PolicyEngine POSE Phase I Budget Justification

# A. Senior Personnel ($30,000)

**Max Ghenis (PI/CEO)** - $30,000

Max will work 2 months at $15,000/month. He will provide strategic oversight of the ecosystem discovery process, stakeholder engagement, and strategic planning, leading the effort to transform PolicyEngine into a sustainable open-source ecosystem.

At an annualized $180,000, this role falls within the 75th percentile of Economists in Washington, DC. Economists (SOC 19-3011, <https://www.bls.gov/oes/current/oes193011.htm>) in Washington, DC have a 75th percentile salary of $191,880 (<https://oews-explorer.streamlit.app>).

# B. Other Personnel ($134,000)

**Technical Program Manager** - $121,000

The Technical Program Manager will work 11 months at $11,000/month. This person will lead ecosystem discovery and stakeholder engagement, manage developer relations and community building, coordinate technical requirements for scaling the open-source ecosystem, develop and implement community engagement strategies, and oversee documentation and technical communication.

At an annualized $132,000, this role falls within the 75th percentile of Computer and Information Systems Managers in Washington, DC. Computer and Information Systems Managers (SOC 11-3021,<https://www.bls.gov/oes/2023/may/oes113021.htm>) in Washington, DC have a 75th percentile salary of $205,510 (<https://oews-explorer.streamlit.app>).

**Technical Engagement Manager** - $13,000

The Technical Engagement Manager will work 1 month at $13,000/month. This person will assess technical infrastructure needs for scaling, evaluate and document technical requirements for community contributions, and design developer onboarding processes.

At an annualized $156,000, this role falls within the 75th percentile of Software Developers in Washington, DC. Software Developers (SOC 15-1252,<https://www.bls.gov/oes/current/oes151252.htm>) in Washington, DC have a 75th percentile salary of $169,200 (<https://oews-explorer.streamlit.app>).

# C. Fringe Benefits ($57,400)

Calculated at 35% of salaries for all personnel (35% \* $164,000).

* Includes:
  + 403(b) retirement contribution (25%)
  + FICA taxes (7.65%)
  + Federal unemployment insurance (0.6%)
  + State unemployment insurance (2.7% on first $9,000)
  + Workers compensation insurance (~1%)
  + DC Paid Family Leave tax (0.62%)
* The PSL Foundation does not provide health insurance

# E. Travel ($35,757)

We will engage geographic and subject matter communities through five conferences and four hosted events across the country. Table 1 below summarizes the costs for each event. In our accompanying budget impact statement, we document each cost component with screenshots from Google Flights, GSA’s per diem rate tool, conference registration pages, and event space companies.

**Table 1: Cost of each conference and hosted community event.**

| **Conference / Event** | **Start date** | **End date** | **Location** | **Registration** | **Per diem** | **Flights** | **Total per person** | **Total @ 2 people** | **Meeting space** | **Grand total** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **NAWRS** | 8/3/25 | 8/6/25 | Charlotte NC | $899 | $372 | $299 | $1,570 | $3,140 | $0 | $3,140 |
| **Code for America Summit** | 5/1/26 | 5/3/26 | Chicago IL | $899 | $673 | $163 | $1,735 | $3,470 | $0 | $3,470 |
| **SciPy** | 7/7/26 | 7/13/26 | Tacoma WA | $1,150 | $1,375 | $439 | $2,964 | $5,928 | $0 | $5,928 |
| **NCSL Legislative Summit** | 8/3/25 | 8/7/25 | Boston MA | $1,365 | $1,578 | $224 | $3,167 | $6,334 | $0 | $6,334 |
| **ASSA 2026 Annual Meeting** | 1/3/25 | 1/5/25 | Philadelphia PA | $290 | $1,038 | $186 | $1,514 | $3,028 | $0 | $3,028 |
| **Hosted Community event** | 1/4/26 | 1/6/26 | Austin TX | $0 | $1,038 | $483 | $1,521 | $3,042 | $1,055 | $4,097 |
| **Hosted Community event** | 1/11/26 | 1/13/26 | Denver CO | $0 | $560 | $303 | $863 | $1,726 | $750 | $2,476 |
| **Hosted Community event** | 4/1/26 | 4/3/26 | Los Angeles CA | $0 | $874 | $417 | $1,291 | $2,582 | $1,350 | $3,932 |
| **Hosted Community event** | 2/8/26 | 2/11/26 | San Francisco CA | $0 | $1,099 | $357 | $1,456 | $2,912 | $440 | $3,352 |

# G. Other Direct Costs ($3,690)

**Consultants:** We will engage Dr. Dan Feenberg for 41 hours of I-Corps training at a total cost of $3,690. Appendix 1 in our accompanying budget impact statement shows his letter of collaboration.

# I. Indirect Costs ($39,127)

We apply the standard 15% indirect rate to our $260,847 of total direct costs, shown in Table 2.

**Table 2: Direct costs.**

| **Direct Cost** | **Amount** |
| --- | --- |
| A. Senior Personnel | $30,000 |
| B. Other Personnel | $134,000 |
| C. Fringe Benefits | $57,400 |
| E. Travel | $35,757 |
| G. Other Direct Costs | $3,690 |
| **Total** | $260,847 |

# Total Budget: $299,974