

Versar, Inc.
Contract #: 47QRAA18D00F7
Authorized Federal Supply Schedule Price List

MAS Multiple Award Schedule
Federal Supply Group Professional Services

Contract Period:06 September 2018 thru 05 September 2023
Price list current as of Modification #PA-0014, effective June 15, 2020



Versar, Inc.
Large Business
6850 Versar Center Suite 201, Springfield, VA 2151
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<http://www.versar.com>
POC: Geoff Tucker, Director of Contracts
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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 for GSA *Advantage!*® is www.gsadvantage.gov. For more information on ordering from Federal Supply Schedules click on the FSS Schedules button at fss.gsa.gov.

(ii) CUSTOMER INFORMATION

1a. Special Item Number(s):

SIN	SIN Title
541330ENG	Engineering Services
541420	Engineering System Design and Integration Services
541380	Testing Laboratories
541715	Engineering Research and Development and Strategic Planning
541611	Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services
541620	Environmental Consulting Services
611430	Professional and Management Development Training
562910REM	Environmental Remediation Services
OLM	Order Level Materials (OLM)

See pages 5-8 for SIN descriptions

 Versar has been awarded the Disaster Recovery Purchasing. Section 833 of the National Defense Authorization Act allows state and local governments to purchase products and services to facilitate recovery from a major disaster. This does include advance and pre-positioning in preparation for a disaster.

1b. Price List and Rates: See page 9. Labor rates in support of the awarded SINs are valid for all work locations.

1c. Description of job titles, experience, functional responsibility, and education for services performed: See page 22 for the list of Versar labor categories and descriptions.

2. Maximum Order:

541330ENG	Engineering Services	\$1,000,000.00
541715	Engineering Research and Development and Strategic Planning	\$1,000,000.00
541420	Engineering System Design and Integration Services	\$1,000,000.00
541380	Testing Laboratories	\$250,000.00
541611	Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services	\$1,000,000.00
541620	Environmental Consulting Services	\$1,000,000.00
611430	Professional and Management Development Training	\$1,000,000.00
562910REM	Environmental Remediation Services	\$1,000,000.00
OLM	Order Level Materials	\$250,000

3. Minimum Order: \$100.00.

4. **Geographic Coverage (delivery Area):** Worldwide
5. **Point(s) of production (city, county, and state or foreign country):** Multiple points of production that are dependent on the ordering activity's requirements.
6. **Discount from list prices or statement of net price:** All prices listed are shown NET of discount.
7. **Quantity discounts:** None Offered.
8. **Prompt payment terms:** None. Payment terms are **NET 30**. 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:** Yes, Versar will accept the Government purchase card for payments equal to or less than the micro-purchase threshold.
- 9b. **Government purchase cards** are accepted above the micro-purchase threshold.
10. **Foreign items:** No foreign products will be provided at this time. All items are U.S. made end products, designated country end products, Caribbean Basin country end products, Canadian end products, or Mexican end products as defined in the Trade Agreements Act of 1979, as amended.
- 11a. **Time of Delivery:** Delivery Schedule shall be specified in each Delivery Order/Task Order.
- 11b. **Expedited Delivery:** Contact Contractor.
- 11c. **Overnight and 2-day delivery:** Contact Contractor.
- 11d. **Urgent Requirements:** Clause I-FSS-140-B, Urgent Requirements, applies to Versar's PSS Contract. Ordering agencies may contact either of the points of contact identified below to inquire about faster delivery.
12. **F.O.B Points(s):** Destination (Worldwide)
- 13a. **Ordering Address:**

Versar, Inc.
Attn: Geoff Tucker, Director of Contracts
6850 Versar Center
Springfield, VA 22151
703-593-9646
GTucker@versar.com>
- 13b. **Ordering procedures:** For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA's) are found in Federal Acquisition Regulation (FAR) 8.405-3.

14. **Payment addresses:** Versar encourages all customers to remit funds electronically. Please provide reference information for all payments, by either electronic funds transfer or checks, by indicating the name of the customer making the payment, the contract number and the invoice number. Please include the following additional information, if available, to assist in the proper payment application: delivery order number, project number and Versar customer service representative. If you are submitting a check that has not been mailed directly to the lockbox by a customer, always include your name and telephone number so that cash receipts personnel can follow up with questions as necessary.
15. **Warranty provision:** For the purpose of this contract, commitments, warranties and representations include that the items delivered hereunder are merchantable and fit for use for the particular purpose described in this contract. Except as otherwise provided by an express or implied warranty, Versar will not be liable to the Government for consequential damages resulting from any defect or deficiencies in accepted items. Versar shall comply with all applicable Federal, State and local laws, executive orders, rules and regulations applicable to its performance under this contract.
16. **Export Packing Charges:** Not applicable.
17. **Terms and conditions of Government purchase card acceptance (any thresholds above the micro-purchase level):** Government purchase cards may be accepted for payment above the micro-purchase threshold, if agreed to by the parties.
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.
21. **Terms and conditions for any other services:** Not applicable.
22. **List of service and distribution points:** Not applicable.
23. **List of participating dealers:** Not applicable.
24. **Preventive maintenance:** Not applicable.
- 24a. **Environmental attributes:** Not applicable.
- 24b. **Section 508 compliance:** Ordering agencies shall state in delivery order solicitations their requirements for Section 508 compliance, if any. The price of Section 508 compliance shall be negotiated on a delivery order basis.
25. **Data Universal Numbering System (DUNS) number:** 066764747
26. **System for Award Management (SAM):** Versar is registered in the SAM; its entry can

be viewed via the above provided DUNS number. For the purposes of this contract, the DUNS number is 066764747 and the CAGE Code is 4E746.

SIN Descriptions

541330ENG Engineering Services

Services include: applying physical laws and principles of engineering in the design, development, and utilization of machines, materials, instruments, processes, and systems. Services may involve any of the following activities: provision of advice, concept development, requirements analysis, preparation of feasibility studies, preparation of preliminary and final plans and designs, provision of technical services during the construction or installation phase, inspection and evaluation of engineering projects, and related services.

NOTE: Services under this SIN cannot include architect-engineer services as defined in the Brooks Act and FAR Part 2, or construction services as defined in FAR Parts 2 and 36.

541715 Engineering Research and Development and Strategic Planning

Service include conducting research and experimental development (except nanotechnology and biotechnology research and experimental development) in the physical, engineering and life sciences such as; such as agriculture, electronics, environmental, biology, botany, computers, chemistry, food, fisheries, forests, geology, health, mathematics, medicine, oceanography, pharmacy, physics, veterinary and other allied subjects.

541420 Engineering System Design and Integration Services

Services include creating and developing designs and specifications that optimize the use, value, and appearance of their products. These services can include determination of the materials, construction, mechanisms, shape, color, and surface finishes of the product, taking into consideration human characteristics and needs, safety, market appeal, and efficiency in production, distribution, use, and maintenance.

Associated tasks include, but are not limited to computer-aided design, e.g. CADD, risk reduction strategies and recommendations to mitigate identified risk conditions, fire modeling, performance-based design reviews, high level detailed specification and scope preparation, configuration, management and document control, fabrication, assembly and simulation, modeling, training, consulting, analysis of single or multi spacecraft missions and mission design analysis.

NOTE: Services under this NAICs cannot include architect-engineer services as defined in the Brooks Act and FAR Part 2 or construction services as defined in the Federal Acquisition Regulation Part 36 and Part 2. An implementation guide for Space launch Integration Services (SLIS) can be found at www.gsa.gov/psschedule - click on "Professional Engineering Solutions".

541380 Testing Laboratories

Includes testing laboratory services and veterinary, natural, and life sciences; testing services and laboratories; and other professional, scientific, and technical consulting services.

Testing and services include, but are not limited to: physical, chemical, analytical, or other testing services; quality assurance; fire safety inspections; training; safety audits; relying upon experimental, empirical, quantifiable data, relying on the scientific method, and professional services, tasks, and

labor categories in the fields of biology, chemistry, physics, earth sciences, atmospheric science, oceanography, materials sciences, mathematics, geology, astronomy, veterinary medicine, statistics, systems science, etc., (excludes social and behavioral sciences).

Examples of labor categories include, but are not limited to, Scientific Researchers, Biologists, Physicists, Mathematicians, Statisticians, Research Engineers, Meteorologists, Lab Technicians, Veterinarians and Veterinary Services, Chemists, Biochemical Engineers, Research Nurses.

541611 Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services

Provide operating advice and assistance on administrative and management issues. Examples include: strategic and organizational planning, business process improvement, acquisition and grants management support, facilitation, surveys, assessment and improvement of financial management systems, financial reporting and analysis, due diligence in validating an agency's portfolio of assets and related support services, strategic financial planning, financial policy formulation and development, special cost studies, actuarial services, economic and regulatory analysis, benchmarking and program metrics, and business program and project management.

Inherently Governmental services as identified in FAR 7.503 or by the ordering agency are prohibited. It is the responsibility of the Contracting Officer placing the order to make this determination. Ordering activities must require prospective contractors to identify potential conflicts of interest and address those, prior to task order award.

Personal services as defined in FAR 37.104 are prohibited.

541620 Environmental Consulting Services

Services include providing advice and assistance to businesses and other organizations on environmental issues, such as the control of environmental contamination from pollutants, toxic substances, and hazardous materials; Endangered species, wetland, watershed, and other natural resource management plans; Archeological and/or cultural resource management plans. This includes identifying problems (e.g., inspect buildings for hazardous materials), measure and evaluate risks, and recommend solutions. Multi-disciplined staff of scientists, engineers, and other technicians with expertise in areas, such as air and water quality, asbestos contamination, remediation, ecological restoration, and environmental law such as Planning and Documentation Services for the development, planning, facilitation, coordination, and documentation of and/or for environmental initiatives (or mandates such as Executive Order 13693 in areas of chemical, radiological, and/or hazardous materials; ISO 14001 Environmental Management System (EMS) and sustainable performance measure development; Environmental Assessment (EA) and Environmental Impact Statement (EIS) preparation under the National Environmental Policy Act (NEPA).

611430 Professional and Management Development Training

Services include offering an array of short duration courses and seminars for management and professional development. Training for career development may be provided directly to individuals or through employers' training programs, and courses may be customized or modified to meet the special needs of customers. Instruction may be provided in diverse settings, such as the establishment's or agency's training facilities, and through diverse means, such as correspondence, television, the Internet, or other electronic and distance-learning methods. The training provided may include the use

of simulators and simulation methods.

Examples include Training Services that are instructor led Training or Web Based Training of Education Courses, Course Development and Test Administration, Learning Management, and Internships; Environmental Training Services in order to meet Federal mandates and Executive Orders; training of agency personnel to deal with media and media responses; Logistics Training Services related to system operations, automated tools for supply and value chain management, property and inventory management, distribution and transportation management, and maintenance of equipment and facilities; Audit & Financial training services related to course development and instruction required to support audit, review, financial assessment and financial management activities.

