



KODA Technologies, Inc.

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

On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order is available through **GSA Advantage!**[™], a menu-driven database system. The INTERNET address for **GSA Advantage!**[™] is: <http://www.GSAAdvantage.gov>.

Multiple Award Schedule **Contract Number: 47QRAA19D0081** **Contract Period: May 10, 2019 - May 9, 2024**

For more information on ordering from Federal Supply Schedules click on the FSS Schedules button at <http://www.gsa.gov/schedules-ordering>

Contractor: KODA TECHNOLOGIES INC.
112 Windy Way
Madison, AL 35758 3033

Business Size: Small Business, Woman Owned Business, Woman Owned Small
Business (WOSB), SBA Certified Small Disadvantaged Business

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Contract Administration: Amanda Zimmerman

Price list supplement as of Modification # PS-A812 effective 5 Feb 2020

CUSTOMER INFORMATION:

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

SIN	Recovery	SIN Description
541330ENG	541330ENGRC	Engineering Services
54151S	54151SRC	Information Technology Professional Services
541380	541380RC	Testing Laboratory Services
541420	541420RC	Engineering System Design and Integration Services
541715	541715RC	Engineering Research and Development and Strategic Planning
OLM	OLMRC	Order Level Materials

- 1b.** Identification of the lowest priced model number and lowest unit price for that model for each special item number awarded in the contract. This price is the Government price based on a unit of one, exclusive of any quantity/dollar volume, prompt payment, or any other concession affecting price. Those contracts that have unit prices based on the geographic location of the customer, should show the range of the lowest price, and cite the areas to which the prices apply.
- 1c.** If the Contractor is proposing hourly rates a description of all corresponding commercial job titles, experience, functional responsibility and education for those types of employees or subcontractors who will perform services shall be provided. If hourly rates are not applicable, indicate "Not applicable" for this item.
- 2. Maximum Order:** \$1,000,000.00
- 3. Minimum Order:** \$100.00
- 4. Geographic Coverage (delivery Area):** Domestic and Overseas
- 5. Point(s) of production (city, county, and state or foreign country):** Same as company address
- 6. Discount from list prices or statement of net price:** Government net prices (discounts already deducted).
- 7. Quantity discounts:** None
- 8. Prompt payment terms:** Net 30 days
- 9a. Notification that Government purchase cards are accepted up to the micro-purchase threshold:** Yes
- 9b. Notification whether Government purchase cards are accepted or not accepted above the micro-purchase threshold:** Yes
- 10. Foreign items (list items by country of origin):** None
- 11a. Time of Delivery (Contractor insert number of days):** Specified on the Task Order
- 11b. Expedited Delivery. Items available for expedited delivery are noted in this price list:** Contact Contractor
- 11c. Overnight and 2-day delivery:** Contact Contractor

- 11d. **Urgent Requirements.** Contact Contractor. Urgent requirements will be processed in accordance with I-FSS-140-B (Jan 1994).
12. **F.O.B. Points(s):** Destination
- 13a. **Ordering Address(es):** Same as Contractor
- 13b. **Ordering procedures: For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA's), and a sample BPA can be found at the GSA/FSS Schedule homepage (fss.gsa.gov/schedules).**
14. **Payment address(es):** Same as company address
15. **Warranty provision.:** Contractor's standard commercial warranty.
16. **Export Packing Charges (if applicable):** N/A
17. **Terms and conditions of Government purchase card acceptance (any thresholds above the micro-purchase level):** Contact Contractor
18. **Terms and conditions of rental, maintenance, and repair (if applicable):** N/A
19. **Terms and conditions of installation (if applicable):** N/A
20. **Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable):** N/A
- 20a. **Terms and conditions for any other services (if applicable):** N/A
21. **List of service and distribution points (if applicable):** N/A
22. **List of participating dealers (if applicable):** N/A
23. **Preventive maintenance (if applicable):** N/A
- 24a. **Environmental attributes, e.g., recycled content, energy efficiency, and/or reduced pollutants:** N/A
- 24b. **If applicable, indicate that Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services and show where full details can be found (e.g. contractor's website or other location.) The EIT standards can be found at: www.Section508.gov/.**
25. **Data Universal Numbering System (DUNS) number:** 079517808
26. **Notification regarding registration in Central Contractor Registration (CCR) database:** Registered

LABOR CATEGORIES PRICING

The rates shown below include the Industrial Funding Fee (IFF) of 0.75%.

