ASI Commercial Labor Rate Schedule – 2025

LABOR RATES

Labor Category ID	Labor Category	Minimum Education	Minimum Experience	Hourly Rate
1	Program Manager	Bachelors	10	$250.00
2	Project Manager - Senior	Associates	10	$200.00
3	Project Manager	Associates	3	$175.00
4	Project Manager - Junior	High School	0	$150.00
5	Subject Matter Expert	Bachelors	15	$250.00
6	Technology Strategist	Bachelors	10	$195.00
7	Engineer - Senior	Bachelors	10	$225.00
8	Engineer	Bachelors	3	$200.00
9	Engineer - Junior	Bachelors	0	$175.00
10	Software Developer - Senior	Bachelors	10	$200.00
11	Software Developer	Bachelors	3	$175.00
12	Software Developer - Junior	High School	0	$150.00
13	Functional Analyst - Senior	Associates	10	$200.00
14	Functional Analyst	Associates	3	$175.00
15	Functional Analyst - Junior	High School	0	$150.00
16	User Experience (UX) Analyst - Senior	Bachelors	10	$195.00
17	User Experience (UX) Analyst	Bachelors	3	$175.00
18	User Experience (UX) Analyst - Junior	High School	0	$150.00
19	Content Analyst - Senior	Bachelors	10	$200.00
20	Content Analyst	Associates	3	$175.00
21	Content Analyst - Junior	High School	0	$150.00
22	Designer - Senior	Associates	10	$200.00
23	Designer	Associates	3	$175.00
24	Designer - Junior	High School	0	$145.00
25	Content Developer	High School	0	$125.00
26	Content Entry Specialist	High School	0	$75.00

LABOR CATEGORY DESCRIPTIONS

1 – Program Manager

The Program Manager serves as the overall leader and administrator on a contract with responsibility as the principal coordinator for contract tasks. The Program Manager is the primary point of contact with program authorities and representatives on technical and program/project issues. The Program Manager is likely to be responsible for multiple projects.

2 – Project Manager - Senior

The Senior Project Manager performs day-to-day management of assigned, large-scale projects that involve engineering and Information Technology professionals performing the design, integration, development, testing, documenting, and implementing engineering and IT applications and systems. The Senior Project Manager organizes, directs, and coordinates the planning and production of their assigned projects and may help other Project Managers as well. Must demonstrate good organization and communication skills.

3 – Project Manager

The Project Manager performs day-to-day management of assigned projects that involve engineering and Information Technology professionals performing the design, integration, development, testing, documenting, and implementing engineering and IT applications and systems. The Project Manager organizes, directs, and coordinates the planning and production of their assigned projects. Must demonstrate good organization and communication skills.

4 – Project Manager - Junior

The Junior Project Manager works under the supervision of more senior project managers to perform day-to-day management of assigned projects that involve engineering and Information Technology professionals performing the design, integration, development, testing, documenting, and implementing engineering and IT applications and systems.

5 – Subject Matter Expert

The Subject Matter Expert (SME) has advanced professional, technical, and creative knowledge to act in the capacity of senior consultant in complex or extremely broad programs. Through extensive experience, the SME can provide strategic and technical advice on system development and provide advice on policy impacts.

6 – Technology Strategist

The Technology Strategist develops the design and architecture of new or existing products and systems. May lead a large development team in the design of highly complex engineering and software systems. Acts as highest-level technical expert, addressing problems of systems integration, compatibility, cost benefit analysis, and user requirements. Knowledgeable of a variety of technology approaches and capable of judging the applicability to specific situations. Ensure the system performs according to the use expectations and systems specifications.

7 – Engineer - Senior

The Senior Engineer provides technical oversight of technical projects while also devising engineering solutions by performing or directing requirements definition, system design/analysis,

component development and integration, and technical documentation using engineering and quality practices.

8 – Engineer
The Engineer devises engineering solutions by performing or directing requirements definition, system design/analysis, component development and integration, and technical documentation using engineering and quality practices.

9 – Engineer - Junior
The Junior Engineer works under the supervision of more senior engineers to devise engineering solutions by performing requirements definition, system design/analysis, component development and integration, and technical documentation using engineering and quality practices.

10 – Software Developer - Senior
The Senior Software Developer functions as a lead software developer, provides functional and technical supervision for medium-to-large or multiple projects, directing, integrating, and reviewing the work of other software developers.

