



**GENERAL SERVICES ADMINISTRATION  
Federal Supply Service  
Authorized Federal Supply Schedule Price List**

*On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order are available through GSA Advantage!®, a menu-driven database system. The INTERNET address GSA Advantage!® is: GSAAvantage.gov.*

**Multiple Award Schedule (MAS)**

**Federal Supply Group: MAS**

**Contract Number: 47QRAA18D006F  
Mod PS-A812 Effective Date April 10, 2020**

**Contract Period: March 20, 2018 through March 19, 2023**

**Oasis Systems, LLC**

200 Summit Drive  
Burlington, MA 01803

Phone: 781-676-7333

Fax: 781-676-7353

[www.oasissystems.com](http://www.oasissystems.com)

**Contract Administrator:**

Belinda Tamez

Email Address: [Belinda.Tamez@oasissystems.com](mailto:Belinda.Tamez@oasissystems.com)

Phone: 781-879-1447

**Business Size:**

Business Size: Small Business ONLY under the following exemptions for NAICS 541715:

2. Aircraft, Aircraft Engine and Engine Part Engineering
3. Other Aircraft Parts and Auxiliary Equipment Engineering
4. Guided Missiles and Space Vehicles their Propulsion Units and Propulsion Parts Engineering

For more information on ordering from Federal Supply Schedules click on the FSS Schedules button at [fss.gsa.gov](http://fss.gsa.gov).



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## CUSTOMER INFORMATION

**1a. Table of Awarded Special Item Number(s) with appropriate cross-reference to page numbers:**

SIN	SIN Description
541330ENG	Engineering Services
541380	Testing Laboratories
541420	Engineering System Design and Integration Services
54151S	Information Technology Professional Services
541611	Management and Financial Consulting, Acquisition and Grants Management Support and Business Program and Project Management Services
541715	Engineering Research and Development and Strategic Planning
611430	Professional and Management Development Training
611512	Flight Training

**1b. Identification of the lowest priced model number and lowest unit price for that model for each special item number awarded in the contract. This price is the Government price based on a unit of one, exclusive of any quantity/dollar volume, prompt payment, or any other concession affecting price. Those contracts that have unit prices based on the geographic location of the customer, should show the range of the lowest price, and cite the areas to which the prices apply.**

Please see approved GSA Pricelist

**1c. If the Contractor is proposing hourly rates a description of all corresponding commercial job titles, experience, functional responsibility and education for those types of employees or subcontractors who will perform services shall be provided. If hourly rates are not applicable, indicate "Not applicable" for this item.**

Please see approved GSA Pricelist

**2. Maximum Order:**

SIN	Maximum Order
541330ENG	\$1,000,000.00
541380	\$250,000.00
541420	\$1,000,000.00
54151S	\$500,000.00
541611	\$1,000,000.00
541715	\$1,000,000.00
611430	\$1,000,000.00
611512	\$1,000,000.00

**3. Minimum Order:**

\$100.00



- 4. Geographic Coverage:**  
Domestic Delivery
- 5. Point of production:**  
Oasis Systems, LLC  
200 Summit Drive  
Burlington, MA 01803
- 6. Discount from list prices or statement of net price:**  
Government net prices. See approved GSA Pricelist
- 7. Quantity discounts:**  
None
- 8. Prompt payment terms:**  
Net 30 days  
Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions
- 9a. Notification that Government purchase cards are accepted up to the micro-purchase threshold:**  
Oasis Systems, LLC will accept Government purchase cards up to the micro-purchase threshold.
- 9b. Notification whether Government purchase cards are accepted or not accepted above the micro-purchase threshold:**  
Oasis Systems, LLC will accept Government purchase cards above the micro-purchase threshold.
- 10. Foreign items:**  
None
- 11a. Time of Delivery:**  
Specified on the Task Order
- 11b. Expedited Delivery:**  
Contact Oasis Systems, LLC for expedited delivery
- 11c. Overnight and 2-day delivery:**  
When the Federal Supply Schedule contract delivery period does not meet the bona fide urgent delivery requirements of an ordering agency, agencies are encouraged, if time permits, to contact Oasis Systems, LLC for the purpose of obtaining accelerated delivery. Oasis Systems, LLC shall reply to the inquiry within 3 workdays after receipt. (Telephonic replies shall be confirmed by Oasis Systems, LLC in writing.) If Oasis Systems, LLC offers an accelerated delivery time acceptable to the ordering agency, any order(s) placed pursuant to the agreed upon accelerated delivery time frame shall be delivered within this shorter delivery time and in accordance with all other terms and conditions of the contract.



**11d. Urgent Requirements.**

When the Federal Supply Schedule contract delivery period does not meet the bona fide urgent delivery requirements of an ordering agency, agencies are encouraged, if time permits, to contact the Contractor for the purpose of obtaining accelerated delivery. The Contractor shall reply to the inquiry within 3 workdays after receipt. (Telephonic replies shall be confirmed by the Contractor in writing.) If the Contractor offers an accelerated delivery time acceptable to the ordering agency, any order(s) placed pursuant to the agreed upon accelerated delivery time frame shall be delivered within this shorter delivery time and in accordance with all other terms and conditions of the contract.

**12. F.O.B Points:**

Destination

**13a. Ordering Address:**

Oasis Systems, LLC  
200 Summit Drive  
Burlington, MA 01803

**13b. Ordering procedures:**

For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA's) are found in Federal Acquisition Regulations (FAR) 5.405-3.

