ready copy.</p> <p>Education/Experience: Bachelor's Degree/10 years High School/15 years</p>	\$ 113.53	\$ 89.23
874	<p>Technical Writer/Editor: Researches, writes/rewrites, summarizes, and edits technical material including operations and maintenance manuals and technical publications. Coordinates efforts of technical artists and illustrators in preparing reports, articles, and books for internal and external distribution. Prepares original text based on technical data provided. Writes analytical, interpretive, documentary, and promotional copy. Approves graphic design, organization of text and graphic materials, and mechanical layout of camera-ready copy.</p> <p>Education/Experience: Bachelor's Degree/9 years High School/5 years</p>	\$ 78.28	\$ 61.52
874	<p>Publications Production Supervisor: Negotiates printing and paper contracts for publications and monitors supplier performance. Prepares budgets and cost estimates for production projects. Develop specifications for new projects. Coordinates production and sales, dissemination of reprints, and advertising. Supervises the daily activities of production department and automatic film developers. Requires thorough knowledge of organization's graphic art design standards.</p> <p>Education/Experience: Bachelor's Degree/6 years High School/10 years</p>	\$ 89.02	\$ 69.96

MOBIS FSG no.	Service and Description	McKing site rate	Client Site rate
874	<p>Senior Desktop Publishing Specialist: Operates desktop publishing system to produce page proofs and reproduction masters. Works within general style and format guidelines and typically has considerable discretion over individual page design and layout. Uses drawing, presentation, and charting software to produce art and illustrations for integration with text. Operates related equipment such as optical- scanners, electronic cameras, stat cameras, plotters, typesetters, and automatic film developers. Requires thorough knowledge of organization's graphic art design standards. Education/Experience: Associate's Degree/4 years High School/6 years</p>	\$ 81.12	\$ 63.76
874	<p>Desktop Publishing Specialist: Enters text and graphics in computer to produce printed materials such as newsletters, forms, brochures and advertisements. Operates desktop publishing system to produce page-proofs and reproduction masters. Lays out pages and mechanical artwork suitable for reproduction. Uses applications such as PageMaker and QuarkXpress to produce paper and film output for high-resolution printers and typesetters. Follows standards and specifications, including typography and page design, provided by client. Requires training in desktop publishing software, typography, and page layout, with skills sufficient to produce documents for external distribution. Education/Experience: Associate's Degree/2 years High School/4 years</p>	\$ 60.33	\$ 47.41
874	<p>Managing Editor: Responsible for editorial content of books, journals, or magazines including the composition, design, and graphics requirements. Responsible for manuscript selection, preparation, and production in accordance with style specifications and quality standards. Manages and coordinates activities of the editorial and production staff. Education/Experience: Bachelor's Degree/8 years High School/12 years</p>	\$ 127.91	\$ 100.52
874	<p>Senior Editor: Reads and evaluates complex or specialized manuscripts, technical and scientific articles, and papers to determine the extent of editorial problems and shortcomings. Participates in the development of themes and content. Writes or supervises the writing of articles, stories, editorials, headlines, and captions. Supervises copy editors, editorial assistants, production editors and designers. Requires extensive editing experience. Requires subject matter expertise. Education/Experience: Bachelor's Degree/6 years High School/10 years</p>	\$ 98.05	\$ 77.06
874	<p>Statistician Levels 6, 4, and 3: Determines mathematical principles involved and most efficient methodology for solutions of problems. Acts as an advisor or consultant on application of mathematical analysis to scientific and engineering problems. Performs research to discover new or improved methods of application of mathematical theory or analysis to new or unexplored areas of scientific investigation. Gathers, analyzes collected information according to established statistical methods. Prepares reports, charts, tables, and other visual aids. Education/Experience:</p>	\$ 139.92	\$ 109.97
	<p>Level 6: Advanced Degree or Doctorate/10 years Level 4: Bachelor's/8years</p>	\$ 112.64	\$ 88.53

MOBIS FSG no.	Service and Description	McKing site rate	Client Site rate
	Level 3: Bachelor's/5 years	\$ 81.64	\$ 64.16
874	Scientist Levels 9, 8,7,6,5,4,3,2, and 1: Recognized scientific expertise in the public health arena specifically in assessing and understanding public health issues and/or risks. Includes but is not limited to scientists in the field of immunology, toxicology, epidemiology, microbiology, biology, and biostatistics. Must have demonstrated in-depth knowledge of specific field of expertise. Knowledge and direct experience with the application of procedures and with test and evaluation operational requirements relative to specific field of expertise. Education/Experience:	\$ 134.35	\$ 105.59
	Level 9: Advanced Degree or Doctorate/5 years;		
	Level 8: Advanced Degree or Doctorate/2 years;	\$ 101.90	\$ 80.08
	Level 7: Advanced Degree or Doctorate/0;	\$ 87.33	\$ 68.64
	Level 6: Master's Degree/5 years;	\$ 76.74	\$ 60.31
	Level 5: Master's Degree/3 years;	\$ 67.50	\$ 53.05
	Level 4: Master's Degree/1 year;	\$ 60.99	\$ 47.94
	Level 3: Master's Degree/0;	\$ 53.07	\$ 41.71
	Level 2: Bachelor's Degree/1 year;	\$ 47.51	\$ 37.34
	Level 1: Bachelor's Degree/0	\$ 41.98	\$ 32.99
874	Analyst/Programmer V: As a top-level technical expert, acts as a project team leader in the design and development of a complex enterprise-wide business systems. Consults with users to formulate and develop program objectives. Evaluates equipment capacities and limitations, operating time, cost and time requirements, and compatibility with existing systems to solve complex problems. Responsible for quality assurance and improvement review and directing and monitoring the work of team members. Has expert technical knowledge in all phases of applications systems. Education/Experience: Master's Degree/10 years Bachelor's Degree/12 years	\$ 134.35	\$ 105.59
874	Analyst/Programmer IV: As a high-level technical expert, consults with users to formulate and develop program objectives. Evaluates equipment capacity and limitations, operating time, cost and time requirements, and compatibility with existing systems to solve complex problems. Defines steps required for program development and works on all phases of program. Writes program documentation and operation guidelines. Has advanced knowledge of programming techniques, operating systems and platform capabilities. Education/Experience: Master's Degree/8 years Bachelor's Degree/10 years High School/12 years	\$ 125.30	\$ 98.48
874	Analyst/Programmer III: Formulates, designs, and implements complex business, financial, and accounting management information systems. Determines system scope and objectives. Evaluates equipment capacity and limitations, operating time, cost and time requirements and compatibility with existing systems to solve complex problems. Analyzes and revises existing system logic difficulties and documentation. Determines detailed program specifications and works on all phases of program. Education/Experience: Bachelor's Degree/6 years High School/10 years	\$ 106.46	\$ 83.67

MOBIS FSG no.	Service and Description	McKing site rate	Client Site rate
874	<p>Analyst/Programmer II: Defines system scope and objectives through research and fact-finding. Plans, develops, and tests complex information systems and computer programs. Prepares detailed specifications from which programs are written. Design, codes, tests, debugs, documents, and maintains computer programs. Prepares user documentation and materials. Has knowledge of current programming languages.</p> <p>Education/Experience: Bachelor's Degree/4 years High School/8 years</p>	\$ 91.71	\$ 72.08
874	<p>Analyst/Programmer I: Assists in researching and fact-finding to develop or modify information systems and computer programs. Meets with users to identify problems and document specific needs and requirements. Assists in preparing detailed flowcharts. Designs, codes, tests, debugs documents and maintains computer programs. Has knowledge of current programming languages</p> <p>Education/Experience: Bachelor's Degree/2 years High School/6 years</p>	\$ 82.55	\$ 64.87
874	<p>Senior Financial Analyst: Experience in business and financial analysis on complex and/or multiple programs. Develops, interprets, and implements financial concepts for financial planning and control. Performs financial management and analysis with emphasis in budget planning and execution, costing, analysis and reporting, cost management, and acquisition budget planning. Prepares recommendations for financial plans; grant, contract and other procurement activities; trended future requirements, and operating forecasts. Working knowledge of federal budget systems and procedures. Proficient with financial reporting software (spreadsheets, databases, etc.) Working with cost engineers and senior consultants, assists government agencies to review cost estimates and proposals to determine if contractor proposals are realistic and cover the costs of transferring inherently nongovernmental functions to the public sector through privatization or outsourcing services.</p> <p>Education/Experience: Master's Degree/8 years Bachelor's Degree/10 years</p>	\$ 123.91	\$ 97.38
874	<p>Financial Analyst: Experience in business and financial analysis on multiple projects. Performs financial analysis and tracking of budgets and financial plans for specific projects. Knowledge of acquisition budget planning and the federal budget systems and procedures, including knowledge of applicable software uses. Proficient with financial reporting software (spreadsheets, databases, etc.) Assists government agencies to review cost estimates and proposals to determine if contractor proposals are realistic and cover the costs of transferring inherently nongovernmental functions to the public sector through privatization or outsourcing services. Assists in the development of financial information and tracking systems. Experience with all types of public and private funding mechanisms such as grants, contracts, and fundraising.</p> <p>Education/Experience: Master's Degree/2 years Bachelor's Degree/3 years</p>	\$ 89.16	\$ 70.07

