



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

**GSA Professional Services Schedule**

**Federal Supply Group: 00CORP**

**Contract Number: 47QRAA18D00G6**

**Contract Period: 21 September 2018 – 20 September 2023**

**Business Size: Small/HUBZone**

**POINTS OF CONTACT:**

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**Contract Manager: Francis Flynn**

Velos, LLC

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<b>CUSTOMER INFORMATION</b>
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**1a. Special Item Numbers:****Professional Services (PSS):**

SIN 871-3/System Design and Integration

SIN 871-3RC /System Design and Integration

- 1b. Price list and rates:** See specific pricing tables PSS labor rates.
- 1c. Labor Category descriptions and qualifications:** See specific labor category descriptions pricing tables for PSS.
- 2. Maximum Order:** \$1,000,000 (the Maximum Order Threshold is not a ceiling on order size).
- 3. Minimum Order:** \$ 100.00
- 4. Geographic Coverage:** 48 States and DC
- 5. Point(s) of Production:** Velos locations.
- 6. Discount from List Prices or Statement of Net Price:** All prices herein are net.
- 7. Quantity Discounts:** None. Discounts may be negotiated at the task order level.
- 8. Prompt Payment Terms:** 0% net 30days.
- 9a. Government Commercial Credit Card at or Below Micro-Purchase Threshold:**  
Government commercial credit cards are acceptable for orders below the micro purchase threshold.
- 9b. Government Commercial Credit Card above Micro-Purchase Threshold:** Velos, LLC accepts government commercial credit cards in accordance with government commercial credit card program guidelines.
- 10. Foreign Items:** None.
- 11a. Time of Delivery:** Time of delivery is specified in negotiated delivery/task orders.
- 11b. Expedited Delivery:** Not applicable.
- 11c. Overnight and Two-Day Delivery:** Not applicable. Time of delivery is specified in negotiated delivery/task orders.
- 11d. Urgent Requirements:** Not applicable. Time of delivery is specified in negotiated delivery/task orders.
- 12. F.O.B. Point(s):** Destination.
- 13a. Ordering Address:**  
Velos, LLC



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**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:** Should Electronic Funds Transfer (EFT) payment be available, Velos, LLC requests that the EFT remittance be specified as follows:

Velos, LLC

Bank: Bank of Delmarva  
Account # 1422062  
ABA Routing Number: 052103065

Should EFT not be available, the remittance address is as follows:

Velos, LLC  
11779 Somerset Ave.  
Princess Anne, Maryland 21853-1253

Reference Information for all Checks:

- The name of the customer making payment
- The contract number/delivery order number
- The invoice number
- If available, project number

**15. Warranty Provision:** Provision for any appropriate and applicable warranties shall be specifically identified in individual orders. Such warranties are subject to the negotiations between the ordering agencies and the contractor.

**16. Export Packaging Charges:** Not applicable.

**17. Terms and Conditions of Government Commercial Credit Card Acceptance:** Velos, LLC accepts government commercial credit cards in accordance with government commercial credit card program guidelines.

**18. Terms and conditions of rental, maintenance, and repair:** Not applicable.

**19. Terms and conditions of installation:** Not applicable.

**20a. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices:** **Not applicable.**

**20b. 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. Special attributes such as environmental attributes (e.g., recycled content, energy efficiency, and/or reduced pollutants):** Not applicable.

**24b. Section 508 compliance:** If applicable, Section 508 compliance information on the supplies and services in this contract are available in Electronic and Information Technology (EIT) at the following web site [www.Section508.gov/](http://www.Section508.gov/).

**25. Data Universal Number System (DUNS) number:** 078636959

**26. Notification regarding registration in Central Contractor Registration (CCR) database:** Velos, LLC is registered in the SAM database (formally known as CCR).



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## **CONTRACT CLAUSES**

GSA multiple award schedule contracts are awarded in accordance with the provisions of Federal Acquisition Regulation Part 12 – Acquisition of Commercial Items. As much as possible, GSA multiple award schedule contracts include only those clauses required, either to implement provisions of law or executive orders applicable to the acquisition of commercial items or determined to be consistent with customary commercial practice. Ordering agencies may incorporate provisions in their task orders that are essential to their specific requirements (e.g., security, hazardous material handling, and key personnel), provided they do not conflict with the terms and conditions of the contract. These provisions, when required, must be included in the individual task order, and any costs necessary to comply with the provision(s) will be included in the task order proposal price estimate, unless otherwise prohibited by law.