Any firm offering Defense Acquisition Workforce Improvement Act (DAWIA) and Federal Acquisition Certification in Contracting (FAC-C) Training for Acquisition Workforce Personnel will include an identify only DAWIA and FAC-C courses that have been deemed DAU equivalent or approved by the Federal Acquisition Institute (FAI).

NOTE: In accordance with OMB Policy Letter 05-01, civilian agencies must follow the course equivalency determinations accepted by the Defense Acquisition University (DAU) to ensure that core training is comparable across the workforce and qualifies for certification. When procuring FAC-C and DAWIA training for the audience identified below, the task order level Contracting Officer shall confirm that the courses being acquired are listed on one of the following websites: <https://www.fai.gov/drupal/certification/verified-contracting-course-vendor-listing> OR <http://icatalog.dau.mil/appg.aspx> (click on commercial vendors). Training Audience – Acquisition professionals interested in completing FAC-C or DAWIA"

562910REM Environmental Remediation Services

Remediation services include site preparation, characterization, field investigation, conservation and closures, emergency response cleanup (ERC), underground storage tank/above-ground storage tank (UST/AST) removal, air monitoring, soil vapor extraction, stabilization/solidification, bio-venting, carbon absorption, containment, monitoring and/or reduction of hazardous waste sites, unexploded ordnance removal, and remediation-related laboratory testing (e.g., biological, chemical, physical, pollution and soil testing). Reclamation services include: creating new land from sea or riverbeds, wetland restoration, and restoring areas to a more natural state (e.g., after pollution, desertification, or salinization have made it unusable).

NOTE: Services offered under this scope shall not include any remediation/transportation/disposal of radioactive waste, asbestos and/or paint abatement, radon mitigation, or construction and architect-engineer services as set forth in FAR Part 36 (including construction, alteration or repair of buildings, structures, or other real property). This SIN does not include Davis-Bacon work as defined in Federal Acquisition Regulation Subpart 22.4. Ordering agencies must ensure the work being required is not covered by the Davis-Bacon Act

OLM (Order Level Materials)

"OLMs are supplies and/or services acquired in direct support of an individual task or delivery order placed against a Schedule contract or BPA. OLM pricing is not established at the Schedule contract or BPA level, but at the order level. Since OLMs are identified and acquired at the order level, the ordering contracting officer (OCO) is responsible for making a fair and reasonable price determination

for all OLMs.

OLMs are procured under a special ordering procedure that simplifies the process for acquiring supplies and services necessary to support individual task or delivery orders placed against a Schedule contract or BPA. Using this new procedure, ancillary supplies and services not known at the time of the Schedule award may be included and priced at the order level.

OLM SIN-Level Requirements/Ordering Instructions:

OLMs are:

- Purchased under the authority of the FSS Program
- Unknown until an order is placed
- Defined and priced at the ordering activity level in accordance with GSAR clause 552.238-115 Special Ordering Procedures for the Acquisition of Order-Level Materials. (Price analysis for OLMs is not conducted when awarding the FSS contract or FSS BPA; therefore, GSAR 538.270 and 538.271 do not apply to OLMs)
- Only authorized for use in direct support of another awarded SIN.
- Only authorized for inclusion at the order level under a Time-and-Materials (T&M) or Labor-Hour (LH) Contract Line Item Number (CLIN)
- Subject to a Not To Exceed (NTE) ceiling price

OLMs are not:

- ""Open Market Items.""
- Items awarded under ancillary supplies/services or other direct cost (ODC) SINs (these items are defined, priced, and awarded at the FSS contract level)

OLM Pricing:

- Prices for items provided under the Order-Level Materials SIN must be inclusive of the Industrial Funding Fee (IFF).
- The value of OLMs in a task or delivery order, or the cumulative value of OLMs in orders against an FSS BPA awarded under an FSS contract, cannot exceed 33.33%.

NOTE: When used in conjunction with a Cooperative Purchasing eligible SIN, this SIN is Cooperative Purchasing Eligible."



GSA Price List

Item	SINS	Awarded Labor Category	Site	Year 1	Year 2	Year 3	Year 4	Year 5
1	541620, 611430, 56291REM	Program Manager I	Contractor	\$180.52	\$184.13	\$187.82	\$191.57	\$195.40
2	541330EN G, 541715	Program Manager II	Contractor	\$234.39	\$239.08	\$243.86	\$248.73	\$253.71
3	541620, 611430, 56291REM	Project Manager I	Contractor	\$163.09	\$166.36	\$169.68	\$173.08	\$176.54
4	541330EN G, 541715	Project Manager II	Contractor	\$199.98	\$203.98	\$208.06	\$212.22	\$216.46
5	541620, 611430, 56291REM	Administrative Assistant I**	Contractor	\$53.09	\$54.15	\$55.23	\$56.34	\$57.46
6	541620, 611430, 56291REM	Administrative Assistant II**	Contractor	\$80.62	\$82.24	\$83.88	\$85.56	\$87.27
7	541611	Administrative Support**	Contractor	\$109.54	\$111.73	\$113.97	\$116.25	\$118.57
8	541620, 611430, 56291REM	Asbestos/Lead Specialist	Contractor	\$85.39	\$87.10	\$88.84	\$90.62	\$92.43
9	541330EN G, 541715	CADD Operator	Contractor	\$94.41	\$96.30	\$98.22	\$100.19	\$102.19
10	541620, 611430, 56291REM	Clerical/ Word Processor**	Contractor	\$39.78	\$40.57	\$41.39	\$42.21	\$43.06
11	541620, 611430, 56291REM	Data Manager	Contractor	\$86.29	\$88.01	\$89.77	\$91.57	\$93.40
12	541611	Editor	Contractor	\$80.22	\$81.83	\$83.46	\$85.13	\$86.83
13	541330EN G, 541715	Estimator	Contractor	\$148.67	\$151.64	\$154.67	\$157.76	\$160.92
14	541611	Facilitator	Contractor	\$83.88	\$85.56	\$87.27	\$89.01	\$90.79
15	541611	Facilitator II	Contractor	\$119.13	\$121.52	\$123.95	\$126.43	\$128.95
16	541620, 611430, 56291REM	Field Technician I	Contractor	\$61.69	\$62.93	\$64.19	\$65.47	\$66.78
17	541620, 611430, 56291REM	Field Technician II	Contractor	\$70.45	\$71.86	\$73.29	\$74.76	\$76.26
18	541611	Graphic Artist**	Contractor	\$80.92	\$82.54	\$84.19	\$85.87	\$87.59
19	541620, 611430, 56291REM	Hazardous Material/Waste Specialist	Contractor	\$78.34	\$79.90	\$81.50	\$83.13	\$84.80



20	541620, 611430, 56291REM	Health & Safety Manager/CIH	Contractor	\$127.23	\$129.78	\$132.37	\$135.02	\$137.72
21	541620, 611430, 56291REM	Junior CADD Operator	Contractor	\$47.81	\$48.76	\$49.74	\$50.73	\$51.75
22	541620, 611430, 56291REM	Junior Chemist	Contractor	\$70.62	\$72.03	\$73.47	\$74.94	\$76.44
23	541620, 611430, 56291REM	Junior Engineer I	Contractor	\$64.84	\$66.13	\$67.46	\$68.80	\$70.18
24	541330EN G, 541715	Junior Engineer II	Contractor	\$98.93	\$100.91	\$102.93	\$104.99	\$107.09
25	541620, 611430, 56291REM	Junior Environmental Scientist	Contractor	\$54.00	\$55.07	\$56.18	\$57.30	\$58.45
26	541620, 611430, 56291REM	Junior Hydrogeologist	Contractor	\$70.17	\$71.57	\$73.00	\$74.46	\$75.95
27	541611	Management Consultant I	Contractor	\$67.02	\$68.36	\$69.73	\$71.13	\$72.55
28	541611	Management Consultant II	Contractor	\$90.78	\$92.60	\$94.45	\$96.34	\$98.26
29	541611	Management Consultant III	Contractor	\$142.78	\$145.64	\$148.55	\$151.52	\$154.55
30	541620, 611430, 56291REM	Mid-Level Chemist	Contractor	\$105.51	\$107.62	\$109.77	\$111.97	\$114.21
31	541620, 611430, 56291REM	Mid-Level Engineer I	Contractor	\$96.02	\$97.94	\$99.90	\$101.90	\$103.94
32	541330EN G, 541715	Mid-Level Engineer II	Contractor	\$162.77	\$166.03	\$169.35	\$172.73	\$176.19
33	541620, 611430, 56291REM	Mid-Level Environmental Scientist/Biologist	Contractor	\$69.03	\$70.41	\$71.82	\$73.25	\$74.72
34	541620, 611430, 56291REM	Mid-Level Geologist	Contractor	\$117.40	\$119.75	\$122.14	\$124.59	\$127.08
35	541620, 611430, 56291REM	Mid-Level Hydrogeologist	Contractor	\$122.61	\$125.06	\$127.56	\$130.11	\$132.72
36	541330EN G, 541420, 541380	Principal Professional I	Contractor	\$132.55	\$135.21	\$137.91	\$140.67	\$143.48
37	541620, 611430, 56291REM	Principal Professional I	Contractor	\$101.95	\$103.99	\$106.07	\$108.20	\$110.36
38	541330EN G, 541420, 541380	Principal Professional II	Contractor	\$149.91	\$152.91	\$155.97	\$159.09	\$162.27



39	541330EN G, 541420, 541380, 541715	Principal Professional III	Contractor	\$181.46	\$185.09	\$188.79	\$192.57	\$196.42
40	541620, 611430, 56291REM	Principal Professional III	Contractor	\$142.44	\$145.29	\$148.19	\$151.16	\$154.18
42	541330EN G, 541420, 541380, 541715, 541715	Principal Professional IV	Contractor	\$197.25	\$201.19	\$205.22	\$209.32	\$213.51
43	541620, 611430, 56291REM	Principal Professional IV	Contractor	\$154.79	\$157.89	\$161.04	\$164.27	\$167.55
44	541330EN G, 541420, 541380, 541715	Principal Professional V	Contractor	\$205.14	\$209.24	\$213.43	\$217.69	\$222.05
45	541620, 611430, 56291REM	Principal Professional V	Contractor	\$161.01	\$164.23	\$167.51	\$170.86	\$174.28
46	541330EN G, 541420, 541380, 541715	Principal Professional VI	Contractor	\$257.21	\$262.35	\$267.60	\$272.95	\$278.41
47	541620, 611430, 56291REM	Principal Professional VI	Contractor	\$201.87	\$205.91	\$210.03	\$214.23	\$218.52
48	541330EN G, 541420, 541380, 541715	Professional I	Contractor	\$42.60	\$43.45	\$44.32	\$45.21	\$46.11
49	541611	Professional I	Contractor	\$42.40	\$43.25	\$44.11	\$44.99	\$45.89
50	541620, 611430, 56291REM	Professional I	Contractor	\$33.44	\$34.11	\$34.79	\$35.49	\$36.20
51	541330EN G, 541420, 541380, 541715	Professional II	Contractor	\$66.27	\$67.59	\$68.94	\$70.32	\$71.73
52	541611	Professional II	Contractor	\$65.19	\$66.49	\$67.82	\$69.18	\$70.56
53	541620, 611430, 56291REM	Professional II	Contractor	\$52.02	\$53.06	\$54.12	\$55.20	\$56.31
54	541330EN G, 541420, 541380, 541715	Professional III	Contractor	\$75.74	\$77.25	\$78.80	\$80.37	\$81.98
55	541611	Professional III	Contractor	\$74.87	\$76.37	\$77.90	\$79.45	\$81.04