MOBIS FSG no.	Service and Description	McKing site rate	Client Site rate
874	<p>GIS Analyst: Implements conceptual geographic information system (GIS) applications and solutions for project-related problems. Responsible for the production of high quality GIS products for inclusion in databases, map series, atlases, reports, brochures, and presentations. Provides support for requirement analysis, feasibility studies, and applications development. Provides production support for digital conversion methodologies. Performs related assignments as needed.</p> <p>Education/Experience: Bachelor's Degree/3 years High School/7 years</p>	\$ 96.54	\$ 75.88
874	<p>Data Entry Team Leader: Supervises other data entry clerks to ensure that all tasks will be completed on time. Assigns and reviews data-entry files of entire team. Transfers data from electronic and hard-copy files into client's application by means of typing and copying/pasting. Requires some knowledge of computer software.</p> <p>Education/Experience: High School/4 years</p>	\$ 50.41	\$ 39.62
874	<p>Data Entry Clerk I: Transfers data from electronic and hard-copy files into client's application by means of typing and copying/pasting. Requires some knowledge of computer software application.</p> <p>Education/Experience: High School/2 years</p>	\$ 43.45	\$ 34.15
874	<p>Training/Organization and Development Specialist: Analyzes training needs within the context of client's organizational structure and goals. Designs and implements programs to better utilize and develop personnel. Collects data through a variety of sources, including interviews, observation of employees, reports for human resources staff, and review of organizational records. Areas of responsibility typically include motivational strategies, performance issues, career development, career enrichment, employee satisfaction, dysfunctional behaviors, and developing programs and materials to meet specific training needs. Certifications in personality profiling/aptitude testing such as Myers-Briggs are desirable.</p> <p>Education/Experience: Master's Degree/8 years Bachelor's Degree/10 years</p>	\$ 141.94	\$ 111.55
874	<p>Senior Instructional Designer: Designs, develops, executes and maintains training programs. Conducts needs assessments and analyzes resulting data for best learning outcomes. Develops processes to deliver training, evaluate the training process, and implement procedures to improve the training process. Conducts research to ensure content is thorough, relevant, accurate, and current. Designs, edits and maintains curriculum for training/learning sessions. Converts technical information into user-friendly instructional and communication material. Selects appropriate instructional procedures or methods. Develops and maintains reference tools. Continually assesses and monitors all training products to determine effectiveness. Designs cost-effective strategies for developing and delivering training.</p> <p>Education/Experience: Master's Degree/8 years Bachelor's Degree/10 years</p>	\$ 89.56	\$ 68.98

MOBIS FSG no.	Service and Description	McKing site rate	Client Site rate
874	<p>Instructional Designer Develops functional training materials and course curricula. Conducts research to ensure content is thorough, relevant, accurate, and current. Designs, edits and maintains curriculum for training/learning sessions. Converts technical information into user-friendly instructional and communication material. Selects appropriate instructional procedures or methods. Develops and maintains reference tools. Continually assesses and monitors all training products to determine effectiveness. Designs cost-effective strategies for developing and delivering training.</p> <p>Education/Experience: Master's Degree/5 years Bachelor's Degree/8 years</p>	\$ 77.87	\$ 59.98
874	<p>Evaluation Researcher V: Directs the design, coordination, and delivery of formative research and program evaluation, including technical assistance to local, state and federal agencies, and private foundations. Provides lead technical assistance on program evaluation, including development of questions, study design, sampling, instrument development, data collection procedures, data analyses, and report preparation. Provides technical leadership in the use of quantitative and qualitative methods, and participatory approaches. Provides strategic planning assistance to clients and donors. Leads collaboration with partner organizations. Serves as in-house technical expert on social science research and evaluation issues, such as research design, methodological and research protocols, instrument design, data collection planning, research task analysis, research budgeting, research site selection, and data processing and analysis constraints.</p> <p>Education/Experience: Doctorate/5years Master's Degree/12 years Bachelor's Degree/15 years</p>	\$ 142.74	\$ 142.74
874	<p>Evaluation Researcher IV: Conducts the design, coordination, and delivery of formative research and program evaluation. Provides technical assistance on program evaluation, including development of questions, study design, sampling, instrument development, data collection procedures, data analyses, and report preparation. Provides technical leadership in the use of quantitative and qualitative methods, and participatory approaches. Provides strategic planning assistance to clients and donors. Serves as in-house technical expert on social science research and evaluation issues, such as research design, methodological and research protocols, instrument design, data collection planning, research task analysis, research budgeting, research site selection, and data processing and analysis constraints.</p> <p>Education/Experience: Doctorate/3years Master's Degree/10 years Bachelor's Degree/12 years</p>	\$ 124.12	\$ 124.12

MOBIS FSG no.	Service and Description	McKing site rate	Client Site rate
874	<p>Evaluation Researcher III: May design and direct formative research projects for intervention design and program evaluation research. Assists in the development of questions, study design, sampling, instrument development, data collection procedures, data analyses, and report preparation. Collects and manages data. Leads qualitative and quantitative analyses of data. Provides technical assistance and training in applied research theories, research methodology, and program evaluation. Provides technical research support for the production of technical assistance materials, training manuals and policy documents. Prepares technical reports for clients and donors.</p> <p>Education/Experience: Doctorate/1years Master's Degree/8 years Bachelor's Degree/10 years</p>	\$ 97.59	\$ 75.17
874	<p>Evaluation Researcher II: Assists with the designs and implementation formative research projects for intervention design and program evaluation research. Assists in the development of questions, study design, sampling, instrument development, data collection procedures, data analyses, and report preparation. Collects and manages data. Conducts qualitative and quantitative analyses of data. Provides technical assistance and training in applied research theories, research methodology, and program evaluation. Provides technical research support for the production of technical assistance materials, training manuals and policy documents. Assists with preparing technical reports for clients and donors.</p> <p>Education/Experience: Master's Degree/6 years Bachelor's Degree/8 years</p>	\$ 88.98	\$ 68.54
874	<p>Evaluation Researcher I: Assists with designing and implementing research for planning and evaluating. May design and conduct quantitative and qualitative research and evaluation on the application of behavior theory, communication, and social marketing to promote behavior change. Develops data collection instruments and protocols for quantitative research. Determines appropriate sampling procedures and specifies sampling plans. Conducts data analysis. Develops and monitors multi-site assessments. Prepares technical materials, training manuals, and research and evaluation reports.</p> <p>Education/Experience: Master's Degree/3years Bachelor's Degree/6 years</p>	\$ 74.63	\$ 57.49
874	<p>Research Assistant II: Provides technical and operational assistance on evaluation studies. Collaborates on survey development and construction. Monitors data collection and manages on-site data collection contractors. Conducts content analyses of focus group discussions and open-ended interview questions. Interprets survey data; produces data tables, charts, and illustrations for technical reports, presentation materials, and scholarly articles. Collaborates on technical report production and literature reviews. Manages project files and retrieval systems.</p> <p>Education/Experience: Bachelor's Degree/2 years High School/6 years</p>	\$ 49.78	\$ 38.35

MOBIS FSG no.	Service and Description	McKing site rate	Client Site rate
874	<p>Research Assistant I: Provides technical and operational support on evaluation studies. Assists with survey development and construction. Supports data collection and works with on-site data collection contractors. Assists in content analyses of focus group discussions and open-ended interview questions. Assists with interpreting survey data. Produces data tables, charts, and illustrations for technical reports, presentation materials, and scholarly articles. Assists with technical report production and conducting literature reviews.</p> <p>Education/Experience: Bachelor's Degree/0 years High School/2 years</p>	\$ 43.49	\$ 33.50
874	<p>Communication Specialists III: Updates, develops, and obtains necessary clearances for new content for Web site and other informational materials. Review documents from within and outside the branch for appropriateness, tone, and consistency of message and grammar. Responds to public inquiries via telephone, email or U.S. mail. Develops informational materials such as fact sheets and question and answer sheets for issues as they arise. Requires excellent written communication skills.</p> <p>Education/Experience: Master's Degree/6 years Bachelor's Degree/8 years</p>	\$ 91.37	\$ 71.80
874	<p>Communication Specialists II: Provides a variety of functions related to communication activities, to raise awareness of issues and improve dissemination of informational materials to the public and policy makers. Assists in obtaining the necessary clearance for communication activities. Develops materials for dissemination. Prepares presentation materials for meetings and conferences. Maintains mailing list for dissemination of materials. Assists in the development of issue-related reports and materials.</p> <p>Education/Experience: Master's Degree/3 years Bachelor's Degree/5 years</p>	\$ 62.56	\$ 49.16
874	<p>Communication Specialists I: Provides assistance in writing and editing reports, fact sheets, manuscripts and presentations. Assists with the dissemination of informational materials to interested government parties and the public. Assists with responding to public inquiries. Assists with maintaining and updating Web site materials. Requires excellent written communication skills.</p> <p>Education/Experience: Bachelor's Degree/2 years</p>	\$ 50.36	\$ 39.58
874	<p>Subject Matter Specialist V: Recognized expert in field or discipline. Must have demonstrated and documented academic and practical in-depth knowledge of specific field of expertise. Knowledgeable and has direct experience with the procedures and/or processes, as well as test and evaluation operational requirements relative to specific field of expertise. Provides subject matter expertise, executive guidance, and technical direction and implementation planning, in support of client program initiatives. Participates in the review of laws, policies and guidelines which have an effect on procedures and planning</p> <p>Education/Experience: Advanced Degree /12 years Master's Degree/15 years Bachelor's Degree/18 years High School/20 years</p>	\$ 192.39	\$ 192.39