**14. Payment address:**

Oasis Systems, LLC  
200 Summit Drive  
Burlington, MA 01803

**15. Warranty provision:**

Not Applicable

**16. Export Packing Charges:**

Not Applicable

**17. Terms and conditions of Government purchase card acceptance:**

Contact Oasis Systems, LLC

**18. Terms and conditions of rental, maintenance, and repair:**

Not Applicable

**19. Terms and conditions of installation:**

Not Applicable

**20. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices:**

Not Applicable



**20a. Terms and conditions for any other services:**

Not Applicable

**21. List of service and distribution points:**

Not Applicable

**22. List of participating dealers:**

Not Applicable

**23. Preventive maintenance:**

Not Applicable

**24a. Environmental attributes, e.g., recycled content, energy efficiency, and/or reduced pollutants:**

Not Applicable

**24b. If applicable, indicate that Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services and show where full details can be found (e.g. contactor's website or other location.) The EIT standards can be found at: [www.Section508.gov/](http://www.Section508.gov/).**

**25. Data Universal Numbering System (DUNS) number:**

176018810

**26. Notification regarding registration in System for Award Management (SAM) database:**

CAGE Code: 1EDN2



## GSA PRICELIST

SIN	Labor Category	Rate Location	Year 1 3/20/2018 - 3/19/2019	Year 2 3/20/2019 - 3/19/2020	Year 3 3/20/2020 - 3/19/2021	Year 4 3/20/2021 - 3/19/2022	Year 5 3/20/2022 - 3/19/2023
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430, 61152	Administrative Specialist I**	Customer Facility	\$37.34	\$38.20	\$39.08	\$39.98	\$40.90
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430, 61152	Administrative Specialist II**	Customer Facility	\$43.67	\$44.67	\$45.70	\$46.75	\$47.83
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430, 61152	Administrative Specialist III**	Customer Facility	\$56.53	\$57.83	\$59.16	\$60.53	\$61.92
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430, 61152	Analyst I	Customer Facility	\$50.38	\$51.54	\$52.72	\$53.93	\$55.17
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430, 61152	Analyst II	Customer Facility	\$65.36	\$66.86	\$68.40	\$69.97	\$71.58
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430, 61152	Analyst III	Customer Facility	\$90.28	\$92.35	\$94.48	\$96.65	\$98.87
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430, 61152	Analyst IV	Customer Facility	\$106.35	\$108.79	\$111.30	\$113.86	\$116.47
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430, 61152	Analyst V	Customer Facility	\$129.32	\$132.29	\$135.34	\$138.45	\$141.63
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430, 61152	Configuration/ Data Management Specialist I	Customer Facility	\$59.44	\$60.80	\$62.20	\$63.63	\$65.10
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430, 61152	Configuration/ Data Management Specialist II	Customer Facility	\$69.97	\$71.58	\$73.23	\$74.91	\$76.64
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430, 61152	Configuration/ Data Management Specialist III	Customer Facility	\$89.42	\$91.48	\$93.58	\$95.73	\$97.94
54151S	Cyber Security Specialist I	Customer Facility	\$58.92	\$60.28	\$61.66	\$63.08	\$64.53
54151S	Cyber Security Specialist II	Customer Facility	\$77.06	\$78.83	\$80.64	\$82.50	\$84.40



SIN	Labor Category	Rate Location	Year 1 3/20/2018 - 3/19/2019	Year 2 3/20/2019 - 3/19/2020	Year 3 3/20/2020 - 3/19/2021	Year 4 3/20/2021 - 3/19/2022	Year 5 3/20/2022 - 3/19/2023
54151S	Cyber Security Specialist III	Customer Facility	\$85.10	\$87.06	\$89.06	\$91.11	\$93.20
54151S	Cyber Security Specialist IV	Customer Facility	\$99.82	\$102.11	\$104.46	\$106.87	\$109.32
54151S	Cyber Security Specialist V	Customer Facility	\$125.57	\$128.46	\$131.41	\$134.44	\$137.53
54151S	Cyber Security Specialist VI	Customer Facility	\$168.22	\$172.09	\$176.05	\$180.10	\$184.24
541330ENG, 541380, 541420, 541715	Engineer I	Customer Facility	\$52.46	\$53.67	\$54.90	\$56.17	\$57.46
541330ENG, 541380, 541420, 541715	Engineer II	Customer Facility	\$62.34	\$63.77	\$65.24	\$66.74	\$68.27
541330ENG, 541380, 541420, 541715	Engineer III	Customer Facility	\$76.97	\$78.74	\$80.55	\$82.40	\$84.30
541330ENG, 541380, 541420, 541715	Engineer IV	Customer Facility	\$88.92	\$90.96	\$93.05	\$95.19	\$97.38
541330ENG, 541380, 541420, 541715	Engineer V	Customer Facility	\$94.23	\$96.39	\$98.61	\$100.88	\$103.20
541330ENG, 541380, 541420, 541715	Engineer VI	Customer Facility	\$101.95	\$104.30	\$106.70	\$109.15	\$111.66
541330ENG, 541380, 541420, 541715	Engineer VII	Customer Facility	\$132.30	\$135.35	\$138.46	\$141.64	\$144.90
611430, 611512	Facilitator/Trainer I	Customer Facility	\$48.47	\$49.59	\$50.73	\$51.90	\$53.09
611430, 611512	Facilitator/Trainer II	Customer Facility	\$68.19	\$69.76	\$71.36	\$73.01	\$74.68
611430, 611512	Facilitator/Trainer III	Customer Facility	\$87.04	\$89.04	\$91.09	\$93.19	\$95.33
54151S	IT Specialist I	Customer Facility	\$63.65	\$65.11	\$66.61	\$68.14	\$69.71
54151S	IT Specialist II	Customer Facility	\$77.31	\$79.09	\$80.91	\$82.77	\$84.67
54151S	IT Specialist III	Customer Facility	\$96.24	\$98.46	\$100.72	\$103.04	\$105.41
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430, 61152	Logistician I	Customer Facility	\$70.74	\$72.37	\$74.03	\$75.73	\$77.48
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430, 61152	Logistician II	Customer Facility	\$87.50	\$89.51	\$91.57	\$93.67	\$95.83
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430, 61152	Program Manger I	Customer Facility	\$106.27	\$108.71	\$111.21	\$113.77	\$116.39