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56	541620, 611430, 56291REM	Professional III	Contractor	\$59.45	\$60.63	\$61.85	\$63.08	\$64.35
57	541330EN G, 541420, 541380, 541715	Professional IV	Contractor	\$82.06	\$83.70	\$85.37	\$87.08	\$88.82
58	541611	Professional IV	Contractor	\$81.22	\$82.84	\$84.50	\$86.19	\$87.91
59	541620, 611430, 56291REM	Professional IV	Contractor	\$64.39	\$65.68	\$66.99	\$68.33	\$69.70
60	541330EN G, 541420, 541380, 541715	Professional V	Contractor	\$85.22	\$86.92	\$88.66	\$90.44	\$92.24
61	541611	Professional V	Contractor	\$83.29	\$84.96	\$86.66	\$88.39	\$90.16
62	541620, 611430, 56291REM	Professional V	Contractor	\$66.88	\$68.22	\$69.58	\$70.98	\$72.39
63	541330EN G, 541420, 541380, 541715	Professional VI	Contractor	\$93.10	\$94.96	\$96.86	\$98.80	\$100.77
64	541611	Professional VI	Contractor	\$91.31	\$93.14	\$95.00	\$96.90	\$98.84
65	541620, 611430, 56291REM	Professional VI	Contractor	\$73.06	\$74.52	\$76.01	\$77.53	\$79.08
66	541611	Programmer	Contractor	\$89.60	\$91.39	\$93.22	\$95.09	\$96.99
67	541330EN G, 541715	Quality Control Supervisor	Contractor	\$207.34	\$211.48	\$215.71	\$220.03	\$224.43
68	541330EN G, 541420, 541380, 541715	Secretary/ Clerk I**	Contractor	\$34.72	\$35.41	\$36.12	\$36.85	\$37.58
69	541611	Secretary/ Clerk I**	Contractor	\$39.48	\$40.27	\$41.07	\$41.89	\$42.73
70	541620, 611430, 56291REM	Secretary/ Clerk I**	Contractor	\$33.02	\$33.68	\$34.35	\$35.04	\$35.74
71	541330EN G, 541420, 541380, 541715	Secretary/ Clerk II	Contractor	\$37.86	\$38.62	\$39.39	\$40.18	\$40.99
72	541611	Secretary/ Clerk II	Contractor	\$45.69	\$46.61	\$47.54	\$48.49	\$49.46
73	541620, 611430, 56291REM	Secretary/ Clerk II	Contractor	\$35.52	\$36.23	\$36.95	\$37.69	\$38.44



74	541330EN G, 541420, 541380	Secretary/ Clerk III**	Contractor	\$41.03	\$41.85	\$42.69	\$43.54	\$44.41
75	541620, 611430, 56291REM	Secretary/ Clerk III**	Contractor	\$38.88	\$39.66	\$40.45	\$41.26	\$42.09
76	541330EN G, 541420, 541380, 541715	Secretary/ Clerk IV**	Contractor	\$48.93	\$49.91	\$50.90	\$51.92	\$52.96
77	541620, 611430, 56291REM	Secretary/ Clerk IV**	Contractor	\$42.75	\$43.61	\$44.48	\$45.37	\$46.27
78	541330EN G, 541420, 541380, 541715	Secretary/ Clerk V	Contractor	\$53.65	\$54.73	\$55.82	\$56.94	\$58.08
79	541620, 611430, 56291REM	Secretary/ Clerk V	Contractor	\$52.14	\$53.18	\$54.25	\$55.33	\$56.44
80	541620, 611430, 56291REM	Secretary/ Clerk VI**	Contractor	\$63.38	\$64.64	\$65.94	\$67.25	\$68.60
81	541330EN G, 541420, 541380, 541715	Secretary/ Clerk VI**	Contractor	\$56.81	\$57.94	\$59.10	\$60.28	\$61.49
82	541620, 611430, 56291REM	Senior Chemist	Contractor	\$127.66	\$130.21	\$132.81	\$135.47	\$138.18
83	541620, 611430, 56291REM	Senior Computer Scientist	Contractor	\$135.50	\$138.21	\$140.97	\$143.79	\$146.67
84	541620, 611430, 56291REM	Senior Engineer I	Contractor	\$153.81	\$156.89	\$160.03	\$163.23	\$166.49
85	541330EN G, 541715	Senior Engineer II	Contractor	\$181.21	\$184.83	\$188.53	\$192.30	\$196.15
86	541330EN G, 541715	Senior Engineer Technician	Contractor	\$86.81	\$88.55	\$90.32	\$92.12	\$93.97
87	541620, 611430, 56291REM	Senior Environmental Scientist/Biologist	Contractor	\$110.84	\$113.06	\$115.32	\$117.63	\$119.98
88	541611	Senior Facilitator	Contractor	\$198.97	\$202.95	\$207.01	\$211.15	\$215.37
89	541620, 611430, 56291REM	Senior Geologist	Contractor	\$155.62	\$158.73	\$161.90	\$165.14	\$168.45
90	541620, 611430, 56291REM	Senior Hydrogeologist	Contractor	\$153.06	\$156.12	\$159.24	\$162.43	\$165.67
91	541611	Senior Management Consultant	Contractor	\$184.06	\$187.74	\$191.50	\$195.33	\$199.23



92	541330EN G, 541420, 541380, 541715	Senior Professional I	Contractor	\$88.36	\$90.13	\$91.93	\$93.77	\$95.65
93	541611	Senior Professional I	Contractor	\$88.56	\$90.34	\$92.14	\$93.99	\$95.86
94	541620, 611430, 56291REM	Senior Professional I	Contractor	\$73.06	\$74.52	\$76.01	\$77.53	\$79.08
95	541330EN G, 541420, 541380, 541715	Senior Professional II	Contractor	\$100.99	\$103.01	\$105.07	\$107.17	\$109.31
96	541611	Senior Professional II	Contractor	\$101.67	\$103.71	\$105.78	\$107.90	\$110.05
97	541620, 611430, 56291REM	Senior Professional II	Contractor	\$79.26	\$80.85	\$82.47	\$84.12	\$85.80
98	541330EN G, 541420, 541380, 541715	Senior Professional III	Contractor	\$105.73	\$107.85	\$110.00	\$112.20	\$114.45
99	541611	Senior Professional III	Contractor	\$104.85	\$106.94	\$109.08	\$111.26	\$113.49
100	541620, 611430, 56291REM	Senior Professional III	Contractor	\$82.97	\$84.63	\$86.32	\$88.05	\$89.81
101	541330EN G, 541420, 541380, 541715	Senior Professional IV	Contractor	\$118.36	\$120.72	\$123.14	\$125.60	\$128.11
102	541611	Senior Professional IV	Contractor	\$110.32	\$112.52	\$114.77	\$117.07	\$119.41
103	541620, 611430, 56291REM	Senior Professional IV	Contractor	\$92.88	\$94.73	\$96.63	\$98.56	\$100.53
104	541330EN G, 541420, 541380, 541715	Senior Professional V	Contractor	\$126.24	\$128.76	\$131.34	\$133.96	\$136.64
105	541611	Senior Professional V	Contractor	\$118.01	\$120.37	\$122.77	\$125.23	\$127.73
106	541620, 611430, 56291REM	Senior Professional V	Contractor	\$99.07	\$101.05	\$103.08	\$105.14	\$107.24
107	541330EN G, 541420, 541380, 541715	Senior Professional VI	Contractor	\$145.18	\$148.08	\$151.04	\$154.06	\$157.15
108	541611	Senior Professional VI	Contractor	\$153.97	\$157.05	\$160.20	\$163.40	\$166.67
109	541620, 611430, 56291REM	Senior Professional VI	Contractor	\$113.93	\$116.21	\$118.54	\$120.91	\$123.33



VERSAR

110	541611	Senior Programmer	Contractor	\$133.52	\$136.19	\$138.92	\$141.69	\$144.53
111	541611	Senior Technical Support	Contractor	\$142.21	\$145.05	\$147.95	\$150.91	\$153.93
112	541330EN G, 541715	Site Health & Safety Officer	Contractor	\$143.24	\$146.11	\$149.03	\$152.01	\$155.05
113	541611	Technical Support	Contractor	\$70.54	\$71.95	\$73.39	\$74.86	\$76.35
114	541620, 611430, 56291REM	Technical Writer/Editor	Contractor	\$70.30	\$71.70	\$73.14	\$74.60	\$76.09
115	541330EN G, 541420, 541380, 541715	Technician/ Analyst I**	Contractor	\$37.86	\$38.62	\$39.39	\$40.18	\$40.99
116	541611	Technician/ Analyst I**	Contractor	\$52.90	\$53.95	\$55.03	\$56.13	\$57.26
117	541620, 611430, 56291REM	Technician/ Analyst I**	Contractor	\$47.79	\$48.74	\$49.72	\$50.71	\$51.73
118	541330EN G, 541420, 541380, 541715	Technician/ Analyst II	Contractor	\$42.60	\$43.45	\$44.32	\$45.21	\$46.11
119	541611	Technician/ Analyst II	Contractor	\$69.37	\$70.76	\$72.17	\$73.62	\$75.09
120	541620, 611430, 56291REM	Technician/ Analyst II	Contractor	\$52.93	\$53.99	\$55.07	\$56.17	\$57.29
121	541330EN G, 541420, 541380, 541715	Technician/ Analyst III**	Contractor	\$47.34	\$48.28	\$49.25	\$50.23	\$51.24
122	541611	Technician/ Analyst III**	Contractor	\$82.82	\$84.48	\$86.17	\$87.89	\$89.65
123	541620, 611430, 56291REM	Technician/ Analyst III**	Contractor	\$56.03	\$57.15	\$58.29	\$59.46	\$60.65
124	541330EN G, 541420, 541380, 541715	Technician/ Analyst IV**	Contractor	\$50.50	\$51.51	\$52.54	\$53.59	\$54.66
125	541620, 611430, 56291REM	Technician/ Analyst IV **	Contractor	\$58.57	\$59.74	\$60.94	\$62.15	\$63.40
126	541330EN G, 541420, 541380, 541715, 541715	Technician/ Analyst V	Contractor	\$59.96	\$61.16	\$62.38	\$63.63	\$64.90
127	541620, 611430, 56291REM	Technician/ Analyst V	Contractor	\$62.63	\$63.88	\$65.16	\$66.46	\$67.79