## **ORDERS EXCEEDING THE MAXIMUM ORDER THRESHOLD (MOT)**

All GSA MAS contracts contain a price point called a maximum order threshold. This threshold is not a ceiling on an order size; rather, it is a point where the Contractor must honor any order exceeding that amount unless that order (or orders) is returned to the ordering office within 7 days after issuance.

## **BLANKET PURCHASE AGREEMENTS**

Ordering activities may establish blanket purchase agreements under any GSA schedule contract. A GSA schedule blanket purchase agreement simplifies the filling of recurring needs for supplies or services, while leveraging a customer's buying power by taking advantage of quantity discounts, thus saving administrative time and reducing paperwork.

Blanket purchase agreements are established in accordance with the procedures in Federal Acquisition Regulation Part 8.405-3. An ordering activity may request a price reduction based on the total estimated volume of the blanket purchase agreement, regardless of the size of individual orders. Blanket purchase agreements may be established with one or more schedule contractors at the discretion of the ordering activity. When establishing multiple blanket purchase agreements, the ordering activity must specify the procedures for placing orders under the blanket purchase agreements. A GSA schedule blanket purchase agreement term should not exceed 5 years but may do so to meet program requirements. A blanket purchase agreement may extend beyond the current term of its GSA schedule contract, if there are option periods in the GSA schedule contract that, if exercised, will cover the blanket purchase agreement's period of performance.

## **CONTRACTOR TEAM ARRANGEMENTS**

Contractor Team Arrangements (CTAs) are encouraged under the Federal Supply Schedules Program. Under a CTA, two or more GSA Schedule contractors work together, by complementing each other's capabilities, to offer a total solution to meet an ordering activity's requirement rather than ordering activity making separate buys for each part of a requirement. The CTA combines the supplies and/or services from the team members' separate GSA Schedule contracts. It permits contractors to compete for orders for which they may not independently qualify. A customer benefits from a CTA by buying a solution rather than making separate buys from various contractors. CTAs provide a "win-win" situation for both GSA Schedule contractors and ordering activities.



## SUBCONTRACTING TO SMALL BUSINESS

Recognizing both the social and economic benefits, Velos, LLC is committed to the maximum practicable use of small, HUBZone small, small disadvantaged and women-owned small business concerns as subcontractors.

## SPECIAL ITEM NUMBER (SIN) DESCRIPTIONS

### **Professional Engineering Services (PES)**

SIN 871-3/System Design and Integration

**871-3/RC System Design, Engineering and Integration:** Services required under this SIN involve the translation of a system (or subsystem, program, project, activity) concept into a preliminary and detailed design (engineering plans and specifications), performing risk identification/analysis, mitigation, traceability, and then integrating the various components to produce a working prototype or model of the system. Typical associated tasks include, but are not limited to computer-aided design (e.g., CADD), design studies and analysis, design review services, shop drawing review services, submittal review services, conducting fire protection facility surveys, developing 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, and consulting. For example, the navigation satellite concept produced in the preceding stage will be converted to a detailed engineering design package, performance will be computer simulated and a working model will be built for testing and design verification. **This SIN does not include architect engineer services as defined by the Brooks Act and the Federal Acquisition Regulations (FAR) Part 2 and does not include design or construction services defined in the FAR, Part 2 and Part 36.**

### **Disaster Recovery Purchasing**

In accordance with Section 833 of the 2007 National Defense Authorization Act (Public Law 109-364) amended 40 U.S.C. 502, State and local governments can now use GSA Schedule contracts for products and services needed to help prevent, prepare for, and respond to a major disaster declared by the President under the Robert T. Stafford Disaster Relief and Emergency Assistance Act (42 U.S.C. 5121 et seq.) or to facilitate recovery from terrorism or nuclear, biological, chemical, or radiological attack. State and local government entities includes any states of the United States, counties, municipalities, cities, towns, townships, tribal governments, public authorities (including public or Indian housing agencies under the United States Housing Act of 1937), school districts, colleges and other institutions of higher education, council of governments (incorporated or not), regional or interstate government entities, or any agency or instrumentality of the preceding entities (including any local educational agency or institution of higher education), and including legislative and judicial departments. It does not include contractors of State or local governments. State and local government entities are responsible for ensuring that the products or services purchased are used to prevent, prepare for, respond or facilitate recovery from a major disaster declared by the President.

