

SINs and PEDs	Option 2					Option 3				
	Year 11	Year 12	Year 13	Year 14	Year 15	Year 16	Year 17	Year 18	Year 19	Year 20
871-2, 2RC, 4, 4RC, 6 & 6RC - CE, CI, ME & EE	2/9/2011	2/9/2012	2/9/2013	2/9/2014	2/9/2015	2/9/2016	2/9/2017	2/9/2018	2/9/2019	2/9/2020
871-1, 1RC, 5 and 5RC - CI, EE & ME	to	to	to	to	to	to	to	to	to	to
871-3 and 3RC - CE, EE and ME	2/8/2012	2/8/2013	2/8/2014	2/8/2015	2/8/2016	2/8/2017	2/8/2018	2/8/2019	2/8/2020	2/8/2021
Labor Category Titles										
Program Managers	\$169.67	\$175.10	\$180.70	\$186.48	\$192.45	\$198.61	\$204.97	\$211.53	\$218.30	\$225.29
Project Managers	\$136.87	\$141.25	\$145.77	\$150.43	\$155.24	\$160.21	\$165.34	\$170.63	\$176.09	\$181.72
Administrative, Principal	\$99.26	\$102.44	\$105.72	\$109.10	\$112.59	\$116.19	\$119.91	\$123.75	\$127.71	\$131.80
Administrative, Senior	\$67.53	\$69.69	\$71.92	\$74.22	\$76.60	\$79.05	\$81.58	\$84.19	\$86.88	\$89.66
Administrative, Staff	\$58.76	\$60.64	\$62.58	\$64.58	\$66.65	\$68.78	\$70.98	\$73.25	\$75.59	\$78.01
Administrative, Junior	\$48.00	\$49.54	\$51.13	\$52.77	\$54.46	\$56.20	\$58.00	\$59.86	\$61.78	\$63.76
Biologist, Principal	\$145.00	\$149.64	\$154.43	\$159.37	\$164.47	\$169.73	\$175.16	\$180.77	\$186.55	\$192.52
Biologist, Senior	\$101.00	\$104.23	\$107.57	\$111.01	\$114.56	\$118.23	\$122.01	\$125.91	\$129.94	\$134.10
Biologist, Staff	\$81.10	\$83.70	\$86.38	\$89.14	\$91.99	\$94.93	\$97.97	\$101.11	\$104.35	\$107.69
Biologist, Junior	\$63.66	\$65.70	\$67.80	\$69.97	\$72.21	\$74.52	\$76.90	\$79.36	\$81.90	\$84.52
Chemical Engineer, Principal	\$125.22	\$129.23	\$133.37	\$137.64	\$142.04	\$146.59	\$151.28	\$156.12	\$161.12	\$166.28
Chemical Engineer, Senior	\$101.00	\$104.23	\$107.57	\$111.01	\$114.56	\$118.23	\$122.01	\$125.91	\$129.94	\$134.10
Chemical Engineer, Staff	\$83.97	\$86.66	\$89.43	\$92.29	\$95.24	\$98.29	\$101.44	\$104.69	\$108.04	\$111.50
Chemical Engineer, Junior	\$66.20	\$68.32	\$70.51	\$72.77	\$75.10	\$77.50	\$79.98	\$82.54	\$85.18	\$87.91
Civil Engineer, Principal	\$125.22	\$129.23	\$133.37	\$137.64	\$142.04	\$146.59	\$151.28	\$156.12	\$161.12	\$166.28
Civil Engineer, Senior	\$101.00	\$104.23	\$107.57	\$111.01	\$114.56	\$118.23	\$122.01	\$125.91	\$129.94	\$134.10
Civil Engineer, Staff	\$83.97	\$86.66	\$89.43	\$92.29	\$95.24	\$98.29	\$101.44	\$104.69	\$108.04	\$111.50
Civil Engineer, Junior	\$66.20	\$68.32	\$70.51	\$72.77	\$75.10	\$77.50	\$79.98	\$82.54	\$85.18	\$87.91