128	541330EN G, 541420, 541380, 541715	Technician/ Analyst VI**	Contractor	\$69.43	\$70.82	\$72.24	\$73.68	\$75.15
129	541620, 611430, 56291REM	<u>Technician/ Analyst VI**</u>	<u>Contractor</u>	\$65.32	\$66.63	\$67.96	\$69.32	\$70.70
130	541620, 611430, 56291REM	<u>UXO Specialist</u>	<u>Contractor</u>	\$87.79	\$89.54	\$91.34	\$93.16	\$95.03
131	541611	<u>Vice President</u>	<u>Contractor</u>	\$215.80	\$220.11	\$224.52	\$229.01	\$233.59
132	541620, 611430, 56291REM	<u>Program Manager I</u>	<u>Customer</u>	\$128.85	\$131.43	\$134.06	\$136.74	\$139.47
133	541330EN G, 541715	Program Manager II	Customer	\$167.30	\$170.64	\$174.05	\$177.54	\$181.09
134	541620, 611430, 56291REM	<u>Project Manager I</u>	<u>Customer</u>	\$116.41	\$118.74	\$121.11	\$123.53	\$126.00
135	541330EN G, 541715	Project Manager II	Customer	\$142.74	\$145.59	\$148.50	\$151.47	\$154.50
136	541620, 611430, 56291REM	<u>Administrative Assistant I*</u> -	<u>Customer</u>	\$37.89	\$38.65	\$39.42	\$40.21	\$41.02
137	541620, 611430, 56291REM	<u>Administrative Assistant II</u> **	<u>Customer</u>	\$57.55	\$58.70	\$59.87	\$61.07	\$62.29
138	541611	<u>Administrative Support**</u>	<u>Customer</u>	\$78.19	\$79.75	\$81.34	\$82.97	\$84.63
139	541620, 611430, 56291REM	<u>Asbestos/Lead Specialist</u>	<u>Customer</u>	\$60.95	\$62.17	\$63.41	\$64.68	\$65.97
140	541330EN G, 541715	<u>CADD Operator</u>	<u>Customer</u>	\$67.38	\$68.73	\$70.11	\$71.51	\$72.94
141	541620, 611430, 56291REM	<u>Clerical/ Word Processor*</u> -	<u>Customer</u>	\$28.39	\$28.96	\$29.54	\$30.13	\$30.73
142	541620, 611430, 56291REM	<u>Data Manager</u>	<u>Customer</u>	\$61.59	\$62.82	\$64.08	\$65.36	\$66.66
143	541611	<u>Editor</u>	<u>Customer</u>	\$57.26	\$58.40	\$59.57	\$60.76	\$61.98
144	541330EN G, 541715	<u>Estimator</u>	<u>Customer</u>	\$106.11	\$108.23	\$110.40	\$112.61	\$114.86
145	541611	<u>Facilitator</u>	<u>Customer</u>	\$59.87	\$61.07	\$62.29	\$63.53	\$64.80
146	541611	<u>Facilitator II</u>	<u>Customer</u>	\$85.03	\$86.73	\$88.47	\$90.24	\$92.04
147	541620, 611430, 56291REM	<u>Field Technician I</u>	<u>Customer</u>	\$44.03	\$44.91	\$45.81	\$46.73	\$47.66



148	541620, 611430, 56291REM	<u>Field Technician II</u>	<u>Customer</u>	\$50.28	\$51.29	\$52.31	\$53.36	\$54.43
149	541611	<u>Graphic Artist**</u>	<u>Customer</u>	\$57.75	\$58.91	\$60.09	\$61.29	\$62.52
150	541620, 611430, 56291REM	<u>Hazardous Material/Waste Specialist</u>	<u>Customer</u>	\$55.91	\$57.03	\$58.17	\$59.34	\$60.52
151	541620, 611430, 56291REM	<u>Health & Safety Manager/CIH</u>	<u>Customer</u>	\$90.81	\$92.63	\$94.48	\$96.37	\$98.30
152	541620, 611430, 56291REM	<u>Junior CADD Operator</u>	<u>Customer</u>	\$34.12	\$34.81	\$35.50	\$36.21	\$36.94
153	541620, 611430, 56291REM	<u>Junior Chemist</u>	<u>Customer</u>	\$50.41	\$51.41	\$52.44	\$53.49	\$54.56
154	541620, 611430, 56291REM	<u>Junior Engineer I</u>	<u>Customer</u>	\$46.28	\$47.20	\$48.15	\$49.11	\$50.09
155	541330EN G, 541715	<u>Junior Engineer II</u>	<u>Customer</u>	\$70.61	\$72.03	\$73.47	\$74.94	\$76.43
156	541620, 611430, 56291REM	<u>Junior Environmental Scientist</u>	<u>Customer</u>	\$38.54	\$39.31	\$40.10	\$40.90	\$41.72
157	541620, 611430, 56291REM	<u>Junior Hydrogeologist</u>	<u>Customer</u>	\$50.08	\$51.08	\$52.10	\$53.15	\$54.21
158	541611	<u>Management Consultant I</u>	<u>Customer</u>	\$47.84	\$48.79	\$49.77	\$50.77	\$51.78
159	541611	<u>Management Consultant II</u>	<u>Customer</u>	\$64.80	\$66.09	\$67.41	\$68.76	\$70.14
160	541611	Management Consultant III	Customer	\$101.91	\$103.95	\$106.03	\$108.15	\$110.31
161	541620, 611430, 56291REM	<u>Mid-Level Chemist</u>	<u>Customer</u>	\$75.31	\$76.82	\$78.35	\$79.92	\$81.52
162	541620, 611430, 56291REM	<u>Mid-Level Engineer I</u>	<u>Customer</u>	\$68.53	\$69.91	\$71.30	\$72.73	\$74.18
163	541330EN G, 541715	Mid-Level Engineer II	Customer	\$116.18	\$118.50	\$120.87	\$123.29	\$125.76
164	541620, 611430, 56291REM	<u>Mid-Level Environmental Scientist/Biologist</u>	<u>Customer</u>	\$49.27	\$50.25	\$51.26	\$52.28	\$53.33
165	541620, 611430, 56291REM	<u>Mid-Level Geologist</u>	<u>Customer</u>	\$83.80	\$85.47	\$87.18	\$88.92	\$90.70
166	541620, 611430, 56291REM	<u>Mid-Level Hydrogeologist</u>	<u>Customer</u>	\$87.51	\$89.26	\$91.05	\$92.87	\$94.73
167	541330EN G, 541420, 541380	<u>Principal Professional I</u>	<u>Customer</u>	\$94.61	\$96.50	\$98.43	\$100.40	\$102.41



VERSAR

168	541620, 611430, 56291REM	<u>Principal Professional I</u>	<u>Customer</u>	\$72.77	\$74.23	\$75.71	\$77.22	\$78.77
169	541330EN G, 541420, 541380, 541715	<u>Principal Professional II</u>	<u>Customer</u>	\$107.00	\$109.14	\$111.33	\$113.55	\$115.82
170	541330EN G, 541420, 541380, 541715	<u>Principal Professional III</u>	<u>Customer</u>	\$129.52	\$132.11	\$134.75	\$137.45	\$140.20
171	541620, 611430, 56291REM	<u>Principal Professional III</u>	<u>Customer</u>	\$101.67	\$103.70	\$105.77	\$107.89	\$110.05
173	541330EN G, 541420, 541380, 541715	<u>Principal Professional IV</u>	<u>Customer</u>	\$140.79	\$143.60	\$146.48	\$149.41	\$152.39
174	541620, 611430, 56291REM	Principal Professional IV	Customer	\$110.48	\$112.69	\$114.95	\$117.25	\$119.59
175	541330EN G, 541420, 541380, 541715	<u>Principal Professional V</u>	<u>Customer</u>	\$146.42	\$149.35	\$152.33	\$155.38	\$158.49
176	541620, 611430, 56291REM	Principal Professional V	Customer	\$114.92	\$117.22	\$119.56	\$121.95	\$124.39
177	541330EN G, 541420, 541380, 541715	<u>Principal Professional VI</u>	<u>Customer</u>	\$183.58	\$187.26	\$191.00	\$194.82	\$198.72
178	541620, 611430, 56291REM	<u>Principal Professional VI</u>	<u>Customer</u>	\$144.09	\$146.97	\$149.91	\$152.91	\$155.97
179	541330EN G, 541420, 541380, 541715	<u>Professional I</u>	<u>Customer</u>	\$30.41	\$31.01	\$31.63	\$32.27	\$32.91
180	541611	<u>Professional I</u>	<u>Customer</u>	\$30.26	\$30.87	\$31.48	\$32.11	\$32.76
181	541620, 611430, 56291REM	<u>Professional I</u>	<u>Customer</u>	\$23.87	\$24.35	\$24.83	\$25.33	\$25.84
182	541330EN G, 541420, 541380, 541715	<u>Professional II</u>	<u>Customer</u>	\$47.30	\$48.24	\$49.21	\$50.19	\$51.20
183	541611	<u>Professional II</u>	<u>Customer</u>	\$46.53	\$47.46	\$48.41	\$49.38	\$50.36
184	541620, 611430, 56291REM	<u>Professional II</u>	<u>Customer</u>	\$37.13	\$37.87	\$38.63	\$39.40	\$40.19



VERSAR

185	541330EN G, 541420, 541380, 541715	<u>Professional III</u>	<u>Customer</u>	\$54.06	\$55.14	\$56.24	\$57.37	\$58.51
186	541611	<u>Professional III</u>	<u>Customer</u>	\$53.44	\$54.51	\$55.60	\$56.71	\$57.85
187	541620, 611430, 56291REM	<u>Professional III</u>	<u>Customer</u>	\$42.43	\$43.28	\$44.14	\$45.03	\$45.93
188	541330EN G, 541420, 541380, 541715	<u>Professional IV</u>	<u>Customer</u>	\$58.57	\$59.74	\$60.93	\$62.15	\$63.40
189	541611	<u>Professional IV</u>	<u>Customer</u>	\$57.97	\$59.13	\$60.31	\$61.52	\$62.75
190	541620, 611430, 56291REM	<u>Professional IV</u>	<u>Customer</u>	\$45.96	\$46.88	\$47.82	\$48.77	\$49.75
191	541330EN G, 541420, 541380, 541715	<u>Professional V</u>	<u>Customer</u>	\$60.83	\$62.04	\$63.28	\$64.55	\$65.84
192	541611	<u>Professional V</u>	<u>Customer</u>	\$59.45	\$60.64	\$61.85	\$63.09	\$64.35
193	541620, 611430, 56291REM	<u>Professional V</u>	<u>Customer</u>	\$47.74	\$48.69	\$49.67	\$50.66	\$51.67
194	541330EN G, 541420, 541380, 541715	<u>Professional VI</u>	<u>Customer</u>	\$66.45	\$67.78	\$69.13	\$70.52	\$71.93
195	541611	<u>Professional VI</u>	<u>Customer</u>	\$65.18	\$66.48	\$67.81	\$69.17	\$70.55
196	541620, 611430, 56291REM	<u>Professional VI</u>	<u>Customer</u>	\$52.15	\$53.19	\$54.25	\$55.34	\$56.44
197	541611	<u>Programmer</u>	<u>Customer</u>	\$63.95	\$65.23	\$66.54	\$67.87	\$69.23
198	541330EN G, 541715	<u>Quality Control Supervisor</u>	<u>Customer</u>	\$147.99	\$150.95	\$153.96	\$157.04	\$160.19
199	541330EN G, 541420, 541380	<u>Secretary/ Clerk I**</u>	<u>Customer</u>	\$24.78	\$25.28	\$25.78	\$26.30	\$26.82
200	541611	<u>Secretary/ Clerk I**</u>	<u>Customer</u>	\$28.18	\$28.74	\$29.31	\$29.90	\$30.50
201	541620, 611430, 56291REM	<u>Secretary/ Clerk I**</u>	<u>Customer</u>	\$23.57	\$24.04	\$24.52	\$25.01	\$25.51
202	541330EN G, 541420, 541380, 541715	<u>Secretary/ Clerk II</u>	<u>Customer</u>	\$27.03	\$27.57	\$28.12	\$28.68	\$29.25
203	541611	<u>Secretary/ Clerk II</u>	<u>Customer</u>	\$32.61	\$33.27	\$33.93	\$34.61	\$35.30