SIN	Awarded Labor Category	Site	5/10/2019 to 5/9/2020 Year 1	5/10/2020 to 5/9/2021 Year 2	5/10/2021 to 5/9/2022 Year 3	5/10/2022 to 5/9/2023 Year 4	5/10/2023 to 5/9/2024 Year 5
541330ENG, 54151S, 541380, 541420, 541715	Administrative Support 1** (AS1)	Both	\$52.75	\$54.20	\$55.69	\$57.22	\$58.79
541330ENG, 54151S, 541380, 541420, 541715	Administrative Support 2** (AS2)	Both	\$63.92	\$65.68	\$67.48	\$69.34	\$71.25
541330ENG, 54151S, 541380, 541420, 541715	Analyst 1 (A1)	Both	\$59.44	\$61.07	\$62.75	\$64.48	\$66.25
541330ENG, 54151S, 541380, 541420, 541715	Analyst 2 (A2)	Both	\$77.60	\$79.74	\$81.93	\$84.18	\$86.50
541330ENG, 54151S, 541380, 541420, 541715	Analyst 3 (A3)	Both	\$94.76	\$97.37	\$100.04	\$102.80	\$105.62
541330ENG, 54151S, 541380, 541420, 541715	Analyst 4 (A4)	Both	\$108.68	\$111.66	\$114.73	\$117.89	\$121.13
541330ENG, 54151S, 541380, 541420, 541715	Analyst 5 (A5)	Both	\$122.07	\$125.42	\$128.87	\$132.42	\$136.06
541330ENG, 54151S, 541380, 541420, 541715	Analyst 6 (A6)	Both	\$129.05	\$132.60	\$136.24	\$139.99	\$143.84
541330ENG, 54151S, 541380, 541420, 541715	Analyst 7 (A7)	Both	\$143.08	\$147.02	\$151.06	\$155.22	\$159.48
541330ENG, 54151S, 541380, 541420, 541715	Analyst 8 (A8)	Both	\$155.29	\$159.57	\$163.95	\$168.46	\$173.09
541330ENG, 54151S, 541380, 541420, 541715	Analyst 9 (A9)	Both	\$165.09	\$169.63	\$174.29	\$179.09	\$184.01
541330ENG, 54151S, 541380, 541420, 541715	Engineering Specialist 1 (ES1)	Both	\$70.19	\$72.12	\$74.10	\$76.14	\$78.23
541330ENG, 54151S, 541380, 541420, 541715	Engineering Specialist 2 (ES2)	Both	\$83.76	\$86.06	\$88.43	\$90.86	\$93.36
541330ENG, 54151S, 541380, 541420, 541715	Engineering Specialist 3 (ES3)	Both	\$99.78	\$102.52	\$105.34	\$108.24	\$111.22
541330ENG, 54151S, 541380, 541420, 541715	Engineering Specialist 4 (ES4)	Both	\$114.14	\$117.27	\$120.50	\$123.81	\$127.22
541330ENG, 54151S, 541380, 541420, 541715	Engineering Specialist 5 (ES5)	Both	\$128.49	\$132.03	\$135.66	\$139.39	\$143.22
541330ENG, 54151S, 541380, 541420, 541715	Engineering Specialist 6 (ES6)	Both	\$135.84	\$139.57	\$143.41	\$147.36	\$151.41
541330ENG, 54151S, 541380, 541420, 541715	Engineering Specialist 7 (ES7)	Both	\$147.14	\$151.19	\$155.35	\$159.62	\$164.01
541330ENG, 54151S, 541380, 541420, 541715	Engineering Specialist 8 (ES8)	Both	\$159.07	\$163.45	\$167.94	\$172.56	\$177.31
541330ENG, 54151S, 541380, 541420, 541715	Engineering Specialist 9 (ES9)	Both	\$196.83	\$202.24	\$207.80	\$213.52	\$219.39