SIN	Labor Category	Rate Location	Year 1 3/20/2018 - 3/19/2019	Year 2 3/20/2019 - 3/19/2020	Year 3 3/20/2020 - 3/19/2021	Year 4 3/20/2021 - 3/19/2022	Year 5 3/20/2022 - 3/19/2023
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430, 61152	Program Manger II	Customer Facility	\$125.89	\$128.79	\$131.75	\$134.78	\$137.88
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430, 61152	Subject Matter Expert I	Customer Facility	\$73.27	\$74.95	\$76.68	\$78.44	\$80.25
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430, 61152	Subject Matter Expert II	Customer Facility	\$112.63	\$115.23	\$117.88	\$120.59	\$123.36
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430, 61152	Subject Matter Expert III	Customer Facility	\$129.56	\$132.54	\$135.59	\$138.71	\$141.90
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430, 61152	Subject Matter Expert IV	Customer Facility	\$149.94	\$153.39	\$156.92	\$160.53	\$164.22
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430, 61152	Subject Matter Expert V	Customer Facility	\$184.38	\$188.62	\$192.96	\$197.40	\$201.94
54151S	Systems Architect I	Customer Facility	\$94.64	\$96.82	\$99.04	\$101.32	\$103.65
54151S	Systems Architect II	Customer Facility	\$127.88	\$130.82	\$133.83	\$136.91	\$140.06
54151S	Systems Architect III	Customer Facility	\$155.76	\$159.34	\$163.01	\$166.75	\$170.59
54151S	Systems Architect IV	Customer Facility	\$181.05	\$185.21	\$189.47	\$193.83	\$198.29
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430, 61152	Task Lead	Customer Facility	\$85.72	\$87.69	\$89.71	\$91.77	\$93.89
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430, 61152	Technical Writer I**	Customer Facility	\$51.22	\$52.40	\$53.61	\$54.84	\$56.10
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430, 61152	Technical Writer II**	Customer Facility	\$82.54	\$84.44	\$86.38	\$88.37	\$90.40
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430, 61152	Administrative Specialist I**	Contractor Facility	\$45.40	\$46.44	\$47.51	\$48.61	\$49.72
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430, 61152	Administrative Specialist II**	Contractor Facility	\$53.10	\$54.32	\$55.57	\$56.85	\$58.15
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430, 61152	Administrative Specialist III**	Contractor Facility	\$68.76	\$70.34	\$71.95	\$73.61	\$75.30
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430, 61152	Analyst III	Contractor Facility	\$109.79	\$112.32	\$114.90	\$117.54	\$120.25



SIN	Labor Category	Rate Location	Year 1 3/20/2018 - 3/19/2019	Year 2 3/20/2019 - 3/19/2020	Year 3 3/20/2020 - 3/19/2021	Year 4 3/20/2021 - 3/19/2022	Year 5 3/20/2022 - 3/19/2023
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430, 61152	Configuration/ Data Management Specialist I	Contractor Facility	\$72.28	\$73.94	\$75.65	\$77.39	\$79.17
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430, 61152	Configuration/ Data Management Specialist III	Contractor Facility	\$108.75	\$111.25	\$113.81	\$116.42	\$119.10
541330ENG, 541380, 541420, 541715	Engineer II	Contractor Facility	\$75.79	\$77.53	\$79.31	\$81.14	\$83.01
611430, 611512	Facilitator/Trainer I	Contractor Facility	\$58.95	\$60.31	\$61.70	\$63.11	\$64.57
611430, 611512	Facilitator/Trainer II	Contractor Facility	\$82.92	\$84.83	\$86.78	\$88.78	\$90.82
611430, 611512	Facilitator/Trainer III	Contractor Facility	\$105.84	\$108.28	\$110.77	\$113.32	\$115.92
54151S	IT Specialist I	Contractor Facility	\$77.39	\$79.17	\$80.99	\$82.85	\$84.76
54151S	IT Specialist II	Contractor Facility	\$94.02	\$96.18	\$98.39	\$100.65	\$102.97
54151S	IT Specialist III	Contractor Facility	\$117.02	\$119.71	\$122.46	\$125.28	\$128.16
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430, 61152	Logistician II	Contractor Facility	\$106.39	\$108.83	\$111.34	\$113.90	\$116.52
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430, 61152	Task Lead	Contractor Facility	\$104.23	\$106.63	\$109.08	\$111.59	\$114.16
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430, 61152	Technical Writer I**	Contractor Facility	\$62.28	\$63.71	\$65.17	\$66.67	\$68.21
541330ENG, 541380, 541420, 54151S, 541611, 541715, 611430, 61152	Technical Writer II**	Contractor Facility	\$100.35	\$102.66	\$105.02	\$107.44	\$109.91



<b>SCA Eligible Labor Category</b>	<b>SCA Equivalent Code Title</b>	<b>Wage Determination No</b>
Administrative Specialist I	01111 General Clerk I	2015-4281
Administrative Specialist II	01112 General Clerk II	2015-4281
Administrative Specialist III	01113 General Clerk III	2015-4281
Technical Writer I	30461 Technical Writer I	2015-4281
Technical Writer II	30462 Technical Writer II	2015-4281

**Service Contract Act:** The Service Contract Labor Standards, formerly the Service Contract Act (SCA), apply to this contract and it includes SCLS applicable labor categories. Labor categories and fixed price services marked with a (\*\*) in this pricelist are based on the U.S. Department of Labor Wage Determination Number(s) identified in the SCLS/SCA matrix. The prices awarded are in line with the geographic scope of the contract (i.e., nationwide).