MOBIS FSG no.	Service and Description	McKing site rate	Client Site rate
874	<p>Subject Matter Specialist IV: Recognized expert in field or discipline. Must have demonstrated and documented academic and practical in-depth knowledge of specific field of expertise. Knowledgeable and has direct experience with the procedures and/or processes, as well as test and evaluation operational requirements relative to specific field of expertise. Provides subject matter expertise, executive guidance, and technical direction and implementation planning, in support of client program initiatives. Participates in the review of laws, policies and guidelines which have an effect on procedures and planning.</p> <p>Education/Experience: Advanced Degree /10 years Master's Degree/12 years Bachelor's Degree/15 years High School/18 years</p>	\$ 164.12	\$ 164.12
874	<p>Subject Matter Specialist III: Recognized expert in field or discipline. Must have demonstrated and documented academic and practical in-depth knowledge of specific field of expertise. Knowledgeable and has experience with the procedures and/or processes, as well as test and evaluation operational requirements relative to specific field of expertise. Provides subject matter expertise, executive guidance, and technical direction and implementation planning, in support of client program initiatives. Participates in the review of laws, policies and guidelines which have an effect on procedures and planning. Education/Experience:</p> <p>Advanced Degree /8 years Master's Degree/10 years Bachelor's Degree/12 years High School/15 years</p>	\$ 127.74	\$ 98.40
874	<p>Subject Matter Specialist II: Recognized expert in field or discipline. Must have demonstrated and documented academic and practical in-depth knowledge of specific field of expertise. Knowledgeable and has experience with the procedures and/or processes, as well as test and evaluation operational requirements relative to specific field of expertise. Provides subject matter expertise, guidance, and direction and implementation planning, in support of client program initiatives. May participate in the review of laws, policies and guidelines which have an effect on procedures and planning.</p> <p>Education/Experience: Advanced Degree /5 years Master's Degree/8 years Bachelor's Degree/10 years High School/12 years</p>	\$ 111.71	\$ 111.71
874	<p>Subject Matter Specialist I: Recognized expert in field or discipline. Has demonstrated and documented academic and practical in-depth knowledge of specific field of expertise. Knowledgeable and has experience with the procedures and/or processes, as well as test and evaluation operational requirements relative to specific field of expertise. Provides subject matter expertise in support of client program initiatives. Education/Experience: Advanced Degree /2 years Master's Degree/5 years Bachelor's Degree/8 years High School/10 years</p>	\$ 76.16	\$ 76.16

MOBIS FSG no.	Service and Description	McKing site rate	Client Site rate
874	<p>Senior Subject Matter Expert/Public Health: Recognized expert in field or discipline. Must have demonstrated in-depth knowledge of specific field of expertise. Know and direct experience with the application of procedures, and with the test and evaluation of operational requirements relative to specific field of expertise. Expert with scientific, medical, and public health disciplines. Includes but is not limited to: Epidemiology, Veterinary Science, Pathology, Preventive Medicine, International Health, Medical Doctors, Engineering (Industrial, Chemical, Environmental, Electrical), Emergency Technicians, Environmental Health, Microbiology, Biochemistry, and Chemistry.</p> <p>Education/Experience: Advanced Degree or Doctorate/15 years Master's Degree/20 years Bachelor's Degree/25 years</p>	\$ 194.28	\$ 152.69
874	<p>Subject Matter Expert/Public Health: Recognized expert in field or discipline. Must have demonstrated in-depth knowledge of specific field of expertise. Know and direct experience with the application of procedures, and with the test and evaluation of operational requirements relative to a specific field of expertise. Expert with scientific, medical, and public health disciplines. Includes but is not limited to: Epidemiology, Veterinary Science, Pathology, Preventive Medicine, International Health, Medical Doctors, Engineering (Industrial, Chemical, Environmental, Electrical), Emergency Technicians, Environmental Health, Microbiology, Biochemistry, and Chemistry.</p> <p>Education/Experience: Advanced Degree or Doctorate/10 years Master's Degree/15 years Bachelor's Degree/20 years</p>	\$ 145.73	\$ 114.52
874	<p>Top Strategic/Long-Range Planning Executive: Develops, plans, and implements programs to achieve strategic objectives in growth and structure through merger, acquisition, and affiliations with other health care providers. Ensures the best use of facility resources in accordance with objectives for growth. Keeps top management informed on long-range health care trends and makes appropriate recommendations. Participates in the review of laws which have an effect on procedures and planning.</p> <p>Education/Experience: Master's Degree/12 years Bachelor's Degree/16 years</p>	\$ 236.55	\$ 185.91
874	<p>Strategic Planning Consultant: Develops, plans, and implements programs to achieve strategic objectives in growth and structure through merger, acquisition, and affiliations with other health care providers. Ensures the best use of facility resources in accordance with objectives for growth. Keeps top management informed on long-range health care trends and makes appropriate recommendations. Participates in the review of laws which have an effect on procedures and planning.</p> <p>Education/Experience: Master's Degree/8 years Bachelor's Degree/12 years</p>	\$ 141.94	\$ 111.55

MOBIS FSG no.	Service and Description	McKing site rate	Client Site rate
874	<p>Preparedness Consultant III: Provides advice and consultation on the development of emergency preparedness plans and policies. Leads the design and delivery of trainings to client staff and first-line responders. Leads the development and implementation of drills and exercises to ensure readiness of client and federal, state, and local agencies to implement emergency response plans. Assesses the effectiveness of emergency procedures and provide advice on improvements. Leads the development of reports and performance indicators. Provides advice on policies and procedures and regulatory policies that impact emergency preparedness. Leads the design and implementation of evaluations of preparedness programs and activities. Leads additional preparedness activities as needed.</p> <p>Education/Experience: Doctorate/6 years Master's Degree/10 years Bachelor's Degree/12 years High School/15 years</p>	\$ 124.39	\$ 93.64
874	<p>Preparedness Consultant II: Provides technical assistance and consultation for the development of emergency preparedness plans and policies. Designs and conducts trainings of client staff and first-line responders. Implements drills and exercises to ensure readiness of client and federal, state, and local agencies to implement emergency response plans. Assesses the effectiveness of emergency procedures and provide advice on improvements. Develops reports and performance indicators. Provides input on policies and procedures and regulatory policies that impact emergency preparedness. Designs and implements evaluations of preparedness programs and activities.</p> <p>Education/Experience: Doctorate/3 years Master's Degree/6 years Bachelor's Degree/8 years High School/10 years</p>	\$ 106.66	\$ 82.16
874	<p>Preparedness Consultant I: Provides technical assistance and consultation on the development of emergency preparedness plans and policies. Delivers trainings to client staff and first-line responders and with implementing drills and exercises to ensure readiness of client and federal, state, and local agencies to implement emergency response plans. Assesses the effectiveness of emergency procedures and provide advice on improvements. Develops reports and performance indicators. Provide input on policies and procedures and regulatory policies that impact emergency preparedness. Assists with additional preparedness activities as needed.</p> <p>Education/Experience: Doctorate/1 years Master's Degree/4 years Bachelor's Degree/6 years High School/8 years</p>	\$ 86.11	\$ 66.33
874	<p>Grants Quality Control Specialist 1: Evaluates the work processes and is responsible for ensuring data entry of pertinent information from grant applications, and maintains database records in a timely and accurate fashion. Provides a full spectrum of quality control assistance including the accuracy of billing by the grantee. Follows internal and federal quality control procedures and I standards.</p> <p>Education/Experience: Bachelors Degree/4 years High School/8 years</p>	\$ 72.31	\$ 56.83