SIN	Awarded Labor Category	Site	5/10/2019 to 5/9/2020 Year 1	5/10/2020 to 5/9/2021 Year 2	5/10/2021 to 5/9/2022 Year 3	5/10/2022 to 5/9/2023 Year 4	5/10/2023 to 5/9/2024 Year 5
541330ENG, 54151S, 541380, 541420, 541715	Senior Technical Management/Staff 1 (STMS1)	Both	\$133.62	\$137.30	\$141.07	\$144.95	\$148.94
541330ENG, 54151S, 541380, 541420, 541715	Senior Technical Management/Staff 2 (STMS2)	Both	\$150.51	\$154.65	\$158.90	\$163.27	\$167.76
541330ENG, 54151S, 541380, 541420, 541715	Senior Technical Management/Staff 3 (STMS3)	Both	\$170.32	\$175.00	\$179.81	\$184.76	\$189.84
541330ENG, 54151S, 541380, 541420, 541715	Senior Technical Management/Staff 4 (STMS 4)	Both	\$174.56	\$179.36	\$184.29	\$189.36	\$194.57
541330ENG, 54151S, 541380, 541420, 541715	Senior Technical Management/Staff 5 (STMS5)	Both	\$186.47	\$191.60	\$196.87	\$202.28	\$207.84
541330ENG, 54151S, 541380, 541420, 541715	Senior Technical Management/Staff 6 (STMS6)	Both	\$192.79	\$198.09	\$203.53	\$209.13	\$214.88
541330ENG, 54151S, 541380, 541420, 541715	Senior Technical Management/Staff 7 (STMS7)	Both	\$207.19	\$212.89	\$218.75	\$224.76	\$230.94
541330ENG, 54151S, 541380, 541420, 541715	Subject Matter Expert I (SMEI)	Both	\$263.70	\$270.95	\$278.40	\$286.06	\$293.92
541330ENG, 54151S, 541380, 541420, 541715	Subject Matter Expert II (SMEII)	Both	\$298.91	\$307.13	\$315.58	\$324.26	\$333.17
541330ENG, 54151S, 541380, 541420, 541715	Technician 1** (T1)	Both	\$47.93	\$49.25	\$50.60	\$51.99	\$53.42
541330ENG, 54151S, 541380, 541420, 541715	Technician 2** (T2)	Both	\$86.13	\$88.49	\$90.93	\$93.43	\$96.00
541330ENG, 54151S, 541380, 541420, 541715	Technician 3** (T3)	Both	\$105.53	\$108.43	\$111.42	\$114.48	\$117.63

Service Contract Labor Standards (SCLS) Matrix

SCLS Eligible Labor Category	SCLS Equivalent Code Title	Wage Determination
Administrative Support 1 (AS1)	Secretary I - 01311	2015-4603
Administrative Support 2 (AS2)	Secretary II - 01312	2015-4603
Technician 1 (T1)	Engineering Technician I - 30081	2015-4603
Technician 2 (T2)	Engineering Technician II - 30083	2015-4603
Technician 3 (T3)	Engineering Technician III - 30084	2015-4603

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

LABOR CATEGORY DESCRIPTIONS

Labor Category	Functional Responsibilities	Minimum Years of Experience	Minimum Education
Administrative Support 1** (AS1)	Prepares correspondence, documents and reports using various word processing, drawing, and spreadsheet software programs.	0	HS Diploma/ GED
Administrative Support 2** (AS2)	Proficient in the preparation of correspondence, documents and reports using various word processing, drawing, and spreadsheet software programs. Experience in planning, monitoring, managing and teaching various administrative tasks and activities.	5	HS Diploma/ GED
Analyst 1 (A1)	Assists in analyzing, organizing, planning and administering various phases of day-to-day activities for programs. May monitor and analyze strategic and operational aspects related to political, military, and economic developments. May analyze, compile, and document, contractual documents, financial data, technical data, customer operation characteristics, and related reports. May provide technical support in field to aid customers and resolve technical problems. May prepare and present technical research. May develop procedures and processes. May conduct technical seminars and training for customer or company personnel.	0	Bachelor of Arts (BA)/ Bachelor of Science (BS) or equivalent
Analyst 2 (A2)	Assists in analyzing, organizing, planning and administering various phases of day-to-day activities for programs. May monitor and analyze strategic and operational aspects related to political, military, and economic developments. May analyze, compile, and document, contractual documents, financial data, technical data, customer operation characteristics, and related reports. May provide technical support in field to aid customers and resolve technical problems. May prepare and present technical research. May develop procedures and processes. May conduct technical seminars and training for customer or company personnel.	2	BA/BS or equivalent
Analyst 3 (A3)	Analyzes, organizes, plans and administers various phases of day-to-day activities for programs. May monitor and analyze strategic and operational aspects related to political, military, and economic developments. May analyze, compile, and document, contractual documents, financial data, technical data, customer operation characteristics, and related reports. May provide technical support in field to aid customers and resolve technical problems. May prepare and present technical research. May develop procedures and processes. May conduct technical seminars and training for customer or company personnel.	5	BA/BS or equivalent