### **Differentials/Allowances (is applicable to all SINs under this Schedule)**

The rates included herein do not include Danger Pay or Hardship/Hazardous Duty Pay, War Hazards Compensation Act (WHCA) benefits, nor do they include Site Differentials, Cost of Living Allowance, Housing Allowance, or Relocation Costs. These costs shall be negotiated separately on a case-by-case basis with the ordering agencies.

**Overseas Differential Pay (is applicable to all SINs under this Schedule)**

The purpose of this provision is to describe how overseas differential pay will be handled on any task orders issued pursuant to Federal Supply Schedule contracts for services. Definition: Overseas differential pay includes many types of allowances, including Post (Cost of Living) Allowance, Post (Hardship) Differential, Living Quarter Allowance, Education Allowance, Foreign Per Diem, and Danger Pay Allowance. Contractor personnel may be required to perform services in areas designated by the Department of State as Danger Pay or Hardship Posts for a variety of reasons, including contingency operations, humanitarian or peacekeeping operations, military exercises and/or operations, or diplomatic missions.

The Department of State's Standardized Regulations (DSSR) provides the regulations governing allowances, differentials (i.e., Hardship Post and/or Danger Pay) and definitions for all designated areas for all U.S. Government civilian employees. The DSSR provides for additional compensation for service in foreign locations where conditions of environment differ so substantially from conditions of environment in the continental U.S. that additional compensation is warranted and necessary as a recruitment or retention incentive.

For U.S. Government civilian employees, hired in the United States, these are cumulative with a maximum of 35 percent each over the basic pay. (The cumulative maximum differential is 70 percent over basic pay, for an overall compensation of 170 percent of base pay.) Applicability to contract performance: In order to facilitate contractor performance in areas where these differentials may be appropriate, this provision allows the use of the State Departments regulations and allowances as a basis for establishing differential labor rates on task orders. Information on current rates is available at the U.S. Department of State, Office of Allowances web site ([http://aoprals.state.gov/Web920/default.asp?menu\\_id=95](http://aoprals.state.gov/Web920/default.asp?menu_id=95)).

If payment of a differential is determined appropriate by the task order contracting officer, that contracting officer may utilize any method to determine the labor rate (or additional price if pricing is based on other than labor rates) actually paid to the contractor. However, in no event shall the total price paid exceed the Schedule contract price plus the State Department compensation rate applicable to the locality in question.

Example: A task order is contemplated with performance in Kabul, Afghanistan. As of the date of the contractor's quotation, the State Department allowance for this location is 70%. The contract rate for the labor category in question is \$100.00 per hour. Therefore, the maximum allowable differential rate for that labor category would be \$170.00 per hour.