MOBIS FSG no.	Service and Description	McKing site rate	Client Site rate
874	<p>Grants Quality Control Specialist II: Evaluates the work processes of employees responsible for administering data entry of grant applications, maintains database records and processes pertinent information. Ensures that processes are conducted in timely fashion and in accordance with program and federal guidance evaluation/control standards. Analyzes internal/departmental grant processing procedures for resolution of issues involving expenditures, payment and the meeting of specific deliverables. Provides input in the development and installation of total quality systems for processing and administering grants.</p> <p>Education/Experience: Bachelors Degree/6 years HighSchool/10 years</p>	\$ 80.62	\$ 63.36
874	<p>Grants Subject Matter Specialist I: Experienced background in field or discipline with demonstrated in-depth knowledge of specific field of expertise. Possesses sufficient experience to evaluate the operational requirements stated in the program guidance and review process.</p> <p>Education/Experience: Advance Degree or; Bachelors/3 years; High School/5 years</p>	\$ 77.87	\$ 61.20
874	<p>Grants Subject Matter Specialist II: Recognized expert and has a demonstrated and documented in-depth knowledge in the specific field or discipline. Knowledgeable and possesses direct experience with the evaluation of operational requirements relative to specific field of expertise required within the program guidance and review process.</p> <p>Education/Experience: Advance Degree or; Bachelors/8 years; High School/10 years</p>	\$ 115.01	\$ 90.39
874	<p>Grants Subject Matter Specialist III: Recognized expert in field or discipline. Must have demonstrated and documented academic and practical in-depth knowledge of specific field of expertise. Knowledgeable and has direct experience with the procedures and/or processes, as well as test and evaluation operational requirements relative to specific field of expertise. Informs higher-level officials of trends and observations within the grant applications. Makes appropriate suggestions and recommendations within the subject matter of the grants program guidelines. Participates in the review of laws, policies and guidelines which have an effect on procedures and planning.</p> <p>Education/Experience: Advance Degree or Masters/8 years; Bachelors/15 years; High School/20 years</p>	\$ 137.72	\$ 108.24

MOBIS FSG no.	Service and Description	McKing site rate	Client Site rate
874	<p>Senior Grant Specialist: Must have demonstrated in-depth knowledge and expertise in the federal Grants Management processes, including federal rules and regulations. Knowledgeable with direct experience in the grant application process, triage processing of applications, and fiduciary and evaluation operational requirements relative to the grant management program. Participates in the grant review process, evaluating and recording proceedings, monitor scoring processes and administering the technical evaluation sessions. Keeps appropriate upper level management informed and provides appropriate recommendations within the subject matter of the grants program guidelines. Participates in the review of laws, procedures and recommendations, which have an effect on procedures and planning.</p> <p>Education/Experience: Doctorate/8 years; Masters/10 years; Bachelors/15 years</p>	\$ 111.12	\$ 87.33
874	<p>Peer Review Grant Specialist: Must have demonstrated in-depth knowledge of expertise in Grants Management. Knowledgeable with direct experience in the grant application process, and evaluation operational requirements relative to the grant review process during technical evaluation panels. Participates in the grant review process, evaluating and recording proceedings, monitoring scoring processes, administering the technical evaluation sessions, and, when appropriate, recording relevant panel discussions. Keeps upper level management informed on panel progress and makes appropriate recommendations. Participates in the panel review briefing, which has an effect on evaluation process and procedures.</p> <p>Education/Experience: Advanced Degree or Doctorate/10 years; Master/15 years High School/20 years</p>	\$ 167.94	\$ 132.00

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V. FABS Descriptions and Rate Schedule

for Sins 520-11, 520-12 and 520-13

Rates effective July 15, 2008 through July 14, 2009

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FABS FSG no.	Service and Description	McKing site rate	Client site rate
520	<p>Senior Financial Analyst: Experience in business and financial analysis on complex and/or multiple programs. Develops, interprets and implements financial concepts for financial planning and control. Performs financial management and analysis with emphasis in budget planning and execution, costing, analysis and reporting, cost management and acquisition budget planning. Prepares recommendations for financial plans, grant, contract and other procurement activities, tended future requirements and operating forecasts. Working knowledge of Federal budget systems and procedures. Proficient with financial reporting software (spreadsheets, databases, etc.) Working with Cost Engineers and Senior Consultants, assists government agencies to review cost estimates and proposals to determine if contractor proposals are realistic and cover the costs of transferring inherently non governmental functions to the public sector through privatization or outsourcing services.</p> <p>Education/Experience: Masters /8 years Bachelor /10 years</p>	\$ 123.91	\$ 97.38
520	<p>Financial Analyst: Experience in business and financial analysis on multiple projects. Performs financial analysis and tracking of budgets and financial plans for specific projects. Knowledge of acquisition budget planning and the Federal budget systems and procedures, including knowledge of applicable software uses. Proficient with financial reporting software (spreadsheets, databases, etc.) Assists government agencies to review cost estimates and proposals to determine if contractor proposals are realistic and cover the costs of transferring inherently non governmental functions to the public sector through privatization or outsourcing services. Assists in the development of financial information and tracking systems. Experience with all types of public and private funding mechanisms such as grants, contracts and fundraising.</p> <p>Education/Experience: Masters/2 years Bachelor /3 years</p>	89.16	\$ 70.07

FABS FSG no.	Service and Description	McKing site rate	Client site rate
520	<p>Financial Analyst III: Facilitates data gathering and analysis to assess the efficiency and effectiveness of financial programs and operations. Posts transactions to various ledgers, journals, and registers. Inputs accounting data into computer for tracking manipulation and reporting purposes. Compiles and prepares specialized reports and analyses. Applies accounting principles, theories and practices to a variety of complex assignments including, but not limited to analyzing and evaluating accounting system data elements and adapting analytical techniques to monitor a variety of accounting functions. Solves exceptionally difficult technical problems in financial programs to include, examining documents, records, and accounting reports and processes to assure conformance with generally accepted accounting principles, operating procedures and revised regulations. Performs complex task providing general or specialized analysis in various accounting functions such as accounts receivables, accounts payable, cost and accounting. Responds to findings reported in the Chief Financial Officer Audit and other Audits of the client's financial functions as related to assigned financial program areas. Comments on draft policies and issuances by the higher-level department staff and other governmental agencies.</p> <p>Education/Experience: Bachelor /2 years High School/4 years</p>	\$ 79.82	\$ 61.48
520	<p>Financial Analyst II: Assists in day-to-day financial management operations. The services to be provided include processing, analyzing, and summarizing transactions and related data, and properly classifying accounting transactions. Other general accounting functions include reconciling cash accounts, preparing supporting schedules, and ensuring that proper entries are made into the accounting system to facilitate the preparation of the annual financial statements. Utilizes accounting and financial analysis skills to include but are not limited to International Operations, Travel, Purchase Card Audits, Contract Reconciliations, IPAC Processing, and FEDEX Processing.</p> <p>Education/Experience: Bachelors1 years High School/3 years</p>	\$ 72.36	\$ 55.73
520	<p>Financial Analyst I: Assists in day-to-day financial management operations. The services to be provided may include processing, analyzing, and summarizing transactions and related data, and properly classifying accounting transactions. Other general accounting functions may include reconciling cash accounts, preparing supporting schedules, and ensuring that proper entries are made into the accounting system to facilitate the preparation of the annual financial statements. Utilizes accounting and financial analysis skills.</p> <p>Education/Experience: Bachelor/0 years High School/2 years</p>	\$ 63.47	\$ 48.89

FABS FSG no.	Service and Description	McKing site rate	Client site rate
520	<p>Long-Range Planning Analyst: Consults and participates in the development of long-range plans to achieve objectives for growth and profitability. Conducts studies for management in a number of areas including organizational effectiveness, capacity utilization and operation cost containment.</p> <p>Education/Experience: Bachelor/8 years High School/12 years</p>	\$ 116.40	\$ 91.49
520	<p>Budget Analyst V: Prepares multi-year budget estimates covering the client's control, research, and training activities. Develops advice and guidance to budget and program officials of the client on the preparation of budget estimates, and prepares detailed analyses and critiques of estimates submitted. Assembles and/or develops background data and documentation in support of requested program budgets for reference and evidence in the agency budget hearings. Develops estimates reflecting the cost of implementing proposed budget and/or program legislation. Coordinates the formulation and presentation of budgets for assigned programs with budget personnel who are responsible for the administration of complimentary programs and services. Monitors the execution of those portions of the approved organization budget through which national programs, including obligations and expenditures in multi-year grants programs, and associated administrative costs are funded. Performs advanced analysis of accounting and budget data to provide recommendations to the agency. Provide senior-level advice and guidance to the client and Program offices on budget formulation and presentation. Applies expertise in budget and accounting systems to consultative solutions for clients. May act as a back-up to the team lead.</p> <p>Education/Experience: Bachelor/8 years High School/10 years</p>	\$ 90.41	\$ 69.64
520	<p>Budget Analyst IV: Prepares multi-year budget estimates covering the client's control, research, and training activities. Develops advice and guidance to budget and program officials of the client on the preparation of budget estimates, and prepares detailed analyses and critiques of estimates submitted. Assembles and/or develops background data and documentation in support of requested program budgets for reference and evidence in the agency budget hearings. Develops estimates reflecting the cost of implementing proposed budget and/or program legislation. Coordinates the formulation and presentation of budgets for assigned programs with budget personnel who are responsible for the administration of complimentary programs and services. Monitors the execution of those portions of the approved organization budget through which national programs, including obligations and expenditures in multi-year grants programs, and associated administrative costs are funded. Performs advanced analysis of accounting and budget data to provide recommendations to the agency. Provide senior-level advice and guidance to the client and Program offices on budget formulation and presentation.</p> <p>Education/Experience: Bachelor/6 years High School/8 years</p>	\$ 78.81	\$ 60.70