Labor Category	Functional Responsibilities	Minimum Years of Experience	Minimum Education
Analyst 4 (A4)	Analyzes, organizes, plans and administers various phases of day-to-day activities for complex programs. Analyzes actual and predictable interacting operational activities of a military, governmental, or business system to obtain a quantitative, rational basis for decision-making or resource allocation. May develop, plan, coordinate, and integrate related requirements to support operational needs. May monitor and analyze strategic and operational aspects related to political, military, and economic developments. May analyze, compile, and document, complex contractual documents, financial data, technical data, customer operation characteristics, and related reports. May provide technical support in field to aid customers and resolve complex technical problems. May prepare and present complex technical research. May develop procedures and processes. May conduct technical seminars and training for customer or company personnel.	8	BA/BS or equivalent
Analyst 5 (A5)	Analyzes, organizes, plans and administers various phases of day-to-day activities for extremely complex programs. Analyzes actual and predictable interacting operational activities of a military, governmental, or business system to obtain a quantitative, rational basis for decision-making or resource allocation. May develop, plan, coordinate, and integrate related requirements to support operational needs. May develop and implement methodologies. May conduct studies, technical assessments, and system analysis to determine performance and effectiveness. May monitor and analyze strategic and operational aspects related to political, military, and economic developments. May analyze, compile, and document, complex contractual documents, financial data, technical data, customer operation characteristics, and related reports. May provide technical support in field to aid customers and resolve extremely complex technical problems. May prepare and present extremely complex technical research. May develop procedures and processes. May conduct technical seminars and training for customer or company personnel. May provide team leadership to other analysts and technicians.	10	BA/BS or equivalent

Labor Category	Functional Responsibilities	Minimum Years of Experience	Minimum Education
Analyst 6 (A6)	Analyzes, organizes, plans and administers various phases of day-to-day activities for extremely complex programs. Analyzes actual and predictable interacting operational activities of a military, governmental, or business system to obtain a quantitative, rational basis for decision-making or resource allocation. May develop, plan, coordinate, and integrate related requirements to support operational needs. May develop and implement methodologies. May conduct studies, technical assessments, and system analysis to determine performance and effectiveness. May monitor and analyze strategic and operational aspects related to political, military, and economic developments. May analyze, compile, and document, complex contractual documents, financial data, technical data, customer operation characteristics, and related reports. May provide technical support in field to aid customers and resolve extremely complex technical problems. May prepare and present extremely complex technical research. May develop procedures and processes. May conduct technical seminars and training for customer or company personnel. May provide team leadership to other analysts and technicians.	12	BA/BS or equivalent
Analyst 7 (A7)	Analyzes, organizes, plans and administers various phases of day-to-day activities for extremely complex programs. Analyzes actual and predictable interacting operational activities of a military, governmental, or business system to obtain a quantitative, rational basis for decision-making or resource allocation. May develop, plan, coordinate, and integrate related requirements to support operational needs. May develop and implement methodologies. May conduct studies, technical assessments, and system analysis to determine performance and effectiveness. May monitor and analyze strategic and operational aspects related to political, military, and economic developments. May analyze, compile, and document, complex contractual documents, financial data, technical data, customer operation characteristics, and related reports. May provide technical support in field to aid customers and resolve extremely complex technical problems. May prepare and present extremely complex technical research. May develop and maintain procedures and processes. May develop conduct technical seminars and training for customer or company personnel. May provide team leadership and technical mentoring to other analysts and technicians.	15	BA/BS or equivalent

