



ClearPlan Commercial Rate Card 2024

*Escalation Factor based on Congressional Budget Office (CBO) Employment Cost Index (ECI) Projections published in July 2023

**Escalation Factor based on Congressional Budget Office (CBO) Employment Cost Index (ECI) Projections published in Feb 2024

For rates quoted in 2027 and beyond, ClearPlan uses the projected Employment Cost Index as published in its most recent economic projections at the time of proposal development

3.6%

3.4%

| Labor Category | Labor Code | Description | 2024 Rate / Hour (USD) | *2025 Rate / Hour (USD) | **2026 Rate / Hour (USD) |
|----------------------------------|------------|--|------------------------------|-------------------------------|--------------------------------|
| Program Scheduling Specialist 1 | PSS 1 | Entry Level: Has foundational knowledge and skills in project scheduling and requires guidance and direction to complete tasks effectively. Typical Deliverables: Assists with developing and maintaining project schedules, conducts basic analysis of schedule data, and generates standard reports. | \$150.95 | \$156.38 | \$161.70 |
| Program Scheduling Specialist 2 | PSS 2 | Junior Level: Has a basic understanding of project scheduling and can work independently on simple tasks with some guidance. Typical Deliverables: Develops and maintains project schedules, performs analysis of schedule data, identifies schedule risks, and recommends corrective actions. | \$161.36 | \$167.17 | \$172.85 |
| Program Scheduling Specialist 3 | PSS 3 | Associate Level: Demonstrates proficiency in core competencies related to project scheduling and can work independently on routine tasks with minimal supervision. Typical Deliverables: Develops and maintains complex project schedules, analyzes schedule data to identify trends and issues, and collaborates with project team members to address schedule risks. | \$171.77 | \$177.95 | \$184.00 |
| Program Scheduling Specialist 4 | PSS 4 | Mid Level: Has advanced knowledge and skills in project scheduling and can lead scheduling activities for projects. Typical Deliverables: Develops and maintains integrated project schedules, provides schedule analysis and recommendations to project teams and stakeholders, and identifies and mitigates schedule risks. | \$182.18 | \$188.74 | \$195.16 |
| Program Scheduling Specialist 5 | PSS 5 | Specialist Level: Serves as a subject matter expert in project scheduling and provides guidance to project teams and stakeholders. Typical Deliverables: Develops and implements project scheduling policies and procedures, establishes project scheduling standards, and leads scheduling process improvement initiatives. | \$192.59 | \$199.52 | \$206.30 |
| Program Scheduling Specialist 6 | PSS 6 | Senior Level: Provides strategic direction for project scheduling activities and manages a team of scheduling professionals. Typical Deliverables: Develops and maintains program-level schedules, provides schedule analysis and recommendations to executive leadership, and leads scheduling-related initiatives to optimize program performance. | \$203.00 | \$210.31 | \$217.46 |
| Program Scheduling Specialist 7 | PSS 7 | Lead Level: Leads scheduling activities for complex programs and projects and provides guidance to project teams and stakeholders. Typical Deliverables: Develops and maintains complex program-level schedules, performs schedule analysis and risk assessments, and collaborates with project team members to develop mitigation plans for schedule risks. | \$213.41 | \$221.09 | \$228.61 |
| Program Scheduling Specialist 8 | PSS 8 | Manager Level: Manages a team of scheduling professionals and provides oversight for scheduling activities across multiple projects and programs. Typical Deliverables: Develops and implements scheduling policies and procedures, establishes program-wide scheduling standards, and provides strategic direction for scheduling-related initiatives. | \$255.05 | \$264.23 | \$273.21 |
| Program Scheduling Specialist 9 | PSS 9 | Principal Level: Serves as a senior advisor on project scheduling and provides guidance to executive leadership. Typical Deliverables: Develops and implements enterprise-level scheduling policies and procedures, establishes enterprise-wide scheduling standards, and provides strategic direction for scheduling-related initiatives across the organization. | \$286.28 | \$296.59 | \$306.67 |
| Program Scheduling Specialist 10 | PSS 10 | Executive Level: Provides executive-level oversight for project scheduling activities and sets the strategic direction for scheduling-related initiatives across the organization. Typical Deliverables: Develops and implements enterprise-wide scheduling strategies, provides guidance to executive leadership on scheduling-related matters, and establishes best practices for project scheduling across the organization | \$317.51 | \$328.94 | \$340.12 |
| Program Finance Specialist 1 | PFS 1 | Entry Level: Has foundational knowledge and skills in project finance and requires guidance and direction to complete tasks effectively. Typical Deliverables: Assists with financial data analysis, basic financial reporting, and supports development of project budgets and forecasts. | \$150.95 | \$156.38 | \$161.70 |
| Program Finance Specialist 2 | PFS 2 | Junior Level: Has experience in project finance and can perform tasks independently with general guidance. Typical Deliverables: Provides financial analysis and support for project budgets and forecasts, prepares and delivers financial reports, and analyzes variances and trends in financial data. | \$161.36 | \$167.16 | \$172.85 |