204	541620, 611430, 56291REM	<u>Secretary/ Clerk II</u>	<u>Customer</u>	\$25.35	\$25.86	\$26.37	\$26.90	\$27.44
205	541330EN G, 541420, 541380, 541715	<u>Secretary/ Clerk III**</u>	<u>Customer</u>	\$29.28	\$29.87	\$30.47	\$31.08	\$31.70
206	541620, 611430, 56291REM	<u>Secretary/ Clerk III**</u>	<u>Customer</u>	\$27.75	\$28.31	\$28.87	\$29.45	\$30.04
207	541330EN G, 541420, 541380	<u>Secretary/ Clerk IV**</u>	<u>Customer</u>	\$34.92	\$35.62	\$36.33	\$37.06	\$37.80
208	541620, 611430, 56291REM	<u>Secretary/ Clerk IV**</u>	<u>Customer</u>	\$30.51	\$31.12	\$31.75	\$32.38	\$33.03
209	541330EN G, 541420, 541380	<u>Secretary/ Clerk V</u>	<u>Customer</u>	\$38.29	\$39.06	\$39.84	\$40.64	\$41.45
210	541620, 611430, 56291REM	<u>Secretary/ Clerk V</u>	<u>Customer</u>	\$37.22	\$37.96	\$38.72	\$39.49	\$40.28
211	541620, 611430, 56291REM	<u>Secretary/ Clerk VI**</u>	<u>Customer</u>	\$45.23	\$46.14	\$47.06	\$48.00	\$48.96
212	541330EN G, 541420, 541380, 541715	<u>Secretary/ Clerk VI**</u>	<u>Customer</u>	\$40.55	\$41.36	\$42.18	\$43.03	\$43.89
213	541620, 611430, 56291REM	<u>Senior Chemist</u>	<u>Customer</u>	\$91.12	\$92.94	\$94.80	\$96.69	\$98.63
214	541620, 611430, 56291REM	<u>Senior Computer Scientist</u>	<u>Customer</u>	\$96.71	\$98.65	\$100.62	\$102.63	\$104.68
215	541620, 611430, 56291REM	<u>Senior Engineer I</u>	<u>Customer</u>	\$109.79	\$111.98	\$114.22	\$116.50	\$118.84
216	541330EN G, 541715	<u>Senior Engineer II</u>	<u>Customer</u>	\$129.34	\$131.93	\$134.56	\$137.26	\$140.00
217	541330EN G, 541715	<u>Senior Engineer Technicia n</u>	<u>Customer</u>	\$61.96	\$63.20	\$64.47	\$65.75	\$67.07
218	541620, 611430, 56291REM	<u>Senior Environmental Scie ntist/Biologist</u>	<u>Customer</u>	\$79.11	\$80.70	\$82.31	\$83.96	\$85.64
219	541611	<u>Senior Facilitator</u>	<u>Customer</u>	\$142.02	\$144.86	\$147.75	\$150.71	\$153.72
220	541620, 611430, 56291REM	<u>Senior Geologist</u>	<u>Customer</u>	\$111.07	\$113.29	\$115.56	\$117.87	\$120.23
221	541620, 611430, 56291REM	<u>Senior Hydrogeologist</u>	<u>Customer</u>	\$109.25	\$111.43	\$113.66	\$115.93	\$118.25
222	541611	<u>Senior Management Consultant</u>	<u>Customer</u>	\$131.37	\$134.00	\$136.68	\$139.42	\$142.20



VERSAR

223	541330EN G, 541420, 541380, 541715	<u>Senior Professional I</u>	<u>Customer</u>	\$63.07	\$64.33	\$65.62	\$66.93	\$68.27
224	541611	<u>Senior Professional I</u>	<u>Customer</u>	\$63.21	\$64.48	\$65.77	\$67.08	\$68.42
225	541620, 611430, 56291REM	<u>Senior Professional I</u>	<u>Customer</u>	\$52.15	\$53.19	\$54.25	\$55.34	\$56.44
226	541330EN G, 541420, 541380, 541715	<u>Senior Professional II</u>	<u>Customer</u>	\$72.08	\$73.52	\$74.99	\$76.49	\$78.02
227	541611	<u>Senior Professional II</u>	<u>Customer</u>	\$72.57	\$74.02	\$75.50	\$77.01	\$78.55
228	541620, 611430, 56291REM	<u>Senior Professional II</u>	<u>Customer</u>	\$56.58	\$57.71	\$58.86	\$60.04	\$61.24
229	541330EN G, 541420, 541380, 541715	<u>Senior Professional III</u>	<u>Customer</u>	\$75.47	\$76.98	\$78.52	\$80.09	\$81.69
230	541611	<u>Senior Professional III</u>	<u>Customer</u>	\$74.83	\$76.33	\$77.86	\$79.42	\$81.00
231	541620, 611430, 56291REM	<u>Senior Professional III</u>	<u>Customer</u>	\$59.22	\$60.41	\$61.61	\$62.85	\$64.10
232	541330EN G, 541420, 541380, 541715	<u>Senior Professional IV</u>	<u>Customer</u>	\$84.48	\$86.17	\$87.89	\$89.65	\$91.44
233	541611	<u>Senior Professional IV</u>	<u>Customer</u>	\$78.74	\$80.31	\$81.92	\$83.56	\$85.23
234	541620, 611430, 56291REM	<u>Senior Professional IV</u>	<u>Customer</u>	\$66.29	\$67.62	\$68.97	\$70.35	\$71.76
235	541330EN G, 541420, 541380, 541715	<u>Senior Professional V</u>	<u>Customer</u>	\$90.10	\$91.90	\$93.74	\$95.62	\$97.53
236	541611	<u>Senior Professional V</u>	<u>Customer</u>	\$84.23	\$85.91	\$87.63	\$89.38	\$91.17
237	541620, 611430, 56291REM	<u>Senior Professional V</u>	<u>Customer</u>	\$70.71	\$72.13	\$73.57	\$75.04	\$76.54
238	541330EN G, 541420, 541380, 541715	<u>Senior Professional VI</u>	<u>Customer</u>	\$103.62	\$105.69	\$107.81	\$109.96	\$112.16
239	541611	Senior Professional VI	Customer	\$109.90	\$112.10	\$114.34	\$116.63	\$118.96
240	541620, 611430, 56291REM	<u>Senior Professional VI</u>	<u>Customer</u>	\$81.32	\$82.95	\$84.61	\$86.30	\$88.02



241	541611	<u>Senior Programmer</u>	<u>Customer</u>	\$95.30	\$97.21	\$99.15	\$101.13	\$103.16
242	541611	Senior Technical Support	Customer	\$101.50	\$103.53	\$105.60	\$107.71	\$109.87
243	541330EN G	Site Health & Safety Officer	Customer	\$102.24	\$104.29	\$106.37	\$108.50	\$110.67
244	541611	<u>Technical Support</u>	<u>Customer</u>	\$50.35	\$51.35	\$52.38	\$53.43	\$54.50
245	541620, 611430, 56291REM	<u>Technical Writer/Editor</u>	<u>Customer</u>	\$50.18	\$51.18	\$52.20	\$53.25	\$54.31
246	541330EN G, 541420, 541380, 541715	<u>Technician/ Analyst I**</u>	<u>Customer</u>	\$27.03	\$27.57	\$28.12	\$28.68	\$29.25
247	541611	<u>Technician/ Analyst I**</u>	<u>Customer</u>	\$37.76	\$38.51	\$39.28	\$40.07	\$40.87
248	541620, 611430, 56291REM	<u>Technician/ Analyst I**</u>	<u>Customer</u>	\$34.11	\$34.79	\$35.49	\$36.20	\$36.92
249	541330EN G, 541420, 541380, 541715	<u>Technician/ Analyst II</u>	<u>Customer</u>	\$30.41	\$31.01	\$31.63	\$32.27	\$32.91
250	541611	<u>Technician/ Analyst II</u>	<u>Customer</u>	\$49.51	\$50.50	\$51.51	\$52.54	\$53.59
251	541620, 611430, 56291REM	<u>Technician/ Analyst II</u>	<u>Customer</u>	\$37.78	\$38.53	\$39.30	\$40.09	\$40.89
252	541330EN G, 541420, 541380, 541715	<u>Technician/ Analyst III**</u>	<u>Customer</u>	\$33.79	\$34.46	\$35.15	\$35.85	\$36.57
253	541611	<u>Technician/ Analyst III**</u>	<u>Customer</u>	\$59.11	\$60.30	\$61.50	\$62.73	\$63.99
254	541620, 611430, 56291REM	<u>Technician/ Analyst III**</u>	<u>Customer</u>	\$39.99	\$40.79	\$41.61	\$42.44	\$43.29
255	541330EN G, 541420, 541380	<u>Technician/ Analyst IV**</u>	<u>Customer</u>	\$36.04	\$36.76	\$37.50	\$38.25	\$39.01
256	541620, 611430, 56291REM	<u>Technician/ Analyst IV**</u>	<u>Customer</u>	\$41.80	\$42.64	\$43.49	\$44.36	\$45.25
257	541330EN G, 541420, 541380, 541715	<u>Technician/ Analyst V</u>	<u>Customer</u>	\$42.80	\$43.65	\$44.53	\$45.42	\$46.32
258	541620, 611430, 56291REM	<u>Technician/ Analyst V</u>	<u>Customer</u>	\$44.70	\$45.60	\$46.51	\$47.44	\$48.39



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259	541330EN G, 541420, 541380, 541715	<u>Technician/ Analyst VI**</u>	<u>Customer</u>	\$49.56	\$50.55	\$51.56	\$52.59	\$53.64
260	541620, 611430, 56291REM	<u>Technician/ Analyst VI**</u>	<u>Customer</u>	\$46.62	\$47.55	\$48.51	\$49.48	\$50.47
261	541620, 611430, 56291REM	<u>UXO Specialist</u>	<u>Customer</u>	\$62.66	\$63.91	\$65.19	\$66.49	\$67.82