Labor Category	Functional Responsibilities	Minimum Years of Experience	Minimum Education
Analyst 8 (A8)	Analyzes, organizes, plans and administers various phases of day-to-day activities for extremely complex programs. Analyzes actual and predictable interacting operational activities of a military, governmental, or business system to obtain a quantitative, rational basis for decision-making or resource allocation. May develop, plan, coordinate, and integrate related requirements to support operational needs. May develop and implement methodologies. May conduct studies, technical assessments, and system analysis to determine performance and effectiveness. May monitor and analyze strategic and operational aspects related to political, military, and economic developments. May analyze, compile, and document, complex contractual documents, financial data, technical data, customer operation characteristics, and related reports. May provide technical support in field to aid customers and resolve extremely complex technical problems. May prepare and present extremely complex technical research. May develop and maintain procedures and processes. May develop conduct technical seminars and training for customer or company personnel. May provide team leadership and technical mentoring to other analysts and technicians. Often tasked to assemble teams and lead tasking and subsequent follow-up.	17	BA/BS or equivalent
Analyst 9 (A9)	Analyzes, organizes, plans and administers various phases of day-to-day activities for extremely complex programs. Analyzes actual and predictable interacting operational activities of a military, governmental, or business system to obtain a quantitative, rational basis for decision-making or resource allocation. May develop, plan, coordinate, and integrate related requirements to support operational needs. May develop and implement methodologies. May conduct studies, technical assessments, and system analysis to determine performance and effectiveness. May monitor and analyze strategic and operational aspects related to political, military, and economic developments. May analyze, compile, and document, complex contractual documents, financial data, technical data, customer operation characteristics, and related reports. May provide technical support in field to aid customers and resolve extremely complex technical problems. May prepare and present extremely complex technical research. May develop and maintain procedures and processes. May develop conduct technical seminars and training for customer or company personnel. May provide team leadership and technical mentoring to other analysts and technicians. Frequently tasked to solve problems and organizational challenges.	20	BA/BS or equivalent

Labor Category	Functional Responsibilities	Minimum Years of Experience	Minimum Education
Engineering Specialist 1 (ES1)	Assists in the design, development, and modifications of devices and systems. Plans and conducts assigned technical projects or phases of projects. Documents the results of assigned projects.	0	BS or equivalent
Engineering Specialist 2 (ES2)	Assists in the design, development, and modifications of devices and systems. Plans and conducts assigned technical projects or phases of projects. Documents the results of assigned projects.	2	BS or equivalent
Engineering Specialist 3 (ES3)	Designs, develops, and modifies devices and systems. Plans and conducts assigned technical projects or phases of projects. Documents the results of assigned projects.	5	BS or equivalent
Engineering Specialist 4 (ES4)	Designs, develops, and modifies devices and systems. Plans and conducts assigned technical projects or phases of projects. Documents the results of assigned projects.	8	BS or equivalent
Engineering Specialist 5 (ES5)	Designs, develops, and modifies devices and systems. Plans and conducts assigned technical projects or phases of projects. Documents the results of assigned projects.	10	BS or equivalent
Engineering Specialist 6 (ES6)	Leads and directs extremely complex tasks for government or commercial contracts in their area of technical expertise. Designs, develops, and modifies devices and systems. Plans and conducts assigned technical projects or phases of projects. Documents the results of assigned projects. Evaluates supplier capabilities as needed.	12	BS or equivalent
Engineering Specialist 7 (ES7)	Leads and directs extremely complex tasks for government or commercial contracts in their area of technical expertise. Design, development, and modification of devices and systems. Plan and conduct assigned technical projects or phases of projects. Document the results of assigned projects. Evaluate supplier capabilities as needed.	15	BS or equivalent
Engineering Specialist 8 (ES8)	Leads and directs extremely complex tasks for government or commercial contracts in their area of technical expertise. Designs, develops, and modifies devices and systems. Plans and conducts assigned technical projects or phases of projects. Documents the results of assigned projects. Evaluates supplier capabilities as needed.	20	BS or equivalent
Engineering Specialist 9 (ES9)	Lead and direct extremely complex tasks for government or commercial contracts in their area of technical expertise. Design, development, and modification of devices and systems. Plan and conduct assigned technical projects or phases of projects. Document the results of assigned projects. Evaluate supplier capabilities as needed.	25	BS or equivalent

