

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

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

Corporate Services

Contract Number: GS-00F-0004X

For more information on ordering from Federal Supply Schedules, check on the FSS Schedules button at: <http://www.fss.gsa.gov>

CORPORATE Contract Period: November 15, 2015 – November 14, 2020

Tec-Masters, Inc.
1500 Perimeter Parkway, Suite 215
Huntsville, AL 35806
256-830-4000
www.tecmasters.com
Christie I. Sanford, Contracts Manager
Small Business

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CUSTOMER INFORMATION

1. SIN, MODEL NUMBERS AND LABOR CATEGORIES

a. Special Item Numbers: The following Special Item Numbers (SIN) apply:

IT	C132-51/C132-51RC	Information Technology Professional Services
AIMS	C541-4B/C541-4BRC	Video/Film Production
MOBIS	C874-1/C874-1RC	Integrated Consulting Services
MOBIS	C874-4/C874-4RC	Training Services: Instructor Led Training, Web Based Training and Education Courses, Course Development and Text Administration, Learning Management, Internships
LOG	C874-501/C874-501RC	Supply and Value Chain Management
MOBIS	C874-7/C874-7RC	Integrated business Program Support Services
PES	C871-1/C871-1RC	Strategic Planning for Technology Programs/Activities
PES	C871-2/C871-2RC	Concept Development and Requirements Analysis
PES	C871-3/C871-3RC	System Design, Engineering and Integration
PES	C871-4/C871-4RC	Test and Evaluation
PES	C871-5/C871-5RC	Integrated Logistics Support
PES	C871-6/C871-6RC	Acquisition and Life Cycle Management

See paragraph 27 for a Description of the Services to be provided under each respective SIN.

b. Model Numbers: Except for miscellaneous items which may be acquired in support of the primary service effort, products are not applicable to this service contract. Accordingly, Model Numbers are not applicable.

c. Description of Labor Categories: TMI pledges that all personnel assigned to perform under issued orders will, in all instances, possess the requisite professionalism, education, experience, and commitment necessary to successfully accomplish the work effort in a cost-effective, technically-skillful manner.

Resumes will be made available to agency and ordering officials, upon request.

2. MAXIMUM ORDER

The maximum order is \$1,000,000. (However, see Paragraph 7 below for orders which may exceed the maximum limitation.)

3. MINIMUM ORDER

The minimum order limitation under the contract is \$100.

4. GEOGRAPHIC COVERAGE

Orders may be issued for the performance of services in the 50 states of the United States, the District of Columbia, Puerto Rico and the U.S. Virgin Islands and in the United Kingdom of Great Britain and Wales. Orders may also be issued for performance of services elsewhere, worldwide, when the Ordering Officer and the Contractor agree to such other performance locations. Issued orders will specify the Place of Performance.

5. POINT(S) OF PRODUCTION

Not Applicable since production is not contemplated under this contract. See Item 21 herein for information regarding the location of contractor service locations.

6. STATEMENT OF NET PRICES

The hourly rates set forth in Paragraph 27 are Net Prices (Discounts already deducted). However, see paragraph 7 below for additional discounting potential.

7. QUANTITY DISCOUNTS

The contractor has offered the following discounts applicable to individual orders placed under this contract:

<u>Discount Criteria</u>	<u>Amount of Discount</u>
Orders with labor requirements greater than \$100 K	1.0% (applied to labor only)

The contractor will, when specific circumstances warrant, consider additional discounting or reduction to the rates set forth elsewhere herein, for orders that fall within the Maximum Order limitation specified above. Such additional discounting shall be available for orders issued by and/or for Federal Agencies ONLY as indicated in Paragraph (d)(2) of the contract clause entitled Price Reductions (Feb 1999) .

The contractor will consider additional discounting or reduction to the rates set forth elsewhere herein, for orders that exceed the maximum order limitation. Such additional discounting or reduction may be made available to all authorized users of the GSA Federal Supply Schedules contracts.

8. PROMPT PAYMENT TERMS

No prompt payment discount is offered. Terms are Net 30 days.

9. GOVERNMENT CREDIT CARD

a. Government Credit Card Micropurchase: The contractor will accept payment by use of Government (Visa or MasterCard) Purchase cards for purchases that fall within the micropurchase threshold.

b. Government Credit Card Exceeding Micropurchase: The contractor will not accept the use of Government Purchase cards for purchases that exceed the micropurchase threshold in effect at the time of purchase.

10. FOREIGN ITEMS

Foreign Items are not expected to be furnished hereunder.

11. DELIVERY

a. Time of Delivery: Since the service requirements will differ and will be of varying complexities and duration, time of delivery cannot be established in advance. Completion periods will be a subject of discussion during order placement and will be specified in the issued order.

b. Expedited Delivery: The Contractor pledges full cooperation in attempting to accommodate the need for expeditious performance of services and to expedite delivery of any data items that may generate out of the service effort.

c. Overnight and 2-Day Delivery: Overnight and 2-Day Delivery of data and miscellaneous items in support of the service effort can be arranged. Customer representatives are urged to contact the contractor when such needs exist.

d. Urgent Requirements: In keeping with the Urgent Requirements provision, please contact the contractor in the event of urgent requirements.

12. F.O.B.

All deliverables will be delivered F.O.B. Destination.

13. ORDERING

- a. Ordering Address:** Orders will be addressed to:
Tec-Masters, Inc.
1500 Perimeter Parkway, Suite 215
Huntsville, AL 35806
Attention: Christie I. Sanford, Contracts Manager

b. Ordering Procedures: For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPAs), and a sample BPA can be found at the GSA/FSS Schedule homepage (fss.gsa.gov/schedules).