**PRICE LIST**

Item	SIN	Awarded Labor Category	Site	Year 1	Year 2	Year 3	Year 4	Year 5
1	871-3/RC	Associate	Both	\$95.72	\$97.63	\$99.58	\$101.58	\$103.61
2	871-3/RC	Contract Manager	Both	\$115.76	\$118.08	\$120.44	\$122.85	\$125.30
3	871-3/RC	Engineer III	Both	\$86.81	\$88.54	\$90.31	\$92.12	\$93.96
4	871-3/RC	Engineer V	Both	\$108.55	\$110.72	\$112.94	\$115.20	\$117.50
5	871-3/RC	*Engineer Technician III	Both	\$64.38	\$65.67	\$66.98	\$68.32	\$69.69
6	871-3/RC	*Engineer Technician IV	Both	\$88.64	\$90.42	\$92.23	\$94.07	\$95.95
7	871-3/RC	Management Consultant IV	Both	\$95.72	\$97.63	\$99.58	\$101.58	\$103.61
8	871-3/RC	Managing Partner	Both	\$263.22	\$268.49	\$273.86	\$279.34	\$284.92
9	871-3/RC	Principal Engineer/Scientist II	Both	\$215.37	\$219.67	\$224.07	\$228.55	\$233.12
10	871-3/RC	Senior Staff Engineer	Both	\$108.53	\$110.71	\$112.92	\$115.18	\$117.48
11	871-3/RC	Subject Matter Expert VI	Both	\$177.08	\$180.62	\$184.23	\$187.92	\$191.68
12	871-3/RC	Subject Matter Expert VII	Both	\$186.65	\$190.38	\$194.19	\$198.07	\$202.04
13	871-3/RC	Subject Matter Expert IX	Both	\$234.51	\$239.20	\$243.98	\$248.86	\$253.84
14	871-3/RC	Software Engineer Principal	Both	\$117.14	\$119.48	\$121.87	\$124.31	\$126.80
15	871-3/RC	System Engineer Principal	Both	\$130.72	\$133.34	\$136.00	\$138.72	\$141.50
16	871-3/RC	System Implementation Consultant I	Both	\$143.58	\$146.45	\$149.38	\$152.36	\$155.41

\*Category Covered under SCA Wage Determination

SCA Matrix

SCA Eligible Contract Labor Category	SCA Equivalent Code	SCA Equivalent Title	WD Number
**ENGINEER TECHNICIAN III	30083	Engineering Technician III	2015-4271
**ENGINEER TECHNICIAN IV	30084	Engineering Technician IV	2015-4271

The Contract Act (SCA) is applicable to this contract and it includes SCA applicable labor categories. The prices for the indicated (\*\*) SCA labor categories are based on the U.S. Department of Labor Wage Determination Number(s) identified in the SCA matrix. The prices awarded are in line with the geographic scope of the contract (i.e. nationwide).



**LABOR CATEGORIES AND QUALIFICATIONS**

<b>1 ASSOCIATE</b>		<b>TBD</b>
<b>Functional responsibility</b>	<ul style="list-style-type: none"> <li>Conduct market research</li> <li>Analyze budgetary data</li> <li>Create internal briefing</li> <li>Perform strategic communication planning</li> </ul>	
<b>Minimum education</b>	HS	
<b>Minimum/general experience</b>	2 years or more directly related experience including conducting market research, analyzing budgetary data, creating internal briefing, strategic communication planning and extensive experience in the Executive Branch, Industry, and Congress	
<b>2 CONTRACT MANAGER</b>		<b>TBD</b>
<b>Functional responsibility</b>	<ul style="list-style-type: none"> <li>Contract management</li> <li>Financial, tracking</li> <li>Conflict of interest mitigation</li> <li>Compliance and cost/budget tracking</li> </ul>	
<b>Minimum education</b>	BS	
<b>Minimum/general experience</b>	5 years or more directly related experience including in government and commercial contracts; A background that includes extensive contract management, financial, conflict of interest, compliance and cost/budget tracking experience, and diverse contracting knowledge including Indefinite Delivery Indefinite Quantity Contracts (IDIQ), Government Wide Acquisition Contracts (GWAC), Cost Plus Fixed Fee, Cost Plus Award Fee, Time & Materials, and Firm Fixed Price contracts	
<b>3 ENGINEER III</b>		<b>TBD</b>
<b>Functional responsibility</b>	<ul style="list-style-type: none"> <li>Perform the design, development, and implementation of complex systems</li> <li>Where required, perform the technical efforts of other systems engineers and technical personnel in achieving the objectives of the assigned task</li> </ul>	
<b>Minimum education</b>	BS	
<b>Minimum/general experience</b>	3 years' experience performing testing/verification on space flight hardware; History running data acquisition system for various tests; Has composed procedures and oversee implementation for testing; Supported the design, upgrades, estimates, procurement, installation, project tracking, monitoring, and task schedule for test facilities	
<b>4 ENGINEER V</b>		<b>TBD</b>
<b>Functional responsibility</b>	<ul style="list-style-type: none"> <li>Perform the design, development, and implementation of complex systems</li> <li>Where required, perform the technical efforts of other systems engineers and technical personnel in achieving the objectives of the assigned task</li> </ul>	
<b>Minimum education</b>	BS	
<b>Minimum/general experience</b>	5 years' experience performing testing/verification on space flight hardware; History running data acquisition system for various tests; Has composed procedures and oversee implementation for testing; Supported the design, upgrades, estimates, procurement, installation, project tracking, monitoring, and task schedule for test facilities	
<b>5 ENGINEERING TECHNICIAN III</b>		<b>TBD</b>
<b>Functional responsibility</b>	<ul style="list-style-type: none"> <li>Read and interpret engineering assembly drawings, procedures, required for spacecraft</li> <li>Install active and passive flight components, structural sub-assemblies</li> <li>Maintain all S/C integration associated shop floor paperwork</li> </ul>	
<b>Minimum education</b>	HS	
<b>Minimum/general experience</b>	7 years' experience reading and interpreting engineering assembly drawings, procedures, required for spacecraft; Installation of active and passive flight components, structural sub-assemblies; Maintain all S/C integration associated shop floor paperwork	
<b>6 ENGINEERING TECHNICIAN IV</b>		<b>TBD</b>
<b>Functional responsibility</b>	<ul style="list-style-type: none"> <li>Read and interpret engineering assembly drawings, procedures, required for spacecraft</li> <li>Install active and passive flight components, structural sub-assemblies</li> <li>Maintain all S/C integration associated shop floor paperwork</li> </ul>	