Labor Category	Functional Responsibilities	Minimum Years of Experience	Minimum Education
Senior Technical Management/ Staff 1 (STMS1)	Lead, direct, and manage extremely complex programs and tasks for government or commercial contracts in their area of technical expertise. May participate in the development of the strategic plans and objectives. May identify internal and external strategic issues that affect business results, growth, and responsibilities. Exercises independent judgment in support of business initiatives and strategic direction across the organization. Makes final decisions on administrative or operation matters. Works on extremely complex problems.	10	BA/BS or equivalent
Senior Technical Management/ Staff 2 (STMS2)	Lead, direct, and manage extremely complex programs and tasks for government or commercial contracts in their area of technical expertise. May participate in the development of the strategic plans and objectives. May identify internal and external strategic issues that affect business results, growth, and responsibilities. Exercises independent judgment in support of business initiatives and strategic direction across the organization. Makes final decisions on administrative or operation matters. Works on extremely complex problems.	12	BA/BS or equivalent
Senior Technical Management/ Staff 3 (STMS3)	Lead, direct, and manage extremely complex programs and tasks for government or commercial contracts in their area of technical expertise. May participate in the development of the strategic plans and objectives. May identify internal and external strategic issues that affect business results, growth, and responsibilities. Exercises independent judgment in support of business initiatives and strategic direction across the organization. Makes final decisions on administrative or operation matters. Works on extremely complex problems.	15	BA/BS or equivalent
Senior Technical Management/ Staff 4 (STMS 4)	Lead, direct, and manage extremely complex programs and tasks for government or commercial contracts in their area of technical expertise. May participate in the development of the strategic plans and objectives. May identify internal and external strategic issues that affect business results, growth, and responsibilities. Exercises independent judgment in support of business initiatives and strategic direction across the organization. Makes final decisions on administrative or operation matters. Works on extremely complex problems.	18	BA/BS or equivalent
Senior Technical Management/ Staff 5 (STMS5)	Lead, direct, and manage extremely complex programs and tasks for government or commercial contracts in their area of technical expertise. May participate in the development of the strategic plans and objectives. May identify internal and external strategic issues that affect business results, growth, and responsibilities. Exercises independent judgment in support of business initiatives and strategic direction across the organization. Makes final decisions on administrative or operation matters. Works on extremely complex problems.	20	BA/BS or equivalent

Labor Category	Functional Responsibilities	Minimum Years of Experience	Minimum Education
Senior Technical Management/ Staff 6 (STMS6)	Lead, direct, and manage extremely complex programs and tasks for government or commercial contracts in their area of technical expertise. May participate in the development of the strategic plans and objectives. May identify internal and external strategic issues that affect business results, growth, and responsibilities. Exercises independent judgment in support of business initiatives and strategic direction across the organization. Makes final decisions on administrative or operation matters. Works on extremely complex problems.	25	BA/BS or equivalent
Senior Technical Management/ Staff 7 (STMS7)	Lead, direct, and manage extremely complex programs and tasks for government or commercial contracts in their area of technical expertise. May participate in the development of the strategic plans and objectives. May identify internal and external strategic issues that affect business results, growth, and responsibilities. Exercises independent judgment in support of business initiatives and strategic direction across the organization. Makes final decisions on administrative or operation matters. Works on extremely complex problems and is often tasked to evaluate alternate solutions to these complex problems. Often presents technical information to high level leadership and high-level customer personnel.	28	BA/BS or equivalent
Subject Matter Expert I (SMEI)	Recognized expert in one or more given fields. Develops and applies extremely complex methods, theories and research techniques in the investigation and solution of extremely complex and difficult requirements and problems requiring the expert and innovative application of advanced superior knowledge.	25	BA/BS or equivalent
Subject Matter Expert II (SMEII)	Recognized expert in one or more given fields. Develops and applies extremely complex methods, theories and research techniques in the investigation and solution of extremely complex and difficult requirements and problems requiring the expert and innovative application of advanced superior knowledge.	30	BA/BS or equivalent
Technician 1** (T1)	Entry level technical support working under close supervision and direction.	0	HS Diploma/ GED
Technician 2** (T2)	Provides general technical support working in such areas as research, design, development, testing, analysis, or manufacturing process improvement. Under general supervision works from rough engineering notes, drawings, sketches and verbal instructions or defined plans to perform testing and troubleshooting functions of processes, electronic or mechanical components, equipment or systems.	5	HS Diploma/ GED
Technician 3** (T3)	Provides moderate to advanced technical support in such areas as research, design, development, testing, analysis, or manufacturing process improvement. Under general supervision and with considerable latitude for independent contribution, works from rough engineering notes, drawings, sketches and verbal instructions or defined plans to perform testing and troubleshooting functions on processes, electronic or mechanical components, equipment or systems.	8	HS Diploma/ GED