## LABOR CATEGORY DESCRIPTIONS

Description	Minimum Education Level	Minimum Years of Experience
<b>Administrative Specialist I</b>	High school diploma or general equivalency diploma	One
Prepares routine material, performs input, filing, copying and other clerical tasks. May answer phones, distribute mail/materials and perform other such clerical/administrative duties.		
<b>Administrative Specialist II</b>	High school diploma or general equivalency diploma	Five
Prepares correspondence and formal documentation in accordance with established style guidelines. Utilizes automated word processing software to develop correspondence and documentation. Utilizes automated database and spreadsheet software to maintain project manager contract status tracking information.		
<b>Administrative Specialist III</b>	High school diploma or general equivalency diploma	Eight
Prepares technical correspondence and formal documentation in accordance with established style guidelines. Utilizes automated word processing software to develop correspondence and documentation. Utilizes automated database and spreadsheet software to maintain project manager contract status tracking information. Prepares milestone charts and scheduling worksheets.		
<b>Analyst I</b>	Associate's degree or equivalent	One
Conducts complex analyses to include project management, acquisition, business analysis, financial analysis, logistics, systems functional analysis, quality management, organizational planning, scheduling, security, and other business, organizational, or program management disciplines. Resolves important business questions through the use of advanced techniques and the extension or modification of standard practices. Makes process change by integrating new processes with existing ones and communicating these changes to impacted business systems teams. Institutes quality improvement efforts. Performs at an entry-level or development level assignments. Works under direct supervision of a Project Manager, Project Lead, or Technical Lead.		
<b>Analyst II</b>	Associate's degree or equivalent	Four
Advises on complex analyses to include project management, acquisition, business analysis, financial analysis, logistics, systems functional analysis, quality management, organizational planning, scheduling, security, and other business, organizational, or program management disciplines. Resolves important business questions through the use of advanced techniques and the extension or modification of standard practices. Creates process change by integrating new processes with existing ones and communicating these changes to impacted business systems teams. Facilitates quality improvement efforts.		
<b>Analyst III</b>	Bachelor's degree or equivalent	Seven
Directs complex analyses to include project management, acquisition, business analysis, financial analysis, logistics, systems functional analysis, quality management, organizational planning, scheduling, security, and other business, organizational, or program management disciplines. Resolves important business questions through the use of advanced techniques and the extension or modification of standard practices. Oversees process change by integrating new processes with existing ones and communicating these changes to impacted business systems teams. Recommends quality improvement efforts.		
<b>Analyst IV</b>	Bachelor's degree or equivalent	Ten



Description	Minimum Education Level	Minimum Years of Experience
<p>Directs complex analyses to include project management, acquisition, business analysis, financial analysis, logistics, systems functional analysis, quality management, organizational planning, scheduling, security, and other business, organizational, or program management disciplines. Resolves important business questions through the use of advanced techniques and the extension or modification of standard practices. Oversees process change by integrating new processes with existing ones and communicating these changes to impacted business systems teams. Recommends quality improvement efforts.</p>		
<b>Analyst V</b>	Bachelor's degree or equivalent	Twelve
<p>Directs complex analyses to include project management, acquisition, business analysis, financial analysis, logistics, systems functional analysis, quality management, organizational planning, scheduling, security, and other business, organizational, or program management disciplines. Resolves important business questions through the use of advanced techniques and the extension or modification of standard practices. Oversees process change by integrating new processes with existing ones and communicating these changes to impacted business systems teams. Recommends quality improvement efforts.</p>		
<b>Configuration/Data Management Specialist I</b>	Bachelor's degree or equivalent	One
<p>Assists in analyzing engineering change proposals, design reviews, audits, scheduling, and budgeting. Assists in the development and implementation of computer-based configuration, data management systems and electronic data systems, and electronic data support. Develops and designs configuration/data management documentation. Monitors contractors, subcontractors, and vendors to ensure standards and requirements are being met. Performs at an entry-level or development level assignments. Works under direct supervision of a Project Manager, Project Lead, or Technical Lead.</p>		
<b>Configuration/Data Management Specialist II</b>	Bachelor's degree or equivalent	Four
<p>Analyzes engineering change proposals, design reviews, audits, scheduling, and budgeting. Assists in the development and implementation of computer-based configuration, data management systems and electronic data systems, and electronic data support. Develops and designs configuration/data management documentation. Monitors contractors, subcontractors, and vendors to ensure standards and requirements are being met. Identifies requirements and the development and implementation of computer-based configuration, data management systems, and electronic data systems. Works under general supervision of a Project Manager or Lead, and is able to act in their behalf when authorized.</p>		
<b>Configuration/Data Management Specialist III</b>	Bachelor's degree or equivalent	Eight
<p>Analyzes engineering change proposals, design reviews, audits, scheduling, and budgeting. Assists in the development and implementation of computer-based configuration, data management systems and electronic data systems, and electronic data support. Develops and designs configuration/data management documentation. Monitors contractors, subcontractors, and vendors to ensure standards and requirements are being met. Identifies requirements and the development and implementation of computer-based configuration, data management systems, and electronic data systems. Develops and implements new processes.</p>		
<b>Cyber Security Specialist I</b>	Associate's degree or equivalent	One