FABS FSG no.	Service and Description	McKing site rate	Client site rate
520	<p>Budget Analyst III: Prepares multi-year budget estimates covering the client's control, research, and training activities. Develops advice and guidance to budget and program officials of the client on the preparation of budget estimates, and prepares detailed analyses and critiques of estimates submitted. Assembles and/or develops background data and documentation in support of requested program budgets for reference and evidence in the agency budget hearings. Develops estimates reflecting the cost of implementing proposed budget and/or program legislation. Coordinates the formulation and presentation of budgets for assigned programs with budget personnel who are responsible for the administration of complimentary programs and services. Monitors the execution of those portions of the approved organization budget through which national programs, including obligations and expenditures in multi-year grants programs, and associated administrative costs are funded.</p> <p>Education/Experience: Bachelor /4 years High School/6 years</p>	\$ 63.49	\$ 48.91
520	<p>Budget Analyst II: Identifies and corrects extraneous, erroneous, or missing functions as symbolized or illustrated by codes, which can be revealed on the screen. Develops advice and guidance to budget and program officials of the client on the preparation of budget estimates, and prepares detailed analyses and critiques of estimates submitted. Assembles and/or develops background data and documentation in support of requested program budgets for reference and evidence in the agency budget hearings. Develops estimates reflecting the cost of implementing proposed budget and/or program legislation. Coordinates the formulation and presentation of budgets for assigned programs with budget personnel who are responsible for the administration of complimentary programs and services.</p> <p>Education/Experience: Bachelor/2 years High School/4 years</p>	\$ 54.93	\$ 42.31
520	<p>Budget Analyst I: Uses basic budget and account structures, including organization codes, account numbers, and object classes to obtain, compile, and summarize narrative information and quantitative data for use by others within the office. Verifies the costs of line items in the budget, enter the costs in standard forms and schedules, and extract budget and program data from computer printouts of accounting records forms and reports for use by co-workers. Creates charts, and graphs for electronic or hard copy from data within databases and spreadsheets. Identifies and corrects extraneous, erroneous, or missing functions as symbolized or illustrated by codes, which can be revealed on the screen. Prepares responses to inquiries, retrieve requested information from office files, gather information on vendor payment inquiries, gather information on open obligations, send information to users through computer links, distribute memoranda or reports using designated distribution lists, and acknowledging receipts, printing copies and responding through an electronic mail system.</p> <p>Education/Experience: Bachelor/0 years High School/2 years</p>	\$ 47.05	\$ 36.24

FABS FSG no.	Service and Description	McKing site rate	Client site rate
520	<p>Systems Accountant: Offers specialized assistance with accounting systems such as Oracle Federal Financials. Duties include, but not limited to, working with and between the various account system modules including, Purchasing, Accounts Payable, General Ledger, Budget, Projects, and other applications such as interpreting and handling Global Error Handling and System Administration. Utilize expert knowledge of specialized business processes, accounting, and programming is necessary.</p> <p>Education/Experience: Bachelor/6 years</p>	\$ 143.52	\$ 110.55
520	<p>Senior Accountant: Experience in business and financial analysis on complex and/or multiple programs. Proficient with financial reporting software (spreadsheets, databases, etc.) Evaluates accounting systems and recommends new accounts, ledgers, account classifications or definitions and revisions in account structures and reporting systems. Analyzes financial reports and records, making recommendations relative to the accounting of reserves, assets and expenditures. Conducts special studies and develops and recommends accounting methods and procedures. Working knowledge of Federal budget systems and procedures.</p> <p>Education/Experience: Master's or CPA/6 years Bachelor/9 years High School/18 years</p>	\$ 161.43	\$ 124.34
520	<p>Accountant III: Develops, implements and maintains complex general accounting systems. Evaluates accounting systems and recommends new accounts, ledgers, account classifications or definitions and revisions in account structures and reporting systems. Analyzes financial reports and records, making recommendations relative to the accounting of reserves, assets and expenditures. Conducts special studies and develops and recommends accounting methods and procedures.</p> <p>Education/Experience: Master's or CPA/4 years Bachelor/7 years High School/15 years</p>	\$ 105.37	\$ 82.80
520	<p>Accountant II: Prepares accounting papers, schedules, exhibits and summaries. Examines accounting documents to verify accuracy of computations and uniform application of policies, procedures and acceptable accounting standards. Analyzes financial reports and records, making recommendations relative to the accounting of reserves, assets and expenditures. Reviews and verifies the accuracy of journal entries and accounting classifications assigned to various records.</p> <p>Education/Experience: Bachelor/4 years High School/8 years</p>	\$ 74.81	\$ 58.80
520	<p>Accountant I: Reviews financial statements for completeness, accuracy and conformance with uniform accounting classifications. Prepares simple financial statements. Reconciles reports and financial data and identifies inconsistencies and errors.</p> <p>Education/Experience: Bachelor/1 year High School/5 years</p>	\$ 64.85	\$ 50.96

FABS FSG no.	Service and Description	McKing site rate	Client site rate
520	<p>Junior Accounting Clerk: Assists with posting general journal entries or accounts payable vouchers and enters vouchers into voucher register. Assists with posting and balances financial data. May verify invoices, invoice number, account codes and financial amounts. Reviews transactions to locate discrepancies and use office-automated systems to input data and generate reports. Education/Experience: High School/1 years</p>	\$ 33.43	\$ 25.75
520	<p>Economist III: Analyzing the impact of cost as well as its impact upon policies, programs and practices. Providing technical assistance and consultation on economic study plans, involving actual economic analyses, to researchers and policy analysts. Providing technical assistance and consultation regarding techniques used in econometric analysis and well as provide a quick response to applied economic analysis and evaluation. Providing analyses. Design and Conduct research studies. Prepare reports for use in briefings, presentations, publications and testimony. Providing research and analytic support in the preparation of papers, research proposals, bibliographies and other documents. Education/Experience: Doctorate/4 years Masters/6 years Bachelor/10 years</p>	\$ 107.15	\$ 82.53
520	<p>Economist II: Analyze the impact of cost as well as its impact upon policies, programs and practices. Providing technical assistance and consultation on economic study plans, involving actual economic analyses, to researchers and policy analysts. Providing technical assistance and consultation regarding techniques used in econometric analysis and well as provide a quick response to applied economic analysis and evaluation. With Guidance, preparing reports for use in briefings, presentations, publications and testimony. Providing research and analytic support in the preparation of papers, research proposals, bibliographies and other documents. Education/Experience: Doctorate/2 years Masters/4 years Bachelor/8 years</p>	\$ 94.13	\$ 72.50
520	<p>Economist I: Assist in analyzing the impact of cost as well as its impact upon policies, programs and practices. Assist in providing technical assistance and consultation on economic study plans, involving actual economic analyses, to researchers and policy analysts. May provide technical assistance and consultation regarding techniques used in econometric analysis and well as provide a quick response to applied economic analysis and evaluation. Providing research and analytic support in the preparation of papers, research proposals, bibliographies and other documents. Education/Experience: Masters/4 years Bachelor/8 years</p>	\$ 74.63	\$ 57.48