****SCLS applicable**

Education/Experience Substitutions

Labor Category	Min Education	Min Exp	PhD	Masters	Bachelors	Associate	High School
Administrative Support 1** (AS1)	HS	0	0	0	0	0	0
Administrative Support 2** (AS2)	HS	5	0	0	1	3	5
Analyst 1 (A1)	BA/BS	0	0	0	0	2	4
Analyst 2 (A2)	BA/BS	2	0	0	2	4	6
Analyst 3 (A3)	BA/BS	5	1	3	5	7	9
Analyst 4 (A4)	BA/BS	8	4	6	8	10	12
Analyst 5 (A5)	BA/BS	10	6	8	10	12	14
Analyst 6 (A6)	BA/BS	12	8	10	12	14	16
Analyst 7 (A7)	BA/BS	15	11	13	15	17	19
Analyst 8 (A8)	BA/BS	17	13	15	17	19	21
Analyst 9 (A9)	BA/BS	20	16	18	20	22	24
Engineering Specialist 1 (ES1)	BS	0	0	0	0	N/A	N/A
Engineering Specialist 2 (ES2)	BS	2	0	0	2	N/A	N/A
Engineering Specialist 3 (ES3)	BS	5	1	3	5	N/A	N/A
Engineering Specialist 4 (ES4)	BS	8	4	6	8	N/A	N/A
Engineering Specialist 5 (ES5)	BS	10	6	8	10	N/A	N/A
Engineering Specialist 6 (ES6)	BS	12	8	10	12	N/A	N/A
Engineering Specialist 7 (ES7)	BS	15	11	13	15	N/A	N/A
Engineering Specialist 8 (ES8)	BS	20	16	18	20	N/A	N/A
Engineering Specialist 9 (ES9)	BS	25	21	23	25	N/A	N/A
Senior Technical Management/Staff 1 (STMS1)	BA/BS	10	6	8	10	12	14
Senior Technical Management/Staff 2 (STMS2)	BA/BS	12	8	10	12	14	16
Senior Technical Management/Staff 3 (STMS3)	BA/BS	15	11	13	15	17	19

Labor Category	Min Education	Min Exp	PhD	Masters	Bachelors	Associate	High School
Senior Technical Management/Staff 4 (STMS4)	BA/BS	18	14	16	18	20	22
Senior Technical Management/Staff 5 (STMS5)	BA/BS	20	16	18	20	22	24
Senior Technical Management/Staff 6 (STMS6)	BA/BS	25	21	23	25	27	29
Senior Technical Management/Staff 7 (STMS7)	BA/BS	28	24	26	28	30	32
Subject Matter Expert I (SMEI)	BA/BS	25	21	23	25	27	29
Subject Matter Expert II (SMEII)	BA/BS	30	26	28	30	32	34
Technician 1** (T1)	HS	0	0	0	0	0	0
Technician 2 ** (T2)	HS	5	0	0	1	3	5
Technician 3** (T3)	HS	8	0	2	4	6	8