	<b>Minimum education</b>	HS
	<b>Minimum/general experience</b>	9 years' experience reading and interpreting engineering assembly drawings, procedures, required for spacecraft; Installation of active & passive flight components, structural sub-assemblies; Maintaining all S/C integration associated shop floor paperwork
<b>7</b>	<b>MANAGEMENT CONSULTANT IV</b> <span style="float: right;"><b>TBD</b></span>	
	<b>Functional responsibility</b>	<ul style="list-style-type: none"> <li>Draft and assist in the execution of business development and strategic influence campaigns for clients</li> <li>Perform macro and program-level analysis of U.S. defense and space markets to include budget justification document and analysis of congressional bills and reports</li> </ul>
	<b>Minimum education</b>	HS
	<b>Minimum/general experience</b>	6 or more years providing management and technical expertise by conducting and/or participating in the strategic, tactical, and operational aspects of projects
<b>8</b>	<b>MANAGING PARTNER</b> <span style="float: right;"><b>TBD</b></span>	
	<b>Functional responsibility</b>	<ul style="list-style-type: none"> <li>Provide expert technical and managerial leadership and direct support for problem definition, analysis, requirements development, and implementation of complex projects and programs</li> </ul>
	<b>Minimum education</b>	BS
	<b>Minimum/general experience</b>	14 or more years providing management and leadership
<b>9</b>	<b>PRINCIPAL ENGINEER/SCIENTIST II</b> <span style="float: right;"><b>TBD</b></span>	
	<b>Functional responsibility</b>	<ul style="list-style-type: none"> <li>Apply engineering methods and tools to the solution of specific technical problems</li> <li>Work alone or with other engineers and technical staff to accomplish assigned tasks</li> </ul>
	<b>Minimum education</b>	BS
	<b>Minimum/general experience</b>	10 or more years of recognized industry expert with depth and breadth of knowledge; Capable of providing advisor and consultant services based on unique experience that has a high level of technical value and return on investment
<b>10</b>	<b>SENIOR STAFF ENGINEER</b> <span style="float: right;"><b>TBD</b></span>	
	<b>Functional responsibility</b>	<ul style="list-style-type: none"> <li>Apply engineering methods and tools to the solutions of specific technical problems</li> <li>Work alone or with other engineers and technical staff to accomplish assigned tasks</li> </ul>
	<b>Minimum education</b>	BS
	<b>Minimum/general experience</b>	4 or more years of recognized industry expert with depth and breadth of knowledge; Capable of providing advisor and consultant services based on unique experience that has a high level of technical value and return on investment
<b>11</b>	<b>SUBJECT MATTER EXPERT VI</b> <span style="float: right;"><b>TBD</b></span>	
	<b>Functional responsibility</b>	<ul style="list-style-type: none"> <li>Conduct large projects and meet goals within time and cost constraints</li> </ul>
	<b>Minimum education</b>	BS
	<b>Minimum/general experience</b>	6 or more years of recognized industry expertise with depth and breadth of knowledge; Capable of providing advisor and consultant services based on unique experience with a high level of technical value and return on investment
<b>12</b>	<b>SUBJECT MATTER EXPERT VII</b> <span style="float: right;"><b>TBD</b></span>	
	<b>Functional responsibility</b>	<ul style="list-style-type: none"> <li>Provide expert technical and managerial leadership and direct support for problem definition, analysis, requirements development, and implementation of complex projects and programs</li> </ul>
	<b>Minimum education</b>	BS
	<b>Minimum/general experience</b>	7 or more years of recognized industry expert with depth and breadth of knowledge; Capable of providing advisor and consultant services based on unique experience with a high level of technical value and return on investment
<b>13</b>	<b>SUBJECT MATTER EXPERT IX</b> <span style="float: right;"><b>TBD</b></span>	
	<b>Functional responsibility</b>	<ul style="list-style-type: none"> <li>Provide expert technical and managerial leadership</li> </ul>
	<b>Minimum education</b>	BS