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| Program Finance Specialist 3 | PFS 3 | Associate Level: Has comprehensive knowledge of project finance and can work independently on complex tasks. Typical Deliverables: Develops and maintains project budgets, forecasts and financial plans, conducts risk and opportunity analysis, and provides financial support to program/project management. | \$171.77 | \$177.95 | \$184.00 |
| Program Finance Specialist 4 | PFS 4 | Mid Level: Has advanced knowledge and skills in project finance and can lead the work of others. Typical Deliverables: Provides financial guidance to program/project management, develops and maintains project budgets and forecasts, conducts financial modeling, and analyzes complex financial data. | \$182.18 | \$188.73 | \$195.15 |
| Program Finance Specialist 5 | PFS 5 | Specialist Level: Has expert knowledge and skills in project finance and can act as a subject matter expert. Typical Deliverables: Provides financial guidance and support to senior program/project management, leads the development of project budgets and forecasts, develops financial policies and procedures, and manages financial risks. | \$192.59 | \$199.52 | \$206.30 |
| Program Finance Specialist 6 | PFS 6 | Senior Level: Has extensive experience in project finance and can lead the development and implementation of financial strategies. Typical Deliverables: Develops and implements financial policies and procedures, conducts financial audits, leads the development of project budgets and forecasts, and provides financial guidance to senior program/project management. | \$203.00 | \$210.30 | \$217.45 |
| Program Finance Specialist 7 | PFS 7 | Lead Level: Has exceptional knowledge and skills in project finance and can lead the work of a team. Typical Deliverables: Leads the development and implementation of financial strategies, manages financial risks, provides financial guidance to senior program/project management, and develops financial policies and procedures. | \$213.41 | \$221.09 | \$228.60 |
| Program Finance Specialist 8 | PFS 8 | Manager Level: Has strong leadership and management skills and can lead multiple projects. Typical Deliverables: Develops and implements financial strategies across multiple projects, manages financial risks and opportunities, leads the development of project budgets and forecasts, and provides financial guidance to senior management. | \$255.05 | \$264.23 | \$273.21 |
| Program Finance Specialist 9 | PFS 9 | Principal Level: Has exceptional leadership and management skills and can provide financial guidance at the highest levels. Typical Deliverables: Provides financial guidance and support to senior management, leads the development and implementation of financial policies and procedures, and manages financial risks and opportunities at the enterprise level. | \$286.28 | \$296.58 | \$306.66 |
| Program Finance Specialist 10 | PFS 10 | Executive Level: Recognized as a thought leader and expert in project finance. Typical Deliverables: Provides strategic financial guidance and support to the organization, leads the development of financial policies and procedures, manages financial risks and opportunities at the enterprise level, and acts as a mentor and coach to other financial professionals. | \$317.51 | \$328.94 | \$340.12 |
| Earned Value Management Specialist 1 | EVS 1 | Specialist Earned Value Management Analyst provides subject matter expertise on EVM processes and procedures, analyzes complex cost and schedule data, and develops program risk mitigation plans. Deliverables include risk management reports, integrated master schedule updates, and cost/schedule performance analysis reports. | \$192.59 | \$199.52 | \$206.30 |
| Earned Value Management Specialist 2 | EVS 2 | Senior Level Earned Value Management Analyst manages and leads the EVM team, ensures compliance with government regulations and industry standards, and develops program cost/schedule risk mitigation plans. Deliverables include EVM system description documents, program management plans, and integrated program schedules. | \$203.00 | \$210.30 | \$217.45 |
| Earned Value Management Specialist 3 | EVS 3 | The Lead Level Earned Value Management Analyst oversees multiple programs and leads cross-functional EVM teams, develops and implements EVM training programs, and provides strategic guidance to senior leadership. Deliverables include program assessments, EVM compliance audits, and earned value management plans. | \$213.41 | \$221.09 | \$228.60 |
| Earned Value Management Specialist 4 | EVS 4 | The Managerial Level Earned Value Management Analyst manages a department or business unit's EVM program, develops and implements EVM policies and procedures, and provides program management oversight. Deliverables include performance measurement baseline updates, EVM policy documents, and cost/schedule variance analysis reports. | \$255.05 | \$264.23 | \$273.21 |
| Earned Value Management Specialist 5 | EVS 5 | The Principal Level Earned Value Management Analyst leads the development of enterprise-level EVM policies and procedures, provides strategic guidance to senior leadership, and manages complex programs. Deliverables include EVM system design documents, enterprise-level risk management plans, and cost/schedule control system criteria documents. | \$286.28 | \$296.58 | \$306.66 |
| Earned Value Management Specialist 6 | EVS 6 | The Executive Level Earned Value Management Analyst provides executive leadership to the organization's EVM program, develops and implements enterprise-level EVM strategy, and ensures compliance with government regulations and industry standards. Deliverables include EVM program management plans, program risk assessments, and earned value management policy documents | \$317.51 | \$328.94 | \$340.12 |