Economists	\$78.83	\$81.35	\$83.95	\$86.64	\$89.41	\$92.27	\$95.22	\$98.27	\$101.41	\$104.66
Electrical Engineer, Principal	\$125.22	\$129.23	\$133.37	\$137.64	\$142.04	\$146.59	\$151.28	\$156.12	\$161.12	\$166.28
Electrical Engineer, Senior	\$101.00	\$104.23	\$107.57	\$111.01	\$114.56	\$118.23	\$122.01	\$125.91	\$129.94	\$134.10
Electrical Engineer, Staff	\$83.97	\$86.66	\$89.43	\$92.29	\$95.24	\$98.29	\$101.44	\$104.69	\$108.04	\$111.50
Electrical Engineer, Junior	\$66.20	\$68.32	\$70.51	\$72.77	\$75.10	\$77.50	\$79.98	\$82.54	\$85.18	\$87.91
Eng. & Tech. Analyst, Principal	\$125.22	\$129.23	\$133.37	\$137.64	\$142.04	\$146.59	\$151.28	\$156.12	\$161.12	\$166.28
Eng. & Tech. Analyst, Senior	\$101.00	\$104.23	\$107.57	\$111.01	\$114.56	\$118.23	\$122.01	\$125.91	\$129.94	\$134.10
Eng. & Tech. Analyst, Staff	\$83.97	\$86.66	\$89.43	\$92.29	\$95.24	\$98.29	\$101.44	\$104.69	\$108.04	\$111.50
Eng. & Tech. Analyst, Junior	\$66.20	\$68.32	\$70.51	\$72.77	\$75.10	\$77.50	\$79.98	\$82.54	\$85.18	\$87.91
Information Specialist	\$91.55	\$94.48	\$97.50	\$100.62	\$103.84	\$107.16	\$110.59	\$114.13	\$117.78	\$121.55
Mechanical Eng., Principal	\$125.22	\$129.23	\$133.37	\$137.64	\$142.04	\$146.59	\$151.28	\$156.12	\$161.12	\$166.28
Mechanical Eng., Senior	\$101.00	\$104.23	\$107.57	\$111.01	\$114.56	\$118.23	\$122.01	\$125.91	\$129.94	\$134.10
Mechanical Eng., Staff	\$83.97	\$86.66	\$89.43	\$92.29	\$95.24	\$98.29	\$101.44	\$104.69	\$108.04	\$111.50
Mechanical Eng., Junior	\$66.20	\$68.32	\$70.51	\$72.77	\$75.10	\$77.50	\$79.98	\$82.54	\$85.18	\$87.91

SINs and PEDs	Option 2					Option 3				
	Year 11	Year 12	Year 13	Year 14	Year 15	Year 16	Year 17	Year 18	Year 19	Year 20
871-2, 2RC, 4, 4RC, 6 & 6RC - CE, CI, ME & EE	2/9/2011	2/9/2012	2/9/2013	2/9/2014	2/9/2015	2/9/2016	2/9/2017	2/9/2018	2/9/2019	2/9/2020
871-1, 1RC, 5 and 5RC - CI, EE & ME	to	to	to	to	to	to	to	to	to	to
871-3 and 3RC - CE, EE and ME	2/8/2012	2/8/2013	2/8/2014	2/8/2015	2/8/2016	2/8/2017	2/8/2018	2/8/2019	2/8/2020	2/8/2021
Labor Category Titles										
Scientist, Principal	\$125.22	\$129.23	\$133.37	\$137.64	\$142.04	\$146.59	\$151.28	\$156.12	\$161.12	\$166.28
Scientist, Senior	\$101.00	\$104.23	\$107.57	\$111.01	\$114.56	\$118.23	\$122.01	\$125.91	\$129.94	\$134.10
Scientist, Staff	\$79.99	\$82.55	\$85.19	\$87.92	\$90.73	\$93.63	\$96.63	\$99.72	\$102.91	\$106.20
Scientist, Junior	\$64.06	\$66.11	\$68.23	\$70.41	\$72.66	\$74.99	\$77.39	\$79.87	\$82.43	\$85.07