Description	Minimum Education Level	Minimum Years of Experience
<p>Assists with the development and implementation of information assurance (IA), and security standards and procedures. Coordinates, develops, and evaluates security programs for an organization. Performs analysis, design, and development of security features. Analyzes general information assurance-related technical problems and provides basic engineering and technical support in solving these problems. Performs vulnerability/risk analyses of systems and applications during all phases of the system development life cycle. Performs at an entry-level or development level assignments. Assists in the coordination of joint strategic and operational planning and execution of joint fires, targeting, capability pairing, and threat mitigation in support of Cyber Mission Force and other operations. Works under direct supervision of a Project Manager, Project Lead, or Technical Lead.</p>		
<p><b>Cyber Security Specialist II</b></p>	<p>Associate's degree or equivalent</p>	<p>Two</p>
<p>Assists with the development and implementation of information assurance (IA), and security standards and procedures. Coordinates, develops, and evaluates security programs for an organization. Performs analysis, design, and development of security features. Analyzes and defines security requirements systems. Analyzes general information assurance-related technical problems and provides basic engineering and technical support in solving these problems. Performs vulnerability/risk analyses of systems and applications during all phases of the system development life cycle. Assists in the coordination of joint strategic and operational planning and execution of joint fires, targeting, capability pairing, and threat mitigation in support of Cyber Mission Force and other operations. Works under general supervision of a Project Manager or Lead, and is able to act in their behalf when authorized.</p>		
<p><b>Cyber Security Specialist III</b></p>	<p>Bachelor's degree or equivalent</p>	<p>Five</p>
<p>Develops and implements information assurance (IA), and security standards and procedures. Coordinates, develops, and evaluates security programs for an organization. Recommends IA and security requirements. Supports customers in development and implementation of doctrine and policies. Performs analysis, design, and development of security features. Analyzes and defines security requirements systems. Designs, develops, engineers, and implements solutions that meet security requirements. Provides integration and implementation of the security solutions. Analyzes general information assurance-related technical problems and provides basic engineering and technical support in solving these problems. Performs vulnerability/risk analyses of computer systems and applications during all phases of the system development life cycle. Assists in the coordination of joint strategic and operational planning and execution of joint fires, targeting, capability pairing, and threat mitigation in support of Cyber Mission Force and other operations. Senior level personnel with a high degree of experience and knowledge in security disciplines.</p>		
<p><b>Cyber Security Specialist IV</b></p>	<p>Bachelor's degree or equivalent</p>	<p>Eight</p>
<p>Develops and implements information assurance (IA), and security standards and procedures. Coordinates, develops, and evaluates security programs for an organization. Recommends IA and security requirements. Supports customers in development and implementation of doctrine and policies. Performs analysis, design, and development of security features. Analyzes and defines security requirements systems. Designs, develops, engineers, and implements solutions that meet security requirements. Provides integration and implementation of the security solutions. Analyzes general information assurance-related technical problems and provides basic engineering and technical support in solving these problems. Performs vulnerability/risk analyses of computer systems and applications during all phases of the system development life cycle. Assists</p>		



Description	Minimum Education Level	Minimum Years of Experience
<p>in the coordination of joint strategic and operational planning and execution of joint fires, targeting, capability pairing, and threat mitigation in support of Cyber Mission Force and other operations. Senior level personnel with a high degree of experience and knowledge in security disciplines.</p>		
<b>Cyber Security Specialist V</b>	Bachelor's degree or equivalent	Ten
<p>Develops and implements information assurance (IA), and security standards and procedures. Coordinates, develops, and evaluates security programs for an organization. Recommends IA and security requirements. Supports customers in development and implementation of doctrine and policies. Performs analysis, design, and development of security features. Analyzes and defines security requirements systems. Designs, develops, engineers, and implements solutions that meet security requirements. Provides integration and implementation of the security solutions. Analyzes general information assurance-related technical problems and provides basic engineering and technical support in solving these problems. Performs vulnerability/risk analyses of computer systems and applications during all phases of the system development life cycle. Assists in the coordination of joint strategic and operational planning and execution of joint fires, targeting, capability pairing, and threat mitigation in support of Cyber Mission Force and other operations. Senior level personnel with a high degree of experience and knowledge in security disciplines.</p>		
<b>Cyber Security Specialist VI</b>	Bachelor's degree or equivalent	Twelve
<p>Develops and implements information assurance (IA), and security standards and procedures. Coordinates, develops, and evaluates security programs for an organization. Recommends IA and security requirements. Supports customers in development and implementation of doctrine and policies. Performs analysis, design, and development of security features. Analyzes and defines security requirements systems. Designs, develops, engineers, and implements solutions that meet security requirements. Provides integration and implementation of the security solutions. Analyzes general information assurance-related technical problems and provides basic engineering and technical support in solving these problems. Performs vulnerability/risk analyses of computer systems and applications during all phases of the system development life cycle. Assists in the coordination of joint strategic and operational planning and execution of joint fires, targeting, capability pairing, and threat mitigation in support of Cyber Mission Force and other operations. Senior level personnel with a high degree of experience and knowledge in security disciplines.</p>		
<b>Engineer I</b>	Bachelor's degree	One
<p>As participants in larger projects, they generally provide engineering solutions to a variety of difficult or complex problems. Perform a substantial portion of routine engineering tasks under on-going projects, demonstrating a broad knowledge of standard engineering principles and associated disciplines. Performs at an entry-level or development level assignments. Works under direct supervision of a Project Manager, Project Lead, or Technical Lead.</p>		
<b>Engineer II</b>	Bachelor's degree	Two
<p>Established practitioner of their engineering discipline and is typically assigned independent projects. Oversees others as they work with users to identify, define and validate system requirements. Experienced with and detailed knowledge of systems engineering standards, concepts, and practices. Engineering disciplines include but are not limited to electronics, aeronautics, human factors, logistics, producibility, manufacturing product assurance, physical and environmental safety, high altitude and space weather, civil engineering, test and evaluation, structural/materials analyses and acquisition. Works under general supervision of a Project Manager or Lead, and is able to act in their behalf when authorized.</p>		