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| Program Implementation & Technology Specialist 1 | PIT 1 | Associate Level: Possesses advanced knowledge and skills in program implementation and technology support and is able to work independently to complete tasks effectively. Typical Deliverables: Develops and executes program implementation plans, provides technical support for complex technology solutions, troubleshoots complex technical issues, and provides end-user support for complex systems. | \$182.18 | \$188.73 | \$195.15 |
| Program Implementation & Technology Specialist 2 | PIT 2 | Mid Level: Possesses expert knowledge and skills in program implementation and technology support and is able to lead and mentor others. Typical Deliverables: Leads the development and execution of program implementation plans, provides expert technical support for complex technology solutions, troubleshoots complex technical issues, and provides end-user support for complex systems. Also, supports the development of junior staff. | \$213.41 | \$221.09 | \$228.60 |
| Program Implementation & Technology Specialist 3 | PIT 3 | Specialist Level: Possesses advanced expert knowledge and skills in program implementation and technology support and is able to lead and direct large-scale, complex projects. Typical Deliverables: Leads the development and execution of program implementation plans, provides advanced technical support for large-scale, complex technology solutions, troubleshoots complex technical issues, and provides end-user support for complex systems. Also, provides leadership and mentorship to junior staff. | \$244.64 | \$253.44 | \$262.06 |
| Program Implementation & Technology Specialist 4 | PIT 4 | Senior Level: Possesses expert knowledge and skills in program implementation and technology support and is able to lead and direct multiple large-scale, complex projects. Typical Deliverables: Leads the development and execution of program implementation plans, provides expert technical support for multiple large-scale, complex technology solutions, troubleshoots complex technical issues, and provides end-user support for complex systems. Also, provides leadership and mentorship to junior and mid-level staff. | \$275.87 | \$285.80 | \$295.51 |
| Program Implementation & Technology Specialist 5 | PIT 5 | Lead Level: Possesses advanced expert knowledge and skills in program implementation and technology support and is able to provide strategic direction and leadership for multiple large-scale, complex projects. Typical Deliverables: Provides strategic direction and leadership for program implementation plans, provides advanced technical support for multiple large-scale, complex technology solutions, troubleshoots complex technical issues, and provides end-user support for complex systems. Also, provides leadership and mentorship to junior, mid-level, and senior staff. | \$307.10 | \$318.15 | \$328.97 |
| Program Implementation & Technology Specialist 6 | PIT 6 | Manager Level: Possesses expert knowledge and skills in program implementation and technology support and is able to manage and direct teams working on multiple large-scale, complex projects. Typical Deliverables: Manages and directs teams working on program implementation plans, provides expert technical support for multiple large-scale, complex technology solutions, troubleshoots complex technical issues, and provides end-user support for complex systems. Also, provides leadership and mentorship to junior, mid-level, senior, and lead staff. | \$338.33 | \$350.50 | \$362.42 |
| Program Implementation & Technology Specialist 7 | PIT 7 | Principal Level: Possesses expert knowledge and skills in program implementation and technology support and is able to provide strategic direction and leadership for the organization's program implementation and technology initiatives. Typical Deliverables: Develops and drives technology strategies at the enterprise level, provides expert guidance to executives, and influences industry standards for program implementation. | \$369.56 | \$382.86 | \$395.88 |
| Program Implementation & Technology Specialist 8 | PIT 8 | Executive: Has top-level executive knowledge and skills in program implementation and technology and leads enterprise-wide technology initiatives. Typical Deliverables: Develops and drives technology strategies at the highest level, provides guidance to senior executives and government officials, and influences industry and government standards for program implementation. | \$400.79 | \$415.21 | \$429.33 |
| General Services 1 | GEN 1 | Entry Level: Has foundational knowledge and skills in providing general consulting services and requires guidance and direction to complete tasks effectively. Typical Deliverables: Assists with research, data collection, and report generation. | \$150.95 | \$156.38 | \$161.70 |
| General Services 2 | GEN 2 | Junior: Has some experience in providing general consulting services and can perform routine tasks under general supervision. Typical Deliverables: Conducts research, performs analysis, and prepares draft reports. | \$161.36 | \$167.16 | \$172.85 |
| General Services 3 | GEN 3 | Associate: Has significant experience in providing general consulting services and can perform complex tasks with minimal supervision. Typical Deliverables: Conducts research, analyzes data, and develops final reports with recommendations. | \$171.77 | \$177.95 | \$184.00 |
| General Services 4 | GEN 4 | Mid: Has extensive experience in providing general consulting services and can lead projects or teams in this area. Typical Deliverables: Develops project plans, conducts research, performs analysis, and presents findings to stakeholders. | \$182.18 | \$188.73 | \$195.15 |