Statisticians	\$125.22	\$129.23	\$133.37	\$137.64	\$142.04	\$146.59	\$151.28	\$156.12	\$161.12	\$166.28
Surveyor, Staff	\$71.51	\$73.80	\$76.16	\$78.60	\$81.12	\$83.72	\$86.40	\$89.16	\$92.01	\$94.95
Surveyor, Junior	\$47.15	\$48.66	\$50.22	\$51.83	\$53.49	\$55.20	\$56.97	\$58.79	\$60.67	\$62.61
Technical Specialists, Principal	\$125.22	\$129.23	\$133.37	\$137.64	\$142.04	\$146.59	\$151.28	\$156.12	\$161.12	\$166.28
Technical Specialists, Senior	\$101.00	\$104.23	\$107.57	\$111.01	\$114.56	\$118.23	\$122.01	\$125.91	\$129.94	\$134.10
Technical Specialists, Staff	\$83.97	\$86.66	\$89.43	\$92.29	\$95.24	\$98.29	\$101.44	\$104.69	\$108.04	\$111.50
Technical Specialists, Junior	\$66.20	\$68.32	\$70.51	\$72.77	\$75.10	\$77.50	\$79.98	\$82.54	\$85.18	\$87.91
Technicians, Principal	\$74.37	\$76.75	\$79.21	\$81.74	\$84.36	\$87.06	\$89.85	\$92.73	\$95.70	\$98.76
Technicians, Senior	\$65.14	\$67.22	\$69.37	\$71.59	\$73.88	\$76.24	\$78.68	\$81.20	\$83.80	\$86.48
Technicians, Staff	\$58.00	\$59.86	\$61.78	\$63.76	\$65.80	\$67.91	\$70.08	\$72.32	\$74.63	\$77.02
Technicians, Junior	\$45.70	\$47.16	\$48.67	\$50.23	\$51.84	\$53.50	\$55.21	\$56.98	\$58.80	\$60.68
Trainers, Principal	\$125.22	\$129.23	\$133.37	\$137.64	\$142.04	\$146.59	\$151.28	\$156.12	\$161.12	\$166.28
Trainers, Senior	\$106.78	\$110.20	\$113.73	\$117.37	\$121.13	\$125.01	\$129.01	\$133.14	\$137.40	\$141.80
Trainers, Staff	\$83.97	\$86.66	\$89.43	\$92.29	\$95.24	\$98.29	\$101.44	\$104.69	\$108.04	\$111.50
Trainers, Junior	\$66.20	\$68.32	\$70.51	\$72.77	\$75.10	\$77.50	\$79.98	\$82.54	\$85.18	\$87.91
Writers, Principal	\$125.22	\$129.23	\$133.37	\$137.64	\$142.04	\$146.59	\$151.28	\$156.12	\$161.12	\$166.28
Writers, Senior	\$106.78	\$110.20	\$113.73	\$117.37	\$121.13	\$125.01	\$129.01	\$133.14	\$137.40	\$141.80
Writers, Staff	\$83.97	\$86.66	\$89.43	\$92.29	\$95.24	\$98.29	\$101.44	\$104.69	\$108.04	\$111.50
Writers, Junior	\$66.20	\$68.32	\$70.51	\$72.77	\$75.10	\$77.50	\$79.98	\$82.54	\$85.18	\$87.91
CADD, Principal	\$73.87	\$76.23	\$78.67	\$81.19	\$83.79	\$86.47	\$89.24	\$92.10	\$95.05	\$98.09
CADD, Senior	\$71.15	\$73.43	\$75.78	\$78.20	\$80.70	\$83.28	\$85.94	\$88.69	\$91.53	\$94.46
CADD, Staff	\$63.98	\$66.03	\$68.14	\$70.32	\$72.57	\$74.89	\$77.29	\$79.76	\$82.31	\$84.94
CADD, Junior	\$60.79	\$62.74	\$64.75	\$66.82	\$68.96	\$71.17	\$73.45	\$75.80	\$78.23	\$80.73

Prices include an Industrial Funding Fee (IFF) of .75% and annual escalation of 3.2%