FABS FSG no.	Service and Description	McKing site rate	Client site rate
520	<p>Cost Accountant V: As a senior advisor, assists in the development of total cost estimates for programs. Help develop indirect costs, overhead cost pools, contract operating expense estimates, and intramural and extramural percent distributions. Assist FMO in the documentation and validation of all indirect cost estimates, including methodology, allocation of costs, and reporting. Aid in the continuous review of cost estimates comparing planned expenditures to trends in spending and actual expenditures. Reviews will also include analysis of comparative and alternative ways to accomplish program objectives. Help maintain records and files for all related source documents. Specialized skills in the particular requirements of Federal Government general accounting and cost accounting will be required. Education/Experience: Master's or CPA/10 years Bachelor/12 years High School/14 years</p>	\$ 120.90	\$ 93.13
520	<p>Cost Accountant IV: As a project team leader, develops, implements and oversees complex cost accounting systems, procedures and policies. Assesses the effectiveness of accounting systems. Ensures the accurate compilation, analysis and reporting of cost accounting data. Oversees the preparation of cost accounting reports, containing recommendations for improvements in policies and procedures. Education/Experience: Master's or CPA/8 years Bachelor/10 years High School/12 years</p>	\$ 110.98	\$ 87.22
520	<p>Cost Accountant III: Develops, implements and maintains complex cost accounting systems. Determines and installs cost accounting methods and procedures. Conducts and analyzes audits of costs and prepares reports and recommendations for management. Prepares complex financial statements and variance reports. Compiles cost data for preparation of operating budgets. Education/Experience: Masters or CPA/4 years Bachelor/7 years High School/15 years</p>	\$ 105.37	\$ 82.80
520	<p>Cost Accountant II: Analyzes cost records and classifies costs to determine cost of product or service for allocation. Conducts and analyzes audits of costs. Prepares financial statements and variance reports. Compiles cost data for preparation of operating budgets. Education/Experience: Bachelor/4 years High School/8 years</p>	\$ 74.81	\$ 58.80
520	<p>Cost Accountant I: Assists in preparing journal entries, and maintaining and reconciling ledger accounts. Collects data and assists in allocating costs in preparing reports on operating expenses. Education/Experience: Bachelor/1 year High School/5 years</p>	\$ 64.85	\$ 50.96
520	<p>Accounting Clerk III: Performs complex accounting clerical duties. Assists with trial balances, analyzes financial documents, investigates questionable data and prepares reports. Responsible for a complete and systematic set of transactions in a specific phase of accounting. Reconciles difficult accounts. Proficient in the use of office automated systems, spreadsheets and software. Education/Experience: Associate/1 year High School/4 years</p>	\$ 48.45	\$ 38.08

FABS FSG no.	Service and Description	McKing site rate	Client site rate
520	Accounting Clerk II: Performs moderately complex accounting tasks. Processes complicated transactions and traces transactions through previous accounting actions to determine discrepancies. Verifies consistency and mathematical accuracy of accounting documents, and reconciles difficult accounts. Uses office automated systems to input data, generate reports, conduct specialized research projects and respond to inquiries. Education/Experience: High School/2 years	\$ 42.89	\$ 33.71
520	Accounting Clerk I: Posts general journal entries or accounts payable vouchers and enters vouchers into voucher register. Posts and balances financial data. Verifies invoices, invoice number, account codes and financial amounts. Reviews transactions to locate discrepancies. Uses office-automated systems to input data and generate reports. Education/Experience: High School/1 year	\$ 39.15	\$ 30.77

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VI. IT Descriptions and Rate Schedule for SIN 132-51

Rates effective: July 15, 2008 through July 14, 2009

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IT FSG no.	Service and Description	McKing site rate	Client site rate
70	Analyst/Programmer V: As top-level technical expert, acts as project team leader in the design and development of a complex enterprise-wide business system. Consults with users to formulate and develop program objectives. Evaluates equipment capacities and limitations, operating time, cost and time requirements and compatibility with existing systems to solve complex problems. Responsible for quality assurance and improvement review and directing and monitoring the work of team members. Has expert technical knowledge in all phases of applications systems analysis and programming. Education/Experience: Masters /10 years Bachelors/12 years	\$ 135.91	\$ 106.81

IT FSG no.	Service and Description	McKing site rate	Client site rate
70	<p>Analyst/Programmer IV: As a high level technical expert, consults with users to formulate and develop program objectives. Evaluates equipment capacity and limitations, operating time, cost and time requirements and compatibility with existing systems to solve complex problems. Defines steps required for program development and works on all phases of program. Writes program documentation and operation guidelines. Has advanced knowledge of programming techniques, operating systems and platform capabilities.</p> <p>Education/Experience: Masters /8 years Bachelor/10 years High School/12 years</p>	\$ 126.74	\$ 99.61
70	<p>Analyst/Programmer III: Formulates, designs and implements complex business, financial and accounting management information systems. Determines system scope and objectives. Evaluates equipment capacity and limitations, operating time, cost and time requirements and compatibility to with existing systems to solve complex problems. Analyzes and revises existing system logic difficulties and documentation. Determines detailed program specifications and works on all phases of program development.</p> <p>Education/Experience: Bachelor/6 years High School/10 years</p>	\$ 107.69	\$ 84.64
70	<p>Analyst/Programmer II: Defines system scope and objectives through research and fact-finding. Plans, develops, and tests complex information systems and computer programs. Prepares detailed specifications from which programs are written. Designs, codes, tests, debugs, documents and maintains computer programs. Prepares user documentation and materials. Has knowledge of current programming languages.</p> <p>Education/Experience: Bachelors/4 years High School/8 years</p>	\$ 92.76	\$ 72.90
70	<p>Analyst/Programmer I: Assists in researching and fact-finding to develop or modify information systems and computer programs. Meets with users to identify problems and document specific needs and requirements. Assists in preparing detailed flowcharts. A design, codes, tests, debugs, documents and maintains computer programs. Has knowledge of current programming languages.</p> <p>Education/Experience: Bachelors2 years High School/6 years</p>	\$ 83.50	\$ 65.63
70	<p>Network Analyst IV: Designs, configures and supports client's large complex computer network systems. Responsible for all aspects of project planning, cost analysis, vendor comparisons and feasibility studies. Develops technical standards and interface applications programs. Recommends network hardware, software, network operating procedures and telecommunications equipment. Manages network performance. Develops and enforces security procedures. Performs complex technical analysis of software, hardware and network systems. Develops network policies, procedures and standards.</p> <p>Education/Experience: Masters /8 years Bachelors /10 years</p>	\$ 123.62	\$ 97.15

IT FSG no.	Service and Description	McKing site rate	Client site rate
70	<p>Network Analyst III: Designs, maintains and coordinates the use of client's network system that links numerous computing platforms, operating systems and network topologies across widely dispersed geographic areas. Evaluates and recommends network hardware, software, network operating procedures and telecommunications equipment suitable for large complex networks. Manages network performance. Develops and enforces security procedures. Troubleshoots and resolves complex problems to ensure minimal disruption of mission-critical applications. Implements network policies, procedures and standards. Maintains fault-tolerant systems and manages system backups.</p> <p>Education/Experience: Bachelors/7 years (CNE, MCSE, or equiv.) High School/11 years</p>	\$ 114.22	\$ 89.76
70	<p>Network Analyst II: Installs, maintains and coordinates the use of client's network system. Evaluates and installs network hardware, software, network operating procedures and telecommunications equipment. Tests and implements interface programs. Manages network performance and enforces security procedures. Troubleshoots and resolves complex problems. Implements and coordinates network policies, procedures and standards. Responsible for maintaining moderately complex networks of 25 or 100.</p> <p>Education/Experience: Bachelors/5 years (CNE, MCSE, or equiv.) High School/9 years</p>	\$ 101.14	\$ 79.49
70	<p>Network Analyst I: Provides technical support in the maintenance and installation of client's computer network system. Provides assistance in the evaluation and installation of hardware, software, and telecommunications equipment. Monitors data communications and troubleshoots and resolves routine problems. Installs hardware, software and network operating systems. Responsible for maintaining a simple network of 25 or fewer nodes or for a section of a larger network.</p> <p>Education/Experience: Bachelors Degree/1 year High School/5 years</p>	\$ 79.96	\$ 62.85
70	<p>GIS Analyst: Implements conceptual geographic information system (GIS) applications and solutions for project related problems. Responsible for the production of high quality GIS products for inclusion in databases, map series, atlases, reports, brochures and presentations. Provides support for requirement analysis, feasibility studies and applications development. Provides production support for digital conversion methodologies. Performs related assignments as needed.</p> <p>Education/Experience: Bachelors/3 years High School/7 years</p>	\$ 97.66	\$ 76.75
70	<p>Data Entry Team Leader: Supervises other Data Entry Clerks to ensure that all tasks will be completed on-time. Assigns and reviews data-entry files of entire team. Transfers data from electronic and hard-copy files into client's application by means of typing and copying/pasting. Requires some knowledge of computer software applications.</p> <p>Education/Experience: High School/4 years</p>	\$ 50.99	\$ 40.08