	<b>Minimum/general experience</b>	10 or more years of recognized industry expertise with depth and breadth of knowledge. Capable of providing advisor and consultant services based on unique experience with a high level of technical value and return on investment
<b>14</b>	<b>SOFTWARE ENGINEER PRINCIPAL</b>	
	<b>Functional responsibility</b>	<ul style="list-style-type: none"> <li>• Provide expert technical and managerial leadership for Software</li> </ul>
	<b>Minimum education</b>	BS
	<b>Minimum/general experience</b>	5 or more years of recognized industry expert with depth and breadth of knowledge. Capable of providing advisor and consultant services based on unique experience with a high level of technical value and return on investment
<b>15</b>	<b>SYSTEM ENGINEER PRINCIPAL</b>	
	<b>Functional responsibility</b>	<ul style="list-style-type: none"> <li>• Provide expert technical and managerial leadership for Systems</li> </ul>
	<b>Minimum education</b>	BS
	<b>Minimum/general experience</b>	6 or more years of recognized industry expert with depth and breadth of knowledge. Capable of providing advisor and consultant services based on unique experience with a high level of technical value and return on investment
<b>16</b>	<b>SYSTEM IMPLEMENTATION CONSULTANT I</b>	
	<b>Functional responsibility</b>	<ul style="list-style-type: none"> <li>• Provide expert technical and managerial leadership for implementation of systems and deliverables</li> </ul>
	<b>Minimum education</b>	BS
	<b>Minimum/general experience</b>	7 or more years of recognized industry expert with depth and breadth of knowledge. Capable of providing advisor and consultant services based on unique experience with a high level of technical value and return on investment

### Required Education/Experience Substitutions per Labor Category

Labor Category		Min Edu	Min Exp	PhD	Masters	Bachelors	Associate	High School
1	Associate	High School	2	N/A	N/A	0	1	
2	Contract Manager	Bachelors	5	N/A	2		10	12
3	Engineer III	Bachelors	3	N/A	1		N/A	N/A
4	Engineer V	Bachelors	5	N/A	3		N/A	N/A
5	Engineer Technician III	High School	7	N/A	N/A	N/A	N/A	
6	Engineer Technician IV	High School	9	N/A	N/A	N/A	N/A	
7	Management Consultant IV	High School	6	N/A	N/A	2	4	
8	Managing Partner	Bachelors	14	8	10		20	N/A
9	Principal Engineer/Scientist II	Bachelors	10	6	8		14	N/A
10	Senior Staff Engineer	Bachelors	4	N/A	2		N/A	N/A
11	Subject Matter Expert VI	Bachelors	6	N/A	4		N/A	N/A
12	Subject Matter Expert VII	Bachelors	7	3	5		N/A	N/A
13	Subject Matter Expert IX	Bachelors	10	6	8		14	N/A
14	Software Engineer Principal	Bachelors	5	N/A	3		N/A	N/A
15	System Engineer Principal	Bachelors	6	N/A	4		N/A	N/A
16	System Implementation Consultant I	Bachelors	7	N/A	5		N/A	N/A