NEW YORK STATE DEPARTMENT OF ENVIRONMENTAL CONSERVATION

RATE SCHEDULES
PROFESSIONAL SERVICES

1. Direct Labor Guidelines

A. Labor Categories and Job Levels for Professionals Performing Remediation Activities

NSPE Level	Labor Category	Average/Maximum Labor Rates by Calendar Year			
		2009-2010	2010-2011	2011-2012	2012-2013
IX	Principal, Officer, Associate	66.36 / 67.72	68.35 / 69.75	70.40 / 71.84	72.51 / 74.00
VIII	Project Manager I, II, III, Engineer/Scientist V, VI	61.38 / 67.72	63.22 / 69.75	65.12 / 71.84	67.07 / 74.00
VII	Senior Engineer/Scientist V, IV, III, II, Project Manager I, II	57.37 / 67.72	59.09 / 69.75	60.86 / 71.84	62.69 / 74.00
VI	Engineer/Scientist IV, III, II, Project Manager I	50.32 / 59.80	51.83 / 61.59	53.38 / 63.44	54.98 / 65.34
V	Engineer/Scientist III, II	42.55 / 52.38	43.83 / 53.95	54.14 / 55.57	46.50 / 57.24
IV	Engineer/Scientist III, II, Jr Project Engineer	36.97 / 47.60	38.08 / 49.03	39.22 / 50.50	40.40 / 52.01
III	Engineer/Scientist II, I Senior Field Tech	32.02 / 35.06	32.98 / 36.11	33.97 / 37.20	34.99 / 38.31
II	Engineer/Scientist I Field Technician Support Staff	27.09 / 31.56	27.90 / 32.51	28.73 / 33.48	29.60 / 34.49
I	Field Technician Support Staff	23.69 / 28.08	24.36 / 28.92	25.12 / 29.79	25.88 / 30.68

- Reimbursement for technical time of principals, owners or officers will be limited to the maximum reimbursement rate of that labor category, the rate approved by the State project manager, actual hourly rate paid or the State M-6 rate, whichever is less.

- The labor rate averages/maximums may be adjusted by a rate equal to the increase in the CPI index CUURA101SAO – "All Urban Consumers – New York – Northern N.J. – Long Island" for the previous year. This index is published by the U.S. Department of Labor's Bureau of Labor Statistics.

- The maximum annual escalation is limited to 5%.

B. NSPE Level Job Description:

- **NSPE Level I/II, G14/15:** 4 years college, 0-3 years experience; perform routine less complicated work assignments usually under supervision; may be assisted by or supervise aides or technicians.

- **NSPE Level III/IV, G-18/20:** 4 years college, 3+ years experience; work on part of a major project or total project of moderate scope, prepares reports; received technical guidance and higher level approval for project plans; supervises and/or coordinates lower professional and non-professional staff.

- **NSPE Level IV/V, G-23/24:** 4 years college, frequently Masters Degree, NYPE license, 5+ years experience; work on large projects or number of complex small projects; received general direction and may consult with supervisors on problems, issues, and policies; supervises small number of staff.

- **NSPE Level VI/VII, G-27:** 4 years college, frequently Masters Degree, NYPE License; 8+ years experience; responsible for extensive and complex programs; coordination of several units; received administrative direction for achieving organization objectives; supervises and organizes staff.

- **NPSE Level VII/VIII, G-31, M/C-4:** 4 years college, frequently Masters Degree, NYPE License; 10+ years experience; responsible for very extensive and extraordinarily difficult programs; receives general administrative direction and directs subordinate supervisors; manages and allocates resources.

- **NPSE Level VIII/IX, G-33, M/C-5:** incur liabilities and procure resources; direct business activities; determine employment policies and utilization of company assets; set level of compensation.

C. See Section 3.3 Personal Services/Direct Salary Costs of DER-35 for additional information.

2. Non-Personal Services/Direct Non-Salary Costs

See Section 3.4 Non-Personal Services/Direct Non-Salary Costs and 3.5 Contractual Costs of DER-35 for additional information.

3. Overhead, Fixed Fee, Multiplier Ranges

See Section 3.6 Overhead Costs, 3.7 Fixed Fee and 3.8 Multiplier of DER-35 for additional information.

A. Overhead Range	110% - 180%
B. Fixed Fee Range	5% - 15%
C. Multiplier Range*	2.2% – 3.0%

* Please note for a one person firm the multiplier would be 1.0, plus reasonable health insurance premiums, social security costs and travel costs.