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| General Services 5 | GEN 5 | Specialist: Has specialized knowledge and skills in providing general consulting services and can lead complex projects or teams in this area. Typical Deliverables: Develops and implements project plans, conducts research, analyzes data, and presents findings to senior management. | \$192.59 | \$199.52 | \$206.30 |
| General Services 6 | GEN 6 | Senior: Has extensive experience and expertise in providing general consulting services and can lead enterprise-level projects or teams in this area. Typical Deliverables: Develops and implements enterprise-wide project plans, conducts research, performs analysis, and presents findings to executive management. | \$203.00 | \$210.30 | \$217.45 |
| General Services 7 | GEN 7 | Lead: Has significant leadership experience and can oversee multiple projects or teams in providing general consulting services. Typical Deliverables: Develops and implements strategic plans, manages project budgets, and ensures successful project delivery. | \$213.41 | \$221.09 | \$228.60 |
| General Services 8 | GEN 8 | Manager: Has extensive leadership experience and can lead large-scale initiatives or programs in providing general consulting services. Typical Deliverables: Develops and implements long-term strategic plans, manages program budgets, and ensures successful program delivery. | \$255.05 | \$264.23 | \$273.21 |
| General Services 9 | GEN 9 | Principal: Has deep expertise and thought leadership in providing general consulting services and can drive innovation and growth in this area. Typical Deliverables: Develops new service offerings, advises senior executives on strategic initiatives, and establishes thought leadership in the industry. | \$286.28 | \$296.58 | \$306.66 |
| General Services 10 | GEN 10 | Executive: Has top-level leadership experience and can lead the organization's general consulting services practice. Typical Deliverables: Sets the overall strategic direction for the practice, manages the P&L, and drives revenue growth through business development initiatives | \$317.51 | \$328.94 | \$340.12 |
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| Program & Project Management 1 | PPM 1 | Senior Level: Has extensive knowledge and skills in project management and is able to oversee multiple projects and project managers. Typical Deliverables: Develops and maintains program plans, schedules, and budgets; tracks program issues and risks; provides program status updates and reports; conducts program meetings and facilitates communication among project managers and stakeholders; manages program resources and budgets. | \$213.41 | \$221.09 | \$228.60 |
| Program & Project Management 2 | PPM 2 | Lead Level: Has advanced knowledge and skills in program management and is able to lead large and complex programs. Typical Deliverables: Develops and maintains program plans, schedules, and budgets; tracks program issues and risks; provides program status updates and reports; conducts program meetings and facilitates communication among project managers and stakeholders; manages program resources and budgets; provides guidance and direction to other project and program managers. | \$244.64 | \$253.44 | \$262.06 |
| Program & Project Management 3 | PPM 3 | Manager Level: Has extensive knowledge and skills in program management and is able to oversee multiple programs and program managers. Typical Deliverables: Develops and maintains program plans, schedules, and budgets; tracks program issues and risks; provides program status updates and reports; conducts program meetings and facilitates communication among project managers and stakeholders; manages program resources and budgets; provides guidance and direction to other project and program managers; ensures program compliance with organizational and contractual requirements. | \$275.87 | \$285.80 | \$295.51 |
| Program & Project Management 4 | PPM 4 | Principal Level: Has expert knowledge and skills in program management and is able to lead strategic initiatives and enterprise-level programs. Typical Deliverables: Develops and maintains program plans, schedules, and budgets; tracks program issues and risks; provides program status updates | \$307.10 | \$318.15 | \$328.97 |
| Program & Project Management 5 | PPM 5 | Executive level: Leads and directs high-risk and complex projects or programs with significant scope, impact, and budgets. Establishes policies and guidelines to facilitate and maintain the overall health and viability of the program or project. Typical Deliverables: Oversees and directs the planning, development, and execution of high-risk and complex projects or programs, manages multiple project teams, allocates resources, and manages project budgets. Develops and implements policies, procedures, and tools to support the project or program management process. Provides guidance and direction to project managers, monitors project progress and performance, and communicates program or project status to senior management and stakeholders. Conducts risk management activities and develops contingency plans as necessary. | \$338.33 | \$350.50 | \$362.42 |
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| Subject Matter Expert 1 | SME 1 | Senior Level: Has extensive expertise in a specific area and is recognized as a subject matter expert. Provides guidance and direction to others. Typical Deliverables: Leads and manages large and complex projects or programs, develops and implements best practices, provides technical expertise and guidance, and collaborates with internal and external stakeholders. | \$213.41 | \$221.09 | \$228.60 |