Labor Category Descriptions

Labor Category Title	Labor Category Description	Minimum Education/ Experience
Program Manager I	Responsible for the overall management of the contract including cost, schedule, technical direction and quality; oversees the development and implementation of record keeping, administrative and quality control programs; is the primary point-of-contact for overall contractual issues.	Education: Bachelor's degree or equivalent. Experience: 14 years technical experience and 5 years of project management
Project Manager I	Responsible for the management of cost, schedule, and quality of task orders; serves as the single point of contact for the project, and maintains close communication and coordination with the Contracting Officer for the duration of the project, including monthly progress and detailed cost reporting.	Education: Bachelor's degree or equivalent. Experience: 11 years technical experience; 5 years of task order management
Health & Safety Manager/CIH	Responsible for the overall health and safety programs; develops, maintains, and ensures the implementation of the health and safety systems; oversees, reviews, reports, trains, and controls employee health and safety processes; reviews and approves all health and safety related plans for specific task orders.	Education: Bachelor's degree or equivalent. Experience: 3 years of technical experience in health and safety.
Senior Engineer I	Responsible for performing complex and non-routine technical engineering tasks or for supervision and oversight of a small group working on technical issues or specific elements of a project.	Education: Bachelor's degree or equivalent. Experience: 7 years of technical experience in engineering.
Mid-Level Engineer I	Performs technical engineering tasks such as calculations, layouts, evaluation of data, and preparation of portions of a report under the direction of a senior engineer.	Education: Bachelor's degree or equivalent. Experience: 3 years or more of technical experience in engineering.
Junior Engineer I	Performs routine engineering tasks such as preparing graphical or tabular presentations of data, simple data interpretation, preparation of supporting material, etc. under the direction of a Senior Engineer.	Education: Bachelor's degree or equivalent. Experience: 1 year of technical experience in engineering.

Senior Geologist	Responsible for performing complex and non-routine technical geological tasks or for supervision and oversight of a small group working on technical issues or specific elements of a project.	Education: Bachelor's degree or equivalent. Experience: 10+ years of technical experience in geology.
Mid-Level Geologist	Performs technical geological tasks such as calculations, layouts, evaluation of data, and preparation of portions of a report under the direction of a senior geologist.	Education: Bachelor's degree or equivalent. Experience: 3+years of technical experience in geology
Senior Hydrogeologist	Responsible for performing complex and non-routine technical geological tasks or for supervision and oversight of a small group working on technical issues or specific elements of a project.	Education: Bachelor's degree or equivalent. Experience: 10 or more years if technical experience in hydrogeology and geology.
Mid-Level Hydrogeologist	Performs technical geological tasks such as calculations, layouts, evaluation of data, and preparation of portions of a report under the direction of a senior geologist.	Education: Bachelor's degree or equivalent. Experience: 3 or more years of technical experience in hydrogeology and geology.
Junior Hydrogeologist	Performs routine geological tasks such as preparing graphical or tabular presentations of data, simple data interpretation, preparation of supporting material, etc. under the direction of a senior geologist.	Education: Bachelor's degree or equivalent. Experience: 1 year of technical experience in hydrogeology and geology
Senior Chemist	Responsible for performing complex and non-routine technical chemical tasks or for supervision and oversight of a small group working on technical issues or specific elements of a project.	Education: Bachelor's degree or equivalent. Experience: 10 years of technical experience in chemistry.
Mid-Level Chemist	Performs technical chemical tasks such as calculations, layouts, evaluation of data, and preparation of portions of a report under the direction of a senior chemist.	Education: Bachelor's degree or equivalent. Experience: 3 years of technical experience in chemistry.
Junior Chemist	Performs routine chemical tasks such as preparing graphical or tabular presentations of data, simple data interpretation, preparation of supporting material, etc. under the direction of a senior chemist.	Education: Bachelor's degree or equivalent. Experience: 1 year of technical experience in chemistry.

Senior Environmental Scientist	Responsible for performing complex and non-routine environmental science/biology tasks or for supervision and oversight of a small group working on technical issues or specific elements of a project; provides environmental planning, policy, technical, regulatory, and information management support for the development, execution, and evaluation of environmental programs, projects, and systems.	Education: Bachelor's degree or equivalent. Experience: 10 years of technical experience in environmental science or biology.
Mid-Level Environmental Scientist	Performs technical environmental science/biological tasks such as calculations, layouts, evaluation of data, and preparation of portions of a report under the direction of a senior environmental scientist/biologist; provides environmental planning, policy, technical, regulatory, and information management support for the development, execution, and evaluation of environmental programs, projects, and systems.	Education: Bachelor's degree or equivalent. Experience: 3 years of technical experience in environmental science or biology.
Junior Environmental Scientist	Performs routine environmental science/biological tasks such as preparing graphical or tabular presentations of data, simple data interpretation, preparation of supporting material, etc. under the direction of a senior environmental scientist/biologist.	Education: Bachelor's degree or equivalent. Experience: 1 year of technical experience in environmental science or biology.
Asbestos/Lead Specialist	Provides asbestos/lead and indoor air quality support to a wide-range of projects. Ability to interact with multi-disciplinary teams on diverse indoor air quality projects.	Education: Bachelor's degree or equivalent. Experience: 7 years technical experience in the asbestos/lead or indoor air quality field.
Hazardous Material/Waste Specialist	Provides hazardous materials and hazardous waste support to a wide range of projects. Ability to interact with multi-disciplinary teams on diverse hazardous waste/materials-oriented efforts.	Education: Bachelor's degree or equivalent. Experience: 7 years technical experience in the asbestos/lead or indoor air quality field.
UXO Specialist	Provides UXO technical support that encompasses all project activities.	Education: Bachelor's degree or equivalent. Experience: 7 years technical experience in the UXO field.

Computer Scientist	Devises or modifies procedures to solve complex problems considering computer equipment capacity and limitations, operating time, and form of desired results; designs, codes, tests, debugs, and documents; formulates/defines system scope and objectives; devises or modifies procedures to solve complex problems considering computer equipment capacity and limitations, operating time, and form of desired results; prepares detailed specifications from which programs will be written and designs, codes, tests, debugs, and documents those programs.	Education: Bachelor's degree or equivalent. Experience: 10 years technical experience in information technology.
Data Manager	Provides oversight of database design services and data base administration. Interacts with IT and business function managers. Prepares reports, interacts with clients regarding database needs.	Education: Bachelor's degree or equivalent. Experience: 7 years technical experience in database design or information technology.
Field Technician II	Supervises, performs and reports on routine field technician tasks such as sampling; quality assurance oversight; and installing, testing and troubleshooting operating equipment or systems, etc. under the direction of a Project Manager.	Education: Bachelor's degree or equivalent. Experience: 7 years in field work.
Field Technician I	Performs and reports on routine field technician tasks such as sampling; quality assurance oversight; and installing, testing and troubleshooting operating equipment or systems, etc. under the direction of a Project Manager.	Education: High School graduate or equivalent. Experience: 3 years in field work.
Junior CADD Operator	Provides CADD support that encompasses all project activities under the direction of a Senior CADD Operator.	Education: Bachelor's degree or equivalent. Experience: 1 year of technical experience in designing/CADD operations.
Administrative Assistant II	Provides higher-end administrative support including full preparation of reports, budget documents, PowerPoint type briefings, AV functions and conference/workshop execution. Interfaces with project managers/program managers to assure that full administrative needs are met.	Education: Bachelor's degree or equivalent. Experience: 5 years of administrative experience

Administrative Assistant I	Provides administrative and clerical support to relieve managers/staff of administrative details and requires little to no supervision.	Education: High School graduate or GED Experience: 1 year of administrative experience.
Technical Writer/Editor	Prepares, reviews and edits content of technical documentation; ensures that documents follow the style laid out in the company's style guide; writes a variety of technical articles, reports, brochures, and/or manuals for documentation for a wide range of uses; coordinates the display of graphics and the production of the document.	Education: Bachelor's degree or equivalent. Experience: 3 years of technical experience in writing/editing.
Clerical/ Word Processor	Performs routine clerical support (including word processing, filing, graphics, database maintenance and quality assurance under the direction of a project manager, scientist, or specialist.	Education: High School graduate or GED. Experience: 1 or more years in word processing.
Vice President	Responsible for the overall management of the contract including cost, schedule, technical direction and quality; is the primary point-of-contact for overall contractual issues.	Education: Bachelor's degree or equivalent. Experience: 20 years of management consulting experience and title of Vice President.
Senior Management Consultant	Provides recognized expertise in a specific field/area of study.	Education: Bachelor's degree or equivalent. Experience: 20 years of management consulting experience
Management Consultant III	Provides recognized expertise in a specific field/area of study.	Education: Bachelor's degree or equivalent. Experience: 10 years of management consulting experience.
Management Consultant II	Provides management consulting support that encompasses all project activities under the direction of a Management Consultant III or higher.	Education: Bachelor's degree or equivalent. Experience: 3 years of management consulting experience.
Management Consultant I	Provides management consulting support that encompasses all project activities under the direction of a Management Consultant II or higher.	Education: Bachelor's degree or equivalent. Experience: 1 year of management consulting experience.

Senior Facilitator	Provides recognized expertise in meeting facilitation.	Education: Bachelor's degree or equivalent. Experience: 10 years of experience in meeting facilitation.
Facilitator II	Provides meeting facilitation support that encompasses all project activities under the direction of a Senior Facilitator.	Education: Bachelor's degree or equivalent. Experience: 3 years of experience in meeting facilitation.
Facilitator	Provides meeting facilitation support that encompasses all project activities under the direction of a Facilitator II or higher.	Education: Bachelor's degree or equivalent. Experience: 1 year of experience in meeting facilitation.
Senior Programmer	Provides direction and computer programming support for a project.	Education: Bachelor's degree or equivalent. Experience: 5 years of experience in computer programming.
Programmer	Performs computer programming support under the direction of a project manager, scientist or specialist.	Education: Bachelor's degree or equivalent. Experience: 1 year of experience in computer programming.
Senior Technical Support	Provides recognized expertise in a specific field/study.	Education: Bachelor's degree or equivalent. Experience: 10 years of experience in technical support.
Technical Support	Provides technical support that encompasses all project activities under the direction of a Senior Technical Support.	Education: Bachelor's degree or equivalent. Experience: 1 year of experience in technical support.
Administrative Support	Provides administrative and clerical support to relieve managers/staff of administrative details and requires little to no supervision.	Education: High school graduate or GED Experience: 5 years of experience in administrative support
Editor	Reviews and edits content of technical documentation; ensures that documents follow the style laid out in the company's style guide.	Education: Bachelor's degree or equivalent. Experience: 2 years of experience in editing.