Description	Minimum Education Level	Minimum Years of Experience
<b>Engineer III</b>	Bachelor's degree	Five
<p>Are typically assigned as leader for projects of substantial size and importance or are recognized individual technical contributors. Established practitioner of one or more engineering disciplines recognized by both peers and external community for accomplishments and contributions in their discipline. These disciplines include but are not limited to electronics, aeronautics, human factors, logistics, producibility, manufacturing product assurance, physical and environmental safety, high altitude and space weather, civil engineering, test and evaluation, structural/materials analyses and acquisition.</p>		
<b>Engineer IV</b>	Bachelor's degree	Eight
<p>Oversees the performance of one or more significant projects which may encompass multiple engineering disciplines. Senior level engineer with a high degree of experience and knowledge in engineering disciplines. As a technical leader in their field of expertise, they serve as an advisor for large programs of significant importance. Recognized by peers inside and outside the organization as significant contributors to engineering/scientific disciplines including but not limited to: electronic, electrical, aeronautical, environmental, mechanical, reliability, maintainability, acquisition, manufacturing, human factors, safety, prototype and production test, civil and structures. Works independently under minimal direction. Top level technical expert in one or more highly specialized area. Provides leadership on complex projects. Responsible for directing and monitoring the work of team members. Deals with top level in customer organization</p>		
<b>Engineer V</b>	Bachelor's degree	Ten
<p>Oversees the performance of one or more significant projects which may encompass multiple engineering disciplines. Senior level engineer with a high degree of experience and knowledge in engineering disciplines. As a technical leader in their field of expertise, they serve as an advisor for large programs of significant importance. Recognized by peers inside and outside the organization as significant contributors to engineering/scientific disciplines including but not limited to: electronic, electrical, aeronautical, environmental, mechanical, reliability, maintainability, acquisition, manufacturing, human factors, safety, prototype and production test, civil and structures. Works independently under minimal direction. Top level technical expert in one or more highly specialized area. Provides leadership on complex projects. Responsible for directing and monitoring the work of team members. Deals with top level in customer organization</p>		
<b>Engineer VI</b>	Bachelor's degree	Twelve
<p>Oversees the performance of one or more significant projects which may encompass multiple engineering disciplines. Senior level engineer with a high degree of experience and knowledge in engineering disciplines. As a technical leader in their field of expertise, they serve as an advisor for large programs of significant importance, and is recognized as a professional authority. Recognized by peers inside and outside the organization as significant contributors to engineering/scientific disciplines including but not limited to: electronic, electrical, aeronautical, environmental, mechanical, reliability, maintainability, acquisition, manufacturing, human factors, safety, prototype and production test, civil and structures. Works independently under minimal direction. Top level technical expert in one or more highly specialized area. Provides leadership on complex projects. Responsible for directing and monitoring the work of team members. Deals with top level in customer organization</p>		
<b>Engineer VII</b>	Bachelor's degree	Fifteen
<p>Oversees the performance of one or more significant projects which may encompass multiple engineering disciplines. Senior level engineer with a high degree of experience and knowledge in engineering disciplines.</p>		



Description	Minimum Education Level	Minimum Years of Experience
<p>As a technical leader in their field of expertise, they serve as an advisor for large programs of significant importance. Recognized by peers inside and outside the organization as significant contributors to engineering/scientific disciplines including but not limited to: electronic, electrical, aeronautical, environmental, mechanical, reliability, maintainability, acquisition, manufacturing, human factors, safety, prototype and production test, civil and structures. Works independently under minimal direction. Top level technical expert in one or more highly specialized area. Provides leadership on complex projects. Responsible for directing and monitoring the work of team members. Deals with top level in customer organization</p>		
<b>Facilitator/Trainer I</b>	Bachelor's degree or equivalent	Two
<p>Assist in the planning, scheduling, coordination, setup, and conducting of facilitation activities host organization/personnel and attending organizations/personnel. This includes setup and operation of audio/visual equipment/devices and computer equipment. Assist facilitator to ensure agency, attendees list, minutes, and resulting action items are documented for the record.</p>		
<b>Facilitator/Trainer II</b>	Bachelor's degree or equivalent	Five
<p>Provide training, facilitation, and related decision support services group training sessions, collaboration efforts, and working groups or integrated product, process or self-directed teams. Support the planning, scheduling, coordination, setup and conducting of facilitation activities with host/organization/personnel and attending organizations/personnel. Establishes site location, setup of audio/visual equipment/devices and computer equipment.</p>		
<b>Facilitator/Trainer III</b>	Bachelor's degree or equivalent	Eight
<p>Provide training, facilitation, and related decision support services group training sessions, collaboration efforts, and working groups or integrated product, process or self-directed teams. Support the planning, scheduling, coordination, setup and conducting of facilitation activities with host/organization/personnel and attending organizations/personnel. Establishes site location, setup of audio/visual equipment/devices and computer equipment.</p>		
<b>IT Specialist I</b>	Bachelor's degree or equivalent	One
<p>Applies knowledge and experience in supporting information technology activities. Provides requirements, data, design, planning, build, implementation, execution, and analysis for program/project life cycle. Designs, operates, and/or maintains technology products; and provides services related to software, hardware, databases, web resources, networks, and enterprise systems. Performs network management, software development and database administration. Performs at an entry-level or development level assignments. Works under direct supervision of a Project Manager, Project Lead, or Technical Lead.</p>		
<b>IT Specialist II</b>	Bachelor's degree or equivalent	Four
<p>Applies knowledge and experience in supporting information technology activities. Provides requirements, data, design, planning, build, implementation, execution, and analysis for program/project life cycle. Designs, operates, and/or maintains technology products; and provides services related to software, hardware, databases, web resources, networks, and enterprise systems. Performs network management, software development and database administration.</p>		
<b>IT Specialist III</b>	Bachelor's degree or equivalent	Seven