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|-------------------------|------------|--|------------------------------|-------------------------------|--------------------------------|
| Subject Matter Expert 2 | SME 2 | Lead Level: Has extensive expertise in a specific area and is recognized as a subject matter expert. Provides guidance and direction to others. Typical Deliverables: Provides strategic advice and guidance, leads and manages complex projects or programs, develops and implements best practices, provides technical expertise and guidance, and collaborates with internal and external stakeholders. | \$244.64 | \$253.44 | \$262.06 |
| Subject Matter Expert 3 | SME 3 | Manager Level: Has extensive expertise in a specific area and is recognized as a subject matter expert. Provides guidance and direction to others. Typical Deliverables: Provides thought leadership, develops and implements innovative strategies, leads and manages highly complex projects or programs, provides technical expertise and guidance, and collaborates with internal and external stakeholders at the executive level. | \$275.87 | \$285.80 | \$295.51 |
| Subject Matter Expert 4 | SME 4 | Principal Level: Has exceptional expertise in a specific area and is recognized as a subject matter expert at the industry or national level. Provides guidance and direction to others. Typical Deliverables: Provides vision and leadership, develops and implements industry-wide best practices, leads and manages highly complex and sensitive projects or programs, provides technical expertise and guidance, and collaborates with internal and external stakeholders at the executive level. | \$307.10 | \$318.15 | \$328.97 |
| Subject Matter Expert 5 | SME 5 | Executive Level: Has exceptional expertise in a specific area and is recognized as a subject matter expert at the industry or national level. Provides guidance and direction to others. Typical Deliverables: Provides vision and leadership, develops and implements industry-wide best practices, leads and manages highly complex and sensitive projects or programs, provides technical expertise and guidance, and collaborates with internal and external stakeholders at the highest levels of government or industry. | \$338.33 | \$350.50 | \$362.42 |
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| Proposal Specialist 1 | PRO 1 | Senior Level: Has expert-level knowledge and skills in program architecture and/or proposal development and can provide guidance and leadership to teams. Typical Deliverables: Provides expert guidance and develops complex program architecture and proposal documents, including WBS, OBS, IMP, and proposal deliverables that meet DFAR proposal requirements, best practices, and internal command media. | \$182.18 | \$188.73 | \$195.15 |
| Proposal Specialist 2 | PRO 2 | Lead: Has expert-level knowledge and skills in program architecture and/or proposal development and can provide guidance and leadership to teams. Typical Deliverables: Provides expert guidance and develops complex program architecture and proposal documents, including WBS, OBS, IMP, and proposal deliverables that meet DFAR proposal requirements, best practices, and internal command media. | \$203.00 | \$210.30 | \$217.45 |
| Proposal Specialist 3 | PRO 3 | Manager: Has expert-level knowledge and skills in program architecture and/or proposal development and can provide guidance and leadership to teams. Typical Deliverables: Provides expert guidance and develops complex program architecture and proposal documents, including WBS, OBS, IMP, and proposal deliverables that meet DFAR proposal requirements, best practices, and internal command media. | \$223.82 | \$231.87 | \$239.76 |
| Proposal Specialist 4 | PRO 4 | Principal Level: Has expert-level knowledge and skills in program architecture and/or proposal development and can provide guidance and leadership to teams. Typical Deliverables: Provides expert guidance and develops complex program architecture and proposal documents, including WBS, OBS, IMP, and proposal deliverables that meet DFAR proposal requirements, best practices, and internal command media. | \$244.64 | \$253.44 | \$262.06 |
| Proposal Specialist 5 | PRO 5 | Executive Level: Has expert-level knowledge and skills in program architecture and/or proposal development and can provide guidance and leadership to teams. Typical Deliverables: Provides expert guidance and develops complex program architecture and proposal documents, including WBS, OBS, IMP, and proposal deliverables that meet DFAR proposal requirements, best practices, and internal command media. | \$265.46 | \$275.01 | \$284.36 |