Graphic Artist	Performs graphic art support under the direction of a project manager, scientist, or specialist.	Education: Bachelor's degree or equivalent. Experience: 2 years of experience as a Graphic Artist.
Senior Professional VI	Plans, conducts, and supervises projects of significance, necessitating advance knowledge and the ability to originate and apply new and unique methods and procedures. Supplies technical advice and counsel to other professionals.	Education: Master's Degree or equivalent. Experience: 25 years. Registration or an additional 5 years experience required where applicable (Engineers PE, Scientist, in their related field).
Senior Professional V	Plans, conducts, and supervises projects of significance, necessitating advance knowledge and the ability to originate and apply new and unique methods and procedures. Supplies technical advice and counsel to other professionals.	Education: Master's Degree or equivalent. Experience: 22 years. Registration or an additional 5 years' experience required where applicable (Engineers PE, Scientist, in their related field).
Senior Professional IV	Plans, conducts, and supervises projects of significance, necessitating advance knowledge and the ability to originate and apply new and unique methods and procedures. Supplies technical advice and counsel to other professionals.	Education: Master's Degree or equivalent. Experience: 19 years. Registration or an additional 5 years' experience required where applicable (Engineers PE, Scientist, in their related field).
Senior Professional III	Plans, conducts, and supervises projects of significance, necessitating advance knowledge and the ability to originate and apply new and unique methods and procedures. Oversees projects, reviews progress and evaluates results. Supplies technical advice and counsel to other professionals.	Education: Master's Degree or equivalent. Experience: 16 years. Registration or an additional 3 years' experience required where applicable (Engineers PE, Scientist, in their related field).
Senior Professional II	Plans, conducts, and supervises projects of significance, necessitating advance knowledge and the ability to originate and apply new and unique methods and procedures. Oversees projects, reviews progress and evaluates results. Supplies technical advice and counsel to other professionals.	Education: Master's Degree or equivalent. Experience: 13 years or more experience.

Senior Professional I	Plans, conducts, and supervises projects of significance, necessitating advance knowledge and the ability to originate and apply new and unique methods and procedures.	Education: Master's Degree or equivalent. Experience: 10 years or more experience.
Professional VI	Plans and conducts assignments. Estimates and schedules work to meet completion dates.	Education: Bachelor's Degree or equivalent. Experience: 20 years or more experience
Professional V	Plans and conducts assignments. Estimates and schedules work to meet completion dates.	Education: Bachelor's Degree or equivalent. Experience: 15 years or more experience
Professional IV	Plans and conducts assignments. Estimates and schedules work to meet completion dates.	Education: Bachelor's Degree or equivalent. Experience: 10 years or more experience.
Professional III	Plans and conducts assignments. Estimates and schedules work to meet completion dates.	Education: Bachelor's Degree or equivalent. Experience: 5 years or more experience.
Professional II	Plans and conducts assignments. Estimates and schedules work to meet completion dates.	Education: Bachelor's Degree or equivalent. Experience: 2 years or more experience.
Professional I	Plans and conducts assignments. Estimates and schedules work to meet completion dates.	Education: Bachelor's Degree or equivalent. Experience: 0-2 years experience.
Technician/Analyst III	Work assignments are varied and require originality and ingenuity.	Education: High School graduate or GED Experience: 8 years or more experience.
Technician/Analyst II	Works under close supervision of supervisor. Gathers and correlates basic data and performs routine tasks.	Education: High School graduate or GED. Experience: 4 years or more experience.
Technician/Analyst I	Works under close supervision of supervisor. Gathers and correlates basic data and performs routine tasks.	Education: High School graduate or GED. Experience: 0-4 years experience.

Secretary/ Clerk II	Works under close supervision of supervisor. Gathers and correlates basic data and performs routine tasks.	Education: Associate degree or training preferred, but not required. Education: 4 years or more experience.
Secretary/ Clerk I	Entry-level classification. Works under close supervision of supervisor. Gathers and correlates basic data and performs routine tasks.	Education: NA Experience: 0-4 years experience.
Principal Professional VI	Plans, conducts, and supervises projects of major significance, necessitating advance knowledge and the ability to originate and apply new and unique methods and procedures. Supplies technical advice and counsel to other professionals.	Education: Master's Degree or equivalent. Experience: 35 years. Must be a senior member of Company.
Principal Professional V	Plans, conducts, and supervises projects of major significance, necessitating advance knowledge and the ability to originate and apply new and unique methods and procedures. Supplies technical advice and counsel to other professionals.	Education: Master's Degree or equivalent. Experience: 30 years. Must be a senior member of Company.
Principal Professional IV	Plans, conducts, and supervises projects of major significance, necessitating advance knowledge and the ability to originate and apply new and unique methods and procedures. Supplies technical advice and counsel to other professionals.	Education: Master's Degree or equivalent. Experience: 25 years. Must be a senior member of Company.
Principal Professional III	Plans, conducts, and supervises projects of major significance, necessitating advance knowledge and the ability to originate and apply new and unique methods and procedures. Supplies technical advice and counsel to other professionals.	Education: Master's Degree or equivalent. Experience: 20 years. Must be a senior member of Company.
Principal Professional II	Plans, conducts, and supervises projects of major significance, necessitating advance knowledge and the ability to originate and apply new and unique methods and procedures. Supplies technical advice and counsel to other professionals.	Education: Master's Degree or equivalent. Experience: 15 years. Must be a senior member of Company.
Principal Professional I	Plans, conducts, and supervises projects of major significance, necessitating advance knowledge and the ability to originate and apply new and unique methods and procedures. Supplies technical advice and counsel to other professionals.	Education: Master's Degree or equivalent. Experience: 10 years or more experience.

Senior Professional VI	Plans, conducts, and supervises projects of significance, necessitating advance knowledge and the ability to originate and apply new and unique methods and procedures. Supplies technical advice and counsel to other professionals.	Education: Master's Degree or equivalent. Experience: 25 years. Registration or an additional 5 years experience required where applicable (Engineers PE, Scientist, in their related field).
Senior Professional V	Plans, conducts, and supervises projects of significance, necessitating advance knowledge and the ability to originate and apply new and unique methods and procedures. Supplies technical advice and counsel to other professionals.	Education: Master's Degree or equivalent. Experience: 22 years. Registration or an additional 5 years experience required where applicable (Engineers PE, Scientist, in their related field).
Senior Professional IV	Plans, conducts, and supervises projects of significance, necessitating advance knowledge and the ability to originate and apply new and unique methods and procedures. Supplies technical advice and counsel to other professionals.	Education: Master's Degree or equivalent. Experience: 19 years. Registration or an additional 5 years experience required where applicable (Engineers PE, Scientist, in their related field).
Senior Professional III	Plans, conducts, and supervises projects of significance, necessitating advance knowledge and the ability to originate and apply new and unique methods and procedures. Oversees projects, reviews progress and evaluates results. Supplies technical advice and counsel to other professionals.	Education: Master's Degree or equivalent. Experience: 16 years. EIT registration for engineers or registration for scientist in a related field including REM, or trained project manager, or an additional 3 years experience.
Senior Professional II	Plans, conducts, and supervises projects of significance, necessitating advance knowledge and the ability to originate and apply new and unique methods and procedures. Oversees projects, reviews progress and evaluates results. Supplies technical advice and counsel to other professionals.	Education: Master's Degree or equivalent. Experience: 13 years or more experience
Senior Professional I	Plans, conducts, and supervises projects of significance, necessitating advance knowledge and the ability to originate and apply new and unique methods and procedures.	Education: Master's Degree or equivalent. Experience: 10 years

Professional VI	Plans and conducts assignments. Estimates and schedules work to meet completion dates.	Education: Bachelor's Degree or equivalent. Experience: 20 years or more experience.
Professional V	Plans and conducts assignments. Estimates and schedules work to meet completion dates.	Education: Bachelor's Degree or equivalent. Experience: 15 years or more experience.
Professional IV	Plans and conducts assignments. Estimates and schedules work to meet completion dates.	Education: Bachelor's Degree or equivalent. Experience: 10 years or more experience.
Professional III	Plans and conducts assignments. Estimates and schedules work to meet completion dates.	Education: Bachelor's Degree or equivalent. Experience: 5 years or more experience.
Professional II	Plans and conducts assignments. Estimates and schedules work to meet completion dates.	Education: Bachelor's Degree or equivalent. Experience: 2 years or more experience.
Professional I	Plans and conducts assignments. Estimates and schedules work to meet completion dates.	Education: Bachelor's Degree or equivalent. Experience: 0-2 years experience.
Technician/ Analyst VI	Carries out assignments associated with projects. Translates technical guidance received from supervisor into usable data applicable to the particular assignment. Work assignments are varied and require originality and ingenuity.	Education: Bachelor's degree or demonstrated specialized experience in job description area. Experience: 20 years or more experience.
Technician/ Analyst V	Carries out assignments associated with projects. Translates technical guidance received from supervisor into usable data applicable to the particular assignment. Work assignments are varied and require originality and ingenuity.	Education: Bachelor's degree or demonstrated specialized experience in job description area. Experience: 16 years or more experience.
Technician/ Analyst IV	Work assignments are varied and require originality and ingenuity.	Education: High School graduate or GED Experience: 12 years or more experience.



Technician/ Analyst III	Work assignments are varied and require originality and ingenuity.	Education: High School graduate or GED. Experience: 8 years or more experience.
Technician/ Analyst II	Works under close supervision of supervisor. Gathers and correlates basic data and performs routine tasks.	Education: High School graduate or GED. Experience: 4 years or more experience.
Technician/ Analyst I	Works under close supervision of supervisor. Gathers and correlates basic data and performs routine tasks.	Education: High School graduate or GED Experience: 0-4 years experience
Secretary/ Clerk VI	Executive Secretary working for senior management. Work assignments are varied and require originality and ingenuity.	Education: Determined of a case-by-case basis by the CO. Experience: Determined of a case-by-case basis by the CO.
Secretary/ Clerk V	Executive Secretary working for senior management. Work assignments are varied and require originality and ingenuity.	Education: Determined of a case-by-case basis by the CO. Experience: Determined of a case-by-case basis by the CO.
Secretary/ Clerk IV	Work assignments are varied and require originality and ingenuity.	Education: Bachelor's degree or higher required. Education: 12 or more years experience required
Secretary/ Clerk III	Work assignments are varied and require originality and ingenuity.	Education: Associate degree preferred, but not required. Education: 8 years or more experience required
Secretary/ Clerk II	Works under close supervision of supervisor. Gathers and correlates basic data and performs routine tasks.	Education: Associate degree or training preferred, but not required. Education: 4 years or more experience
Secretary/ Clerk I	Entry-level classification. Works under close supervision of supervisor. Gathers and correlates basic data and performs routine tasks.	Education: NA Experience: 0-4 years experience

CADD Operator	Responsible for CAD production. Familiar with CAD quality assurance standards along with proper use of printers, plotters, and other CAD peripheral devices. Creates original CAD drawings from sketches or red-lined architectural drawings. Interacts with entire project team. Also responsible for interfacing with any necessary client systems.	Education: Bachelor's degree or equivalent. Experience: 3 years of technical experience in designing/CADD operations.
Estimator	Responsible for all types of cost estimates used throughout a project. Prepares estimates and reviews cost related specifications. Extensive interfacing with entire project team and the program manager and could also interface with client counterparts. Analyzes costing data, develops cost/economic models. Reports to project manager and program manager.	Education: Bachelor's degree or equivalent. Experience: 10 years of experience as an Estimator.
Junior Engineer II	Under supervision of the Mid or Senior Engineer, performs engineering analysis or design related to civil aspects. Develops engineering concepts/designs and conducts work reflecting basic knowledge of engineering. Performs engineering work comparable to work required for entry-level tasks. Assists senior/mid-level engineers.	Education: Bachelor's degree or equivalent. Experience: 2 years of technical experience in engineering.
Mid-Level Engineer II	Performs engineering design or analysis related to civil aspects of the project. Receives direction from Senior Engineer or Project Manager. Develops technical specs and implements vendor measures to support procurement (or construction). Conducts technical/engineering studies and produces associated deliverables Works with other team members to integrate engineering as required by project.	Education: Bachelor's degree or equivalent. Experience: 5 years of technical experience in engineering.