11 – Software Developer
The Software Developer supports the design, development, maintenance, and operating efficiency of a software system or subsystem.

12 – Software Developer - Junior
The Junior Software Developer works under supervision of another software developer to support the design, development, maintenance, and operating efficiency of a software system or subsystem.

13 – Functional Analyst - Senior
The Senior Functional Analyst provides functional oversight of projects to ensure that user requirements are properly identified, vetted, and approved by project sponsors. This is performed through requirements analysis, user research, and content reviews to form use cases and user story boards to document user requirements.

14 – Functional Analyst
The Functional Analyst performs requirements analysis, user research, and content reviews to form use cases and user story boards to document user requirements.

15 – Functional Analyst - Junior
The Junior Functional Analyst works under the supervision of more senior functional analysts to perform requirements analysis, user research, and content reviews to form use cases and user story boards to document user requirements.

16 – User Experience (UX) Analyst - Senior
The Senior User Experience (UX) Analyst oversees the user experience and usability of a software application. They conduct user research, analyzing data, creating wireframes and prototypes, and collaborating with designers and software developers to improve user experience and usability.

17 – User Experience (UX) Analyst

The User Experience (UX) Analyst conducts user research, analyzing data, creating wireframes and prototypes, and collaborating with designers and software developers to improve user experience and usability.

18 – User Experience (UX) Analyst - Junior
The Junior User Experience (UX) Analyst works under the supervision of another UX analyst to conduct user research, analyze data, create wireframes and prototypes, and collaborating with designers and software developers to improve user experience and usability.

19 – Content Analyst - Senior
The Senior Content Analyst serves as the lead content strategist for a given project and oversees the content development process. They create, edit, and revise content for creative presentations, narrative scripts, marketing brochures, training applications, job performance aids, project proposals, and technical and instructional manuals. Develops on-line documentation, performance support systems, and software training systems.

20 – Content Analyst
The Content Analyst creates, edits, and revises content for creative presentations, narrative scripts, marketing brochures, training applications, job performance aids, project proposals, and technical and instructional manuals. Develops on-line documentation, performance support systems, and software training systems.

21 – Content Analyst - Junior
The Junior Content Analyst creates, edits, and revises content for creative presentations, narrative scripts, marketing brochures, training applications, job performance aids, project proposals, and technical and instructional manuals under the supervision of more senior content analysts.

22 – Designer - Senior
The Senior Designer may serve as the creative director for a project and provides conceptualization and design for various graphic applications from project initiation to completion. Applies knowledge of design concepts and layout, graphic formats including compression techniques, and color representation for both print, web, and multimedia distribution. Interacts with engineers and software developers on user experience interface design and makes final design and layout decisions.

23 – Designer
The Designer provides conceptualization and design for various graphic applications from project initiation to completion. Applies knowledge of design concepts and layout, graphic formats including compression techniques, and color representation for both print, web, and multimedia distribution.

24 – Designer - Junior
The Junior Designer works under the supervision of more senior designers to provide conceptualization and design for various graphic applications from project initiation to completion. Applies knowledge of design concepts and layout, graphic formats including compression techniques, and color representation for both print, web, and multimedia distribution.

25 – Content Developer

The Content Developer converts functional requirement documents and design into applicable text, graphical, and multimedia content. This includes incorporating timeline animations, 3D modeling, video, and other multimedia. Interacts with software developers to ensure multimedia components integrate successfully with software applications. Tests, troubleshoots and debugs multimedia applications.

26 – Content Entry Specialist

The Content Entry Specialist enters, converts, or modifies electronic content for training, logistics, or performance support applications.

EDUCATIONAL SUBSTITUTIONS

The following experience or qualification may be substituted for an educational requirement:

- Associate's degree

    o Two years of additional applicable experience

- Bachelor's degree

    o Four years of additional applicable experience

    o Associate's degree with two years of additional applicable experience OR

- Master's degree

    o Associate's degree with four years of additional applicable experience OR

    o Bachelor's degree with two years of additional applicable experience

- Doctoral degree

    o Associate's degree with six years of additional applicable experience OR

    o Bachelor's degree with four years of additional applicable experience OR

    o Master's degree with two years of additional applicable experience

- A General Educational Development (GED) certification may be substituted for a High School requirement.