IT FSG no.	Service and Description	McKing site rate	Client site rate
70	Data Entry Clerk I: Transfers data from electronic and hard-copy files into client's application by means of typing and copying/pasting. Requires some knowledge of computer software application. Education/Experience: High School/2 years	\$ 43.95	\$ 34.54
70	IT Program Manager: Manages client's computer applications development project. Manages client relationships for a team of consultants, developers, engineers, analysts and related professionals. Manages technical aspects of projects by instructing, directing and checking the work of team members. Ensures project outcomes that conform to client's objectives and budget. Education/Experience: Masters/10 years Bachelors/8 years	\$ 145.96	\$ 114.71
70	Database Analyst V: Acts as project team leader for all activities related to design, implementation and maintenance of complex databases. Serves as technical expert. Leads systems requirement definition and design walk through sessions with client. Formulates and monitors policies, procedures and standards relating to database management. Has expert knowledge of all relational based development tools, software and hardware operating systems. Education/Experience: Masters/10 years Bachelors/12 years	\$ 140.88	\$ 110.72
70	Database Analyst IV: Designs, analyzes and evaluates complex data processing systems translating business/information systems requirements into relational database structures. Develops data models using industry standard techniques for data normalization and de-normalization. Prepares programming specifications and diagrams and develops coding flow charts. Develops programs using Oracle and Microsoft SQL server and software using SQL, ISL, SEM, SQL*Plus, Forms, Reports, PL, SQL, C, Pro*C, C++/Visual Basic, Access, Foxpro. Education/Experience: Bachelors/8 years High School/12 years	\$ 128.19	\$ 100.74
70	Database Analyst III: Designs, implements and maintains complex databases. Maintains database dictionaries and integration of systems through database design. Analyzes database requirement of client, applications and programming. Works with client to develop specifications and recommends solutions that require definition of physical structure and functional capabilities of databases, data security and data back up recovery. Specializes in the use of database management systems and products such as Oracle, Sybase, SAP, and IBM. Education/Experience: Bachelors/6 years High School/10 years	\$ 112.12	\$ 88.12
70	Database Analyst II: Designs, implements and maintains moderately complex databases. Includes maintenance of database dictionaries and integration of systems through database design. Ensures accuracy and completeness in data in master files and various support tools such as database. Education/Experience: Bachelors/4 years High School/8 years	\$ 87.95	\$ 69.12

IT FSG no.	Service and Description	McKing site rate	Client site rate
70	<p>Database Analyst I: Assists in the implementation and maintenance of databases. Works on several phases of database administration including writing and maintaining simple systems and programs. Ensures accuracy and completeness of data in master files. Maintains security and integrity controls. Education/Experience: Bachelors/2 years High School/6 years</p>	\$ 72.52	\$ 55.99
70	<p>Database Security Analyst: Monitors, evaluates, and maintains systems and procedures to ensure the safety of information systems and databases from unauthorized users. Identifies potential threats and responds to reported security violations. Consults with users to identify security needs and implements changes and enhancement to data systems security. Education/Experience: Bachelors/5 years High School/9 years</p>	\$ 99.97	\$ 78.57
70	<p>Applications Programmer V: Acts as project leader and highest level technical expert on complex applications programming projects. Has full responsibility for program design, coding, testing, debugging and documentation. Devises and modifies procedures to solve complex business and scientific systems issues. Responsible for quality assurance review and monitoring and directing the work of team members. Education/Experience: Masters/10 years Bachelors/12 years</p>	\$ 131.58	\$ 103.42
70	<p>Applications Programmer IV: Provides technical consulting on complex applications programming projects. Has full responsibility for program design, coding, testing, debugging and documentation. Analyzes, devises and modifies procedures to solve complex business and scientific systems issues. Education/Experience: Masters/8 years Bachelors/10 years High School/14 years</p>	\$ 113.94	\$ 89.55
70	<p>Applications Programmer III: Analyzes business and scientific systems specifications and procedures to solve complex problems based on equipment limitations and capacity, operating time and form of desired results. Develops logic flowcharts and encodes programs, prepares test data and tests and debugs programs. Revises and updates programs as required and provides necessary documentation for the customer/client. Education/Experience: Bachelors/6 years High School/10 years</p>	\$ 99.83	\$ 78.46
70	<p>Applications Programmer II: Description: Modifies moderately complex applications programs from detailed specifications. Maintains, codes, tests, debugs and documents programs as assigned. Education/Experience: Bachelors/4 years High School/8 years</p>	\$ 82.33	\$ 64.71
70	<p>Applications Programmer I: Assists in maintaining, writing and modifying routine applications from detailed specifications. Codes documented logic flowcharts and instructions. Tests, debugs and documents programs as assigned. Education/Experience: Bachelors/2 years High School/6 years</p>	\$ 67.02	\$ 52.68

IT FSG no.	Service and Description	McKing site rate	Client site rate
70	<p>Operating Systems Programmer V: As highest level technical expert, oversees and provides technical consulting on complex systems programming projects. Formulates, defines and implements complex operating systems, subsystems and applications from engineering releases and manufacturer utilities. Responsible for quality assurance review and evaluation of operating systems products. Acts as project lead and oversees the work of other operating systems programmers. Has expert technical knowledge in all phases of operating systems programming.</p> <p>Education/Experience: Masters /10 years Bachelors/12 years</p>	\$ 138.65	\$ 108.97
70	<p>Operating Systems Programmer IV: As a high level technical expert, provides technical consulting on complex operating systems programming projects. Formulates, defines and implements complex operating systems, subsystems and applications from engineering releases and manufacturer utilities. Designs, codes, tests, debugs and documents all operating systems applications and programs such as sophisticated file maintenance routines, telecommunications networks, computer accounting and advanced mathematical/scientific software. Integrates equipment and systems from multiple vendors into overall organizational configuration. Maximizes data communications and resource sharing. Has expert technical knowledge in all phases of operating systems programming. software.</p> <p>Education/Experience: Master/s8 years Bachelors/10 years High School/12 years</p>	\$ 124.03	\$ 97.48
70	<p>Operating Systems Programmer III: Formulates, defines and implements complex operating systems and subsystems from engineering and manufacturer specifications. Designs, codes, tests, debugs and documents all operating systems applications and programs such as sophisticated file maintenance routines, telecommunications networks, computer accounting and advanced mathematical/scientific software. Integrates equipment and systems from multiple vendors into overall organizational configuration. Maximizes data communications and resource sharing.</p> <p>Education/Experience: Bachelors/6 years High School/10 years</p>	\$ 115.51	\$ 90.78
70	<p>Operating Systems Programmer II: Develops and modifies moderately complex operating systems programming applications through detailed specifications. Assists with the design, coding, testing, debugging and documentation of JCL, utility programs, macros, subroutines and other control modules. Coordinates the installation of operating system software for optimum throughput and resource availability. Analyzes response time, number of transaction and other performance indicators to determine efficient use of resources and attainment of operating objectives.</p> <p>Education/Experience: Bachelors/4 years High School/8 years</p>	\$ 96.95	\$ 76.20

IT FSG no.	Service and Description	McKing site rate	Client site rate
70	<p>Operating Systems Programmer I: Assists in developing and modifying operating systems programming applications through detailed specifications. Assists with the design, coding, testing, debugging and documentation of JCL, utility programs, macros, subroutines and other control modules.</p> <p>Education/Experience: Bachelors/2 years High School/6 years</p>	\$ 62.97	\$ 49.50
70	<p>Senior Website Developer: Designs and develops complex interactive and transactional websites. Proposes website strategies. Creates action plans and applications to carry out strategies and accomplish objectives. Develops and tunes interfaces between Internet and customer/client ERP systems and other database marketing, and customer relationship management systems.</p> <p>Education/Experience: Bachelors/4 years High School/8 years</p>	\$ 115.00	\$ 90.38
70	<p>Website Developer: Designs and develops organization's website. Customizes web-based interactive features, builds database gateways, and implements electronic commerce services.</p> <p>Education/Experience: Bachelors/2 years High School/6 years</p>	\$ 90.81	\$ 71.37
70	<p>Web Administrator/Webmaster: Maintains day-to-day operations of internet/www products and activities including maintaining security, monitoring usage statistics and logs, modifying configuration settings and backing up system. Develops materials and graphics for Web homepages ensuring appropriate content and consistent look. Utilizes knowledge of operating systems such a UNIX, Windows, NT, TCP/IP, Internet services such as HTTP and FTP servers and development tools such as JAVA, PERL and CGI.</p> <p>Education/Experience: Bachelors/5 years High School/9 years</p>	\$ 92.76	\$ 72.90
70	<p>Telecommunications Analyst/Design Engineer V: As highest level technical expert, oversees technical design, evaluation and implementation of highly complex telecommunications systems and networks. Determines design approaches and parameters. Addresses problems related to system integration and, compatibility. Performs feasibility analysis of plans and designs. Defines architecture requirements and standards for design and development. Leads team of design staff and is responsible for project completion.</p> <p>Education/Experience: Masters/12 years Bachelors/14 years</p>	\$ 138.32	\$ 108.71
70	<p>Telecommunications Analyst/Design Engineer IV: As a high level technical expert, designs, evaluates and maintains complex telecommunications systems and networks. Prepares detailed specifications for implementation of new internal programs or modifications to vendor software. Employs knowledge of data transport facilities, protocols, operating systems and standards for data networks. Configures and analyzes networks that interconnect complex telecommunications systems. Locates, and evaluates products, services and vendors to develop solutions for telecom systems interconnect requirements.</p> <p>Education/Experience: Bachelors/10 years High School/14 years</p>	\$ 118.92	\$ 93.46