Description	Minimum Education Level	Minimum Years of Experience
<p>Applies knowledge and experience in supporting information technology activities. Provides requirements, data, design, planning, build, implementation, execution, and analysis for program/project life cycle. Designs, operates, and/or maintains technology products; and provides services related to software, hardware, databases, web resources, networks, and enterprise systems. Performs network management, software development and database administration.</p>		
<b>Logistician I</b>	Bachelor's degree or equivalent	One
<p>Provides life cycle logistics support to include technical and management discipline associated with the design, development, test, production, fielding, sustainment, and improvement/modification of systems. Evaluates, selects, and applies standard logistics engineering techniques, procedures, and criteria; makes adaptation and modifications. Analyzes and/or evaluates the results of an analysis, using techniques prescribed by senior engineers or supervisors. Works under direct supervision of a Project Manager, Project Lead, or Technical Lead.</p>		
<b>Logistician II</b>	Bachelor's degree or equivalent	Five
<p>Provides life cycle logistics support to include technical and management discipline associated with the design, development, test, production, fielding, sustainment, and improvement/modification of systems. Applies logistics engineering techniques and procedures to analyze and evaluate specific problem, data, or other features of the work which are broad in scope and complexity. Reviews and evaluates the quantity, quality, and overall adequacy of results and conclusions drawn from accomplishment of engineering tasks. Devises new approaches to problems encountered. Operates with general instructions; selected portions of work will be reviewed in detail to measure adequacy of approach, execution, and presentation.</p>		
<b>Program Manager I</b>	Bachelor's degree or equivalent	Five
<p>Responsible for the direction of a program or a particular function which may involve a single or several customer locations. Directs the efforts of administrative and professional support staff in carrying out the tasks necessary to meet the customer's requirements. Must have demonstrated capabilities for oral and written communications. Must have working knowledge of the areas for which responsibility is given. Meets with customer and contractor personnel to develop and review program plans, schedules, assignments, costs, etc. Ensures conformance with schedules and costs.</p>		
<b>Program Manager II</b>	Bachelor's degree or equivalent	Eight
<p>Responsible for the direction of a complex program or a particular function which may involve a single or several customer locations. Directs the efforts of a number of administrative and professional support staff in carrying out the tasks necessary to meet the customer's requirements. Must have demonstrated capabilities for oral and written communications with staff and management levels. Must have excellent knowledge of the areas for which responsibility is given. Meets with customer and contractor personnel to develop and review program plans, schedules, assignments, costs, etc. Ensures conformance with schedules and costs.</p>		
<b>Subject Matter Expert I</b>	Bachelor's degree or equivalent	Five
<p>Coordinates and manages the preparation of analysis, requirements, systems design, evaluations, and recommendations for proper implementation of programs and systems specifications in one or more of the specialized areas.</p>		



Description	Minimum Education Level	Minimum Years of Experience
<b>Subject Matter Expert II</b>	Bachelor's degree or equivalent	Eight
Provides technical, managerial, and administrative direction for problem definition, analysis, requirements development and implementation for complex systems in the subject matter area.		
<b>Subject Matter Expert III</b>	Bachelor's degree or equivalent	Ten
Provides technical, managerial, and administrative direction for problem definition, analysis, requirements development and implementation for complex to extremely complex systems in the subject matter area. Makes recommendations and advises on organization-wide system improvements, requirements, systems design, optimization, or sustainment efforts in one or more specialized areas.		
<b>Subject Matter Expert IV</b>	Bachelor's degree or equivalent	Twelve
Provides technical, managerial, and administrative direction for problem definition, analysis, requirements development and implementation for extremely complex systems in the subject matter area. Makes recommendations and advises on organization or enterprise-wide system improvements, requirements, systems design, optimization, or sustainment efforts in one or more specialized areas.		
<b>Subject Matter Expert V</b>	Bachelor's degree or equivalent	Fifteen
Provides technical, managerial, and administrative direction for problem definition, analysis, requirements development and implementation for extremely complex systems in the subject matter area. Makes recommendations and advises on organization or enterprise-wide system improvements, requirements, systems design, optimization, or sustainment efforts in one or more specialized areas.		
<b>Systems Architect I</b>	Bachelor's degree or equivalent	Two
Assists in the development and implementation of policies and procedures to ensure that systems support the organization's business requirements and meet the needs of end users. Defines systems requirements based on user/client needs, cost, and required integration with existing applications, systems, or platforms. Defines technical standards and functionality tests. May develop specifications, prototypes, or initial user guides. Performs at an entry-level or development level assignments. Works under direct supervision of a Project Manager, Project Lead, or Technical Lead.		
<b>Systems Architect II</b>	Bachelor's degree or equivalent	Five
Develops and implements policies and procedures to ensure that systems support the organization's business requirements and meet the needs of end users. Defines systems requirements based on user/client needs, cost, and required integration with existing applications, systems, or platforms. Defines technical standards and functionality tests. May develop specifications, prototypes, or initial user guides. Works under general supervision of a Project Manager or Lead, and is able to act in their behalf when authorized.		
<b>Systems Architect III</b>	Bachelor's degree or equivalent	Eight
Develops and implements policies and procedures to ensure that systems support the organization's business requirements and meet the needs of end users. Defines systems requirements based on user/client needs, cost, and required integration with existing applications, systems, or platforms. Defines technical standards and functionality tests. May develop specifications, prototypes, or initial user guides. Familiar with a variety of the field's concepts, practices, and procedures. Relies on extensive experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. Leads and directs the work of others.		
<b>Systems Architect IV</b>	Bachelor's degree or equivalent	Ten