<p>Program Manager II</p>	<p>A corporate-level manager responsible for coordinating, directing, managing a program. This person provides corporate organizational and management skills to ensure that engineering functions involved with the SINS are carried out to the fullest. Also works with the Project Manager to ensure adequate Versar resources are allocated for the project. Ultimate person responsible to government client for execution of the work and quality control.</p>	<p>Education: Bachelor's degree or equivalent.</p> <p>Experience: 15 years or more</p>
<p>Project Manager II</p>	<p>Responsible for management and execution of the assigned project/task in accordance with the requirements of the contract (or task). Executes the work consistent with the task/contract and quality standards established. The project manager serves as the main point of contact with the client on all matters including budget, project execution, deliverables, and schedule. The project manager approves all project reports and deliverables and is responsible for subcontractor performance.</p>	<p>Education: Bachelor's degree or equivalent.</p> <p>Experience: 13 or more years</p>
<p>Quality Control Supervisor</p>	<p>Provides oversight of construction activities to ensure that work has been done according to contract specifications. Reports to project manager, or specific senior engineer by discipline. Work can involve full range of construction inspection including civil, structural (tests, installations), various equipment etc. Responsible for contractors punch list upon project completion. Works directly with commissioning agent. Works with engineering staff for the checkout of mechanical, electrical, other systems.</p>	<p>Education: High School graduate or GED</p> <p>Experience: 15 or more years of construction management experience.</p>
<p>Senior Engineer II</p>	<p>Directs and plans related design work on either the entire project or phases of the project. Applies engineering principles, theories, techniques and design methodologies to solve technical aspects of the project. Provides oversight and recommends analysis or designs to satisfy project goals and functional requirements.</p> <p>Establishes engineering and technical specifications or standards for the project. Interfaces with supply/support subcontractors to ensure complete engineering solutions.</p>	<p>Education: Bachelor's degree or equivalent.</p> <p>Experience: 10 years or more experience in engineering.</p>



Senior Engineer Technician	Responsible to senior/mid engineers and provides overall support to engineering staff. Can supervise mid/junior technicians if assigned to a project team. Can have broad-ranging skill sets from CAD and life-cycle costing software to field testing. Procures necessary equipment and also provides support to project management staff when needed. Helps to move the engineering functions/task forward.	Education: Bachelor's or Associate degree or equivalent. Experience: 8 or more years.
Site Health & Safety Officer	Assists the Project Manager on evaluating health and safety conditions and reports significant problems found in the field. Monitors project quality, safety and ensures compliance with construction documents, SWPPP's and any other safety requirements. Monitors the project schedule and evaluates where schedules can be pushed or needs to be extended. Issues health and safety reports as required by the contract, stating deficiencies and any follow-up corrective work.	Education: 2-year degree in a technical field or equivalent. Experience: 13 years technical experience in health and safety.



Service Contract Matrix

Service Contract Labor Standards (SCLS) formerly the Service Contract Act (SCA) is applicable to this contract and it includes SCLS applicable labor categories. The 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).”

SCLS Eligible Contract Labor Category	SCLS Equivalent Code - Title	WD Number
Technician/Analyst VI	14074 -Computer Programmer IV	15-4281
Technician/Analyst VI	14045 – Computer Operator V	15-4281
Technician/Analyst IV	14044 - Computer Operator IV	15-4281
Technician/Analyst III	14043 - Computer Operator III	15-4281
Technician/Analyst III	14042 - Computer Operator II	15-4281
Technician/Analyst I	14041 - Computer Operator I	15-4281
Secretary/Clerk VI	01313 – Secretary III	15-4281
Secretary/Clerk VI	01312 – Secretary II	15-4281
Secretary/Clerk IV	01311 – Secretary I	15-4281
Secretary/Clerk III	01113 - General Clerk III	15-4281
Secretary/Clerk II	01112 - General Clerk II	15-4281
Secretary/Clerk I	01111 - General Clerk I	15-4281
Administrative Support	01020 – Administrative Assistant	15-4281
Administrative Assistant II	01313 – Secretary III	15-4281
Administrative Assistant I	01311 – Secretary I	15-4281
Clerical/ Word Processor	01611 – Word Processor I	15-4281
Graphics Artist	15080 – Graphic Artist	15-4281



BPA Number_

(CUSTOMER NAME) BLANKET PURCHASE AGREEMENT

Pursuant to GSA Federal Supply Schedule Contract Number(s)_____, Blanket Purchase Agreements, Versar agrees to the following terms of a Blanket Purchase Agreement (BPA) EXCLUSIVELY WITH (ordering activity):

- (1) The following contract items can be ordered under this BPA. All orders placed against this BPA are subject to the terms and conditions of the contract, except as noted below:

MODEL NUMBER/PART NUMBER	*SPECIAL BPA DISCOUNT/PRICE
_____	_____
_____	_____

- (2) Delivery:

DESTINATION	DELIVERY SCHEDULE/DATES
_____	_____
_____	_____

- (3) The ordering activity estimates, but does not guarantee, that the volume of purchases through this agreement will be _____.
- (4) This BPA does not obligate any funds.
- (5) This BPA expires on_____or at the end of the contract period, whichever is earlier.
- (6) The following office(s) is hereby authorized to place orders under this BPA:

OFFICE	POINT OF CONTACT
_____	_____
_____	_____

- (7) Orders will be placed against this BPA via Electronic Data Interchange (EDI), FAX, or paper.
- (8) Unless otherwise agreed to, all deliveries under this BPA must be accompanied by delivery tickets or sales slips that must contain the following information as a minimum:
 - (a) Name of Contractor;
 - (b) Contract Number;
 - (c) BPA Number;
 - (d) Model Number or National Stock Number (NSN);
 - (e) Purchase Order Number;
 - (f) Date of Purchase;
 - (g) Quantity, Unit Price, and Extension of Each Item (unit prices and extensions need not be shown when incompatible with the use of automated systems; provided, that the invoice is itemized to show the information);
 - (h) Date of Shipment.
- (9) The requirements of a proper invoice are specified in the Federal Supply



Schedule contract. Invoices will be submitted to the address specified within the purchase order transmission issued against this BPA.

- (10) The terms and conditions included in this BPA apply to all purchases made pursuant to it. In the event of an inconsistency between the provisions of this BPA and Versar's invoice, the provisions of this BPA will take precedence.



GUIDELINES FOR USING CONTRACTOR TEAM ARRANGEMENTS (CTAs)

Federal Supply Schedule Contractors may use “Contractor Team Arrangements” (see FAR 9.6) to provide solutions when responding to a customer agency requirements.

These Team Arrangements can be included under a Blanket Purchase Agreement (BPA). BPAs are permitted under all Federal Supply Schedule contracts.

Orders under a Team Arrangement are subject to terms and conditions of the Federal Supply Schedule Contract.

Participation in a Team Arrangement is limited to Federal Supply Schedule Contractors.

Customers should refer to FAR 9.6 for specific details on Team Arrangements.

Here is a general outline on how it works:

- The customer identifies their requirements.
- Federal Supply Schedule Contractors may individually meet the customer’s needs, or—
- Federal Supply Schedule Contractors may individually submit a Schedules “Team Solution” to meet the customer’s requirement.
- Customers make a best value selection.



COMMITMENT TO PROMOTE SMALL BUSINESS PARTICIPATION PROCUREMENT PROGRAMS

SPECIAL NOTICE TO AGENCIES: Small Business Participation

SBA strongly supports the participation of small business concerns in the Federal Acquisition Service. To enhance Small Business Participation SBA policy allows agencies to include in their procurement base and goals, the dollar value of orders expected to be placed against the Federal Supply Schedules, and to report accomplishments against these goals.

For orders exceeding the micro purchase threshold, FAR 8.404 requires agencies to consider the catalogs/pricelists of at least three schedule contractors or consider reasonably available information by using the GSA Advantage! on-line shopping service (www.gsaadvantage.gov). The catalogs/pricelists, GSA Advantage! and the Federal Acquisition Service Home Page (www.gsa.gov/fas) contains information on a broad array of products and services offered by small business concerns.

This information should be used as a tool to assist ordering activities in meeting or exceeding established small business goals. It should also be used as a tool to assist in including small, small disadvantaged, and women-owned small businesses among those considered when selecting pricelists for a best value determination.

For orders exceeding the micro purchase threshold, customers are to give preference to small business concerns when two or more items at the same delivered price will satisfy their requirement.

PREAMBLE

Versar provides products and services to the Federal Government. We are committed to promoting participation of veteran owned, small disadvantaged and women-owned small businesses in our contracts. We pledge to provide opportunities to the small business community through reselling opportunities, mentor-protégé programs, joint ventures, teaming arrangements, and subcontracting.

COMMITMENT

- + To actively seek and partner with small businesses.
- + To identify, qualify, mentor and develop small, small disadvantaged and women-owned small businesses by purchasing from these businesses whenever practical.
- + To develop and promote company policy initiatives that demonstrate our support for awarding contracts and subcontracts to small business concerns.
- + To undertake significant efforts to determine the potential of small, small disadvantaged and women-owned small business to supply products and services to our company.
- + To insure procurement opportunities are designed to permit the maximum possible participation of small, small disadvantaged, and women-owned small businesses.
- + To attend business opportunity workshops, minority business enterprise seminars, trade fairs, procurement conferences, etc., to identify and increase small businesses with whom to partner.
- + To publicize in our marketing publications our interest in meeting small businesses that may be interested in subcontracting opportunities.
- + We signify our commitment to work in partnership with small, small disadvantaged and women-owned small businesses to promote and increase their participation in Federal Government contracts.
- + To accelerate potential opportunities please contact Versar's Small Business Liaison Officer by calling 703-593-9646 or by e-mailing: GTucker@versar.com. Send all written correspondence to Versar Inc., ATTN: Geoff Tucker, Director of Contracts, 6850 Versar Center Suite 201, Springfield, VA 2151.