



**SC&A, Inc. Commercial Rates  
Effective 1/01/2020**

**Hourly Rate**

Labor Category	Min. Ed.	Min Exp	Hourly Rate				
			1/1/2020- 12/31/2020	1/1/2021- 12/31/2021	1/1/2022- 12/31/2022	1/1/2023- 12/31/2023	1/1/2024- 12/31/2024
Senior Consultant	MA/MS	26	350.00	358.75	367.72	376.91	386.33
Project Director	MA/MS	12	187.00	191.68	196.47	201.38	206.41
Project Manager	MA/MS	10	165.00	169.13	173.36	177.69	182.13
Task Manager	BA/BS	6	100.00	102.50	105.06	107.69	110.38
Jr. Engineer	BA/BS	0	80.00	82.00	84.05	86.15	88.30
Engineer	BA/BS	3	98.00	100.45	102.96	105.53	108.17
Engineer 2*	BA/BS	6	106.00	108.65	111.37	114.15	117.00
Mid-level Engineer	BA/BS	9	128.00	131.20	134.48	137.84	141.29
Senior Engineer	MA/MS	12	147.00	150.68	154.45	158.31	162.27
Principal Engineer 1	MA/MS	15	165.00	169.13	173.36	177.69	182.13
Principal Engineer 2	MA/MS	18	220.00	225.50	231.14	236.92	242.84
Principal Engineer 3	MA/MS	22	265.00	271.63	278.42	285.38	292.51
Jr. Field Tech/Researcher	High School	0	56.00	57.40	58.84	60.31	61.82
Field Tech/Researcher	High School	4	68.00	69.70	71.44	73.23	75.06
Sr. Field Tech/Researcher	High School	9	97.00	99.43	101.92	104.47	107.08
Scientist/Analyst 1	BA/BS	0	70.00	71.75	73.54	75.38	77.26
Scientist/Analyst 2	BA/BS	5	98.00	100.45	102.96	105.53	108.17
Scientist/Analyst 3	BA/BS	8	106.00	108.65	111.37	114.15	117.00
Scientist/Analyst 4	BA/BS	10	120.00	123.00	126.08	129.23	132.46
Senior Scientist/Analyst 1	MA/MS	9	130.00	133.25	136.58	139.99	143.49
Senior Scientist/Analyst 2	MA/MS	12	160.00	164.00	168.10	172.30	176.61
Senior Scientist/Analyst 3	MA/MS	18	225.00	230.63	236.40	242.31	248.37
Subject Matter Expert 1	MA/MS	12	185.00	189.63	194.37	199.23	204.21
Subject Matter Expert 2	MA/MS	16	220.00	225.50	231.14	236.92	242.84
Subject Matter Expert 3	MA/MS	20	254.00	260.35	266.86	273.53	280.37
Jr. Writer/Editor	BA/BS	0	65.00	66.63	68.30	70.01	71.76
Writer/Editor	BA/BS	5	90.00	92.25	94.56	96.92	99.34
Sr. Writer/Editor	BA/BS	10	125.00	128.13	131.33	134.61	137.98
Junior Admin Staff	High School	0	65.00	66.63	68.30	70.01	71.76
Admin Staff	High School	4	81.00	83.03	85.11	87.24	89.42
Senior Admin Staff	BA/BS	8	102.00	104.55	107.16	109.84	112.59
Scientific Researcher 1**	BS	2	85.00	87.13	89.31	91.54	93.83

**Travel and out-of-pocket expenses are subject to a markup of 10%**

**\*Effective 5/1/2020**

**\*\*Effective 9/1/2020**