Description	Minimum Education Level	Minimum Years of Experience
<p>Develops and implements policies and procedures to ensure that systems support the organization's business requirements and meet the needs of end users. Defines systems requirements based on user/client needs, cost, and required integration with existing applications, systems, or platforms. Defines technical standards and functionality tests. May develop specifications, prototypes, or initial user guides. May provide consultation on complex projects and is considered to be the top level contributor/specialist.</p>		
<b>Task Lead</b>	Bachelor's degree or equivalent	Five
<p>Responsible for the direction of a complex program or a particular function which may involve a single or several customer locations. Provides support to the Program Manager, and directs the efforts of a number of administrative and professional support staff in carrying out the tasks necessary to meet the customer's requirements. Must have demonstrated capabilities for oral and written communications with staff and management levels. Must have excellent knowledge of the areas for which responsibility is given. Meets with customer and contractor personnel to develop and review program plans, schedules, assignments, costs, etc. Ensures conformance with schedules and costs.</p>		
<b>Technical Writer I</b>	Bachelor's degree or equivalent	One
<p>Assists with the development, writing, revising, and editing of reports, articles, manuals, specifications, presentation materials, illustration, and other technical and non-technical documents, publications, etc. Uses rough outlines and resource materials and interprets information obtained through research or provided by experts. Monitors document completion throughout the writing process to final format.</p>		
<b>Technical Writer II</b>	Bachelor's degree or equivalent	Five
<p>Develops, writes, revises, and edits reports, articles, manuals, specifications, presentation materials, illustration, and other technical and non-technical documents, publications, etc. Uses rough outlines and resource materials and interprets information obtained through research or provided by experts. Monitors document completion throughout the writing process to final format.</p>		



## LABOR CATEGORY SUBSTITUTIONS

Labor Category	Min Edu	Min Exp	PhD	Masters	Bachelors	Associate	High School
Administrative Specialist I**	High School	1	0	0	0	0	
Administrative Specialist II**	High School	5	0	0	1	3	
Administrative Specialist III**	High School	8	0	0	4	6	
Analyst I	Associates	1	0	0	0		3
Analyst II	Associates	4	0	0	0		6
Analyst III	Bachelors	7	0	3		9	11
Analyst IV	Bachelors	10	2	6		12	14
Analyst V	Bachelors	12	4	8		14	16
Configuration/ Data Management Specialist I	Bachelors	1	0	0		3	5
Configuration/ Data Management Specialist II	Bachelors	4	0	0		6	8
Configuration/ Data Management Specialist III	Bachelors	8	0	4		10	12
Cyber Security Specialist I	Associates	1	0	0	0		3
Cyber Security Specialist II	Associates	2	0	0	0		4
Cyber Security Specialist III	Bachelors	5	0	1		7	9
Cyber Security Specialist IV	Bachelors	8	0	4		10	12
Cyber Security Specialist V	Bachelors	10	2	6		12	14
Cyber Security Specialist VI	Bachelors	12	4	8		14	16
Engineer I	Bachelors	1	0	0		N/A	N/A
Engineer II	Bachelors	2	0	0		N/A	N/A
Engineer III	Bachelors	5	0	1		N/A	N/A
Engineer IV	Bachelors	8	0	4		N/A	N/A
Engineer V	Bachelors	10	2	6		N/A	N/A
Engineer VI	Bachelors	12	4	8		N/A	N/A
Engineer VII	Bachelors	15	7	11		N/A	N/A



Labor Category	Min Edu	Min	PhD	Masters	Bachelors	Associate	High
Facilitator/Trainer I	Bachelors	2	0	0		4	6
Facilitator/Trainer II	Bachelors	5	0	1		7	9
Facilitator/Trainer III	Bachelors	8	0	4		10	12
IT Specialist I	Bachelors	1	0	0		3	5
IT Specialist II	Bachelors	4	0	0		6	9
IT Specialist III	Bachelors	7	0	3		9	11
Logistician I	Bachelors	1	0	0		3	5
Logistician II	Bachelors	5	0	1		7	9
Program Manger I	Bachelors	5	0	1		7	9
Program Manger II	Bachelors	8	0	4		10	12
Subject Matter Expert I	Bachelors	5	0	1		7	9
Subject Matter Expert II	Bachelors	8	0	4		10	12
Subject Matter Expert III	Bachelors	10	2	6		12	14
Subject Matter Expert IV	Bachelors	12	4	8		14	16
Subject Matter Expert V	Bachelors	15	7	11		17	19
Systems Architect I	Bachelors	2	0	0		4	6
Systems Architect II	Bachelors	5	0	1		7	9
Systems Architect III	Bachelors	8	0	4		10	12
Systems Architect IV	Bachelors	10	2	6		12	14
Task Lead	Bachelors	5	0	1		7	9
Technical Writer I	Bachelors	1	0	0		3	5
Technical Writer II	Bachelors	5	0	1		7	9