IT FSG no.	Service and Description	McKing site rate	Client site rate
70	<p>Telecommunication Analyst/Design Engineer III: As a high level technical expert, designs, evaluates and maintains complex telecommunications systems and networks. Prepares detailed specifications for implementation of new internal programs or modifications to vendor software. Employs knowledge of data transport facilities, protocols, operating systems and standards for data networks. Configures and analyzes networks that interconnect complex telecommunications systems. Locates, and evaluates products, services and vendors to develop solutions for telecom systems interconnect requirements.</p> <p>Education/Experience: Bachelors/6 years High School/10 years</p>	\$ 110.19	\$ 86.61
70	<p>Telecommunication Analyst/Design Engineer II: Assists in designing, and maintaining telecommunications systems and networks. Assists in analyzing the needs of client and recommending solutions. Incorporates traffic and capacity requirements. Assists in developing test plans and standards. Coordinates installation hardware. Employs knowledge of data transport facilities, protocols, operating systems and standards for data networks.</p> <p>Education/Experience: Bachelors/4 years High School/8 years</p>	\$ 93.45	\$ 73.44
70	<p>Telecommunication Analyst/Design Engineer I: Assists in designing , and maintaining telecommunications systems and networks. Assists in analyzing the needs of client and recommending solutions. Incorporates traffic and capacity requirements. Assists in developing test plans and standards. Coordinates installation hardware. Employs knowledge of data transport facilities, protocols, operating systems and standards for data networks.</p> <p>Education/Experience: Bachelors/2 years High School/6 years</p>	\$ 62.52	\$ 49.13
70	<p>Software Engineer V: As highest level technical expert, oversees technical design, development and implementation of highly complex software products and systems. Addresses problems related to system integration, compatibility and multiple platforms. Performs feasibility analysis of product plans and designs. Defines architecture requirements and standards for design and development. Leads team of development staff and is responsible for project completion.</p> <p>Education/Experience: Masters /14 years Bachelors/12 years</p>	\$ 154.47	\$ 121.39
70	<p>Software Engineer IV: As a high level technical expert, develops technical designs and specifications for software products. Formulates and defines product specifications, design strategies, development schedules and user expectations to product capabilities. Builds, tests and maintains software product modules, components and subsystems. Oversees and participates in the development of software user manuals and documentation. Has advanced knowledge of one or more platforms, operating systems, programming languages and system architectures.</p> <p>Education/Experience: Masters/8 years Bachelors/12 years</p>	\$ 135.52	\$ 106.51

IT FSG no.	Service and Description	McKing site rate	Client site rate
70	<p>Software Engineer III: As a high level technical expert, designs, develops, codes, tests and debugs new software or signification enhancements to existing software. Analyzes software problems and develops specifications to resolve them. Participates in large system and subsystem planning. Tests and debugs assigned components and units. Adheres to product build and release schedules and strategies. Develops software user manuals and documentation. Has advanced knowledge of one or more platforms, operating systems, programming languages and system architectures.</p> <p>Education/Experience: Bachelors/6 years High School/10 years</p>	\$ 115.00	\$ 90.38
70	<p>Software Engineer II: Designs, codes, tests and debugs new software or makes enhancements to existing software. Prepares comprehensive test plans and recommends corrections. Identifies and debugs moderately complex problems. Resolves customer complaints with software and responds to suggestions for improvement and enhancements. Codes enhancements and support features. Assists in the development of software user manuals and documentation.</p> <p>Education/Experience: Bachelors4 years High School/8 years</p>	\$ 97.50	\$ 76.63
70	<p>Software Engineer I: Assists in designing, coding, testing and debugging of new software and making enhancements to existing software. Writes programs according to detailed specifications. Participates in the analysis and development of test plans. Makes suggestions for problem solutions or software enhancement.</p> <p>Education/Experience: Bachelors/2 years High School/6 years</p>	\$ 81.27	\$ 63.87
70	<p>Hardware Engineer V: As highest level technical expert, oversees technical design, development, evaluation and implementation of highly complex hardware systems and products including the circuit design of components, development of structure specification of a PC and design of a computer display unit. Determines design approaches and parameters. Addresses problems related to system integration, compatibility and multiple platforms. Performs feasibility analysis of product plans and designs. Defines architecture requirements and standards for design and development. Leads team of development staff and is responsible for project completion.</p> <p>Education/Experience: Masters /12 years Bachelors /10 years</p>	\$ 144.52	\$113.58
70	<p>Hardware Engineer IV: As a high level technical expert, designs, develops, modifies and evaluates complex hardware systems, electronic parts, components or integrated circuitry for electronic equipment. Analyzes equipment to establish operating data, conducts experimental tests and evaluates results. Select components and equipment based on analysis of specifications and reliability. Supports product mechanical design, manufacturing release and user documentation efforts.</p> <p>Education/Experience: Bachelors /10 years High School/14 years</p>	\$ 134.87	\$ 106.00

IT FSG no.	Service and Description	McKing site rate	Client site rate
70	<p>Hardware Engineer III: As a high level technical expert, designs, develops, modifies and evaluates complex hardware systems, electronic parts, components or integrated circuitry for electronic equipment. Analyzes equipment to establish operating data, conducts experimental tests and evaluates results. Select components and equipment based on analysis of specifications and reliability. Supports product mechanical design, manufacturing release and user documentation efforts.</p> <p>Education/Experience: Bachelors/ 6 years High School/ 10 years</p>	\$ 109.89	\$ 86.37
70	<p>Hardware Engineer II: Assists in designing, developing, modifying and evaluating hardware systems, electronic parts, components or integrated circuitry for electronic equipment. Participates in setting up and running laboratory test of new equipment and systems. Supports product mechanical design, manufacturing release and user documentation efforts. Works with simulation tools.</p> <p>Education/Experience: Bachelors/4 years High School/8 years</p>	\$ 86.52	\$ 67.99
70	<p>Hardware Engineer I: Assists in designing, developing, modifying and evaluating hardware systems, electronic parts, components or integrated circuitry for electronic equipment. Participates in setting up and running laboratory test of new equipment and systems. Supports product mechanical design, manufacturing release and user documentation efforts. Works with simulation tools.</p> <p>Education/Experience: Bachelors/2 years High School/6 years</p>	\$ 75.13	\$ 59.04
70	<p>Senior PC Support Specialist: Provides technical assistance and training to system users in a help desk or information center environment including problem resolution, research, isolation, and follow-up steps. Develops supporting documentation of all activities. Evaluates, tests, installs and modifies networked and single user workstations systems and applications. Consults with users to determine hardware and software configurations and recommends systems modifications to meet users' overall needs and requirements.</p> <p>Education/Experience: Bachelors/4 years High School/8 years</p>	\$ 76.05	\$ 59.77
70	<p>PC Support Specialist: Provides technical assistance and training to system users in a help desk or information center environment. Responds to and diagnosis hardware, software and operating problems through discussion with users by phone or in person and takes remedial actions or recommends procedural changes. Installs, loads and configures hardware, software, peripheral equipment operating systems and environments and word processing spreadsheet and database applications.</p> <p>Education/Experience: Bachelors//2 years High School/4 years</p>	\$ 65.99	\$ 51.87

IT FSG no.	Service and Description	McKing site rate	Client site rate
70	<p>Lead Computer Operator: Schedules and coordinates daily computer operations. Monitors and controls mini or mainframe computers by operating central console or on-line terminals. Distributes and verifies work of computer operations team. Determines equipment setup and run operations. Monitors equipment to determine point of equipment or program failure and manipulates controls to keep continuous operations of computer system. Maintains operating records.</p> <p>Education/Experience: High School/5 years</p>	\$ 58.80	\$ 46.20
70	<p>Computer Operator II: Performs moderately complex tasks associated with the operating of a computer such as monitoring and manipulating central console or on-line terminals, operating auxiliary equipment and maintaining records of output. Determines equipment setup, scheduling jobs, executing non-routine jobs and observing console. Manipulates controls to rearrange program sequence.</p> <p>Education/Experience: High School/2 years</p>	\$ 53.57	\$ 42.10
70	<p>Computer Operator I: Performs routine tasks associated with the operating of a computer such as monitoring and manipulating console controls, operating peripheral equipment and maintaining records and tape library.</p> <p>Education/Experience: High School/1 year</p>	\$ 45.88	\$ 36.06
70	<p>Word Processing Operator: Produces copy for brochures, manuals, reports and proposals. Plans page layouts from rough draft to conform to established standards. Enters, identifies, processes, stores and retrieves information on magnetic tapes, discs or cards. Proofreads finished material for conformance with established standards and corrects errors.</p> <p>Education/Experience: High School/2 years</p>	\$ 47.57	\$ 37.38

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