14. PAYMENT ADDRESS

Payment will be made to:

Tec-Masters, Inc.
1500 Perimeter Parkway, Suite 215
Huntsville, AL 35806

15. WARRANTY PROVISION

Warranty shall be as indicated in Contract Clause 52.256-4, Inspection of Services Fixed Price (AUG 1996) for Fixed Price Services or Inspection Time and Material and Labor Hour (JAN 1998) for Time and Material or Labor Hour service efforts.

16. EXPORT PACKING CHARGES

Not applicable.

17. TERMS AND CONDITIONS GOVERNMENT PURCHASE CARD

Thresholds Above the Micro-Purchase Limit: The contractor will not accept payment by Government purchase card for amounts in excess of the micro-purchase level.

18. RENTAL, MAINTENANCE, AND REPAIRS

Not applicable.

19. INSTALLATION

Not applicable.

20. REPAIR PARTS

Not applicable.

a. Term and Conditions for Other Services: Not applicable.

21. LIST OF SERVICES AND DISTRIBUTION POINTS

Tec-Masters has service operations throughout the United States.

22. LIST OF PARTICIPATING DEALERS

None

23. PREVENTIVE MAINTENANCE

Not applicable.

24. SPECIAL ATTRIBUTES AND SECTION 508

a. **Special Attributes:** Not applicable.

b. **Section 508:** This contract does not contemplate the furnishing of hardware or software which would be subject to the requirements of Section 508. However, in the event an order issued hereunder were issued requiring a systems design effort involving Section 508 considerations, the contractor is aware of its responsibilities thereunder.

25. DATA UNIVERSAL NUMBERING SYSTEM (DUNS)

The applicable DUNS number is 61-873-5948.

26. SYSTEM FOR AWARD MANAGEMENT (SAM)

The contractor is registered in SAM.

27. CORPORATE SERVICES

a. **Scope:** The prices, terms and conditions stated apply exclusively to Consolidated Services within the scope of the Multiple Award Federal Supply Schedule.

SIN C132-51/C132-51RC: Information Technology Services - Includes resources and facilities management, database planning and design, systems analysis and design, network services, programming, millennium conversion services, conversion and implementation support, network services project management, data/records management, subscriptions/publications (electronic media), and other services.

SIN C874-7/C874-7RC: Program and Project Management Support: Contractors shall provide services to assist agencies in planning, initiating, managing, executing, and closing out mission-oriented business programs and projects. Services included are: Project leadership and communications with stakeholders; project planning and scheduling; earned value management support; project management, including performance monitoring and measurement; reporting and documentation associated with project/program objectives; stakeholder briefings, participation in required meetings, and related project support services; program integration services; and project close-out services. All services must be provided and performed under the supervision/management of the contractor's Project Manager or Program Manager. Orders for

services under this SIN without an accompanying Program/Project Manager labor category are prohibited.

The primary purpose and preponderance of work for any project awarded under this SIN must be for professional business services. Services covered by other GSA Schedules shall only be included in the project scope if they are directly related to the successful accomplishment of the project and are incidental to the overall effort. It is the responsibility of the Contracting Officer placing the order to make this determination.

SIN C874-4/C874-4RC: Training Services: Instructor Led Training, Web Based Training and Education Courses, Course Development and Test Administration: Proposed courses shall be commercially-available off-the-shelf training and/or educational courses that are delivered via an Instructor-led (i.e. traditional classroom setting or conference/seminar) and/or web-based (i.e. Internet/Intranet, software packages and computer applications) system. Courses shall have a defined course title, length of time (i.e. hours, days, semesters, etc.), description of material to be taught (i.e. syllabi, table of contents, etc.), and whether materials are included (i.e. books, pamphlets, software, etc.). Support materials not included may be offered on SIN 874-5. Proposed professional services shall be in support of planning, creating, and/or executing test administration, learning management, customized subject matter specific training and/or educational courses that are delivered via an instructor-led (i.e. traditional classroom setting or conference/seminar) and/or web-based (i.e. Internet/Intranet, software packages and computer applications) system. At minimum, proposed professional services in support of planning, creating, and/or executing a customized course(s) shall include labor categories (i.e. Subject Matter Experts (SMEs), Program Managers, Project Managers, Research Assistant, Technical Specialist, etc.), subject matter(s), and methodology(ies) to be used.

SIN C874-1/C874-1RC: MOBIS Consulting Services: Contractors shall provide expert advice, assistance, guidance or counseling in support an agency's mission-oriented business functions. Services covered by this SIN are: Management or strategy consulting, Program planning, audits, and evaluations, Studies, analyses, scenarios, and reports relating to an agency's mission-oriented business programs or initiatives, such as defense studies, tabletop exercises or scenario simulations, educational studies, regulatory or policy studies, health care studies, economic studies, and preparedness studies, Executive/management coaching services, Customized business training as needed to successfully perform/complete a consulting engagement, Policy and regulation development assistance, Expert Witness services in support of litigation, claims, or other formal cases. Advisory and assistance services in accordance with FAR 37.203. Financial audits are covered under GSA Schedule 520, Financial and Business Services, are not allowed under this SIN. The term "consulting" as defined herein does not include staff augmentation.

SIN C874-501/C874-501RC: Supply and Value Chain Management Services: Planning, development, management, operation, and maintenance of logistics systems dealing with the acquisition, movement, and maintenance of resources. Typical tasks include operating warehouses/storage facilities, packing/crating, staging/shipping/receiving, bar coding, fulfillment operations, acquisition/vendor/inventory management, business process reengineering, systems

modernization, expansion/consolidation studies, system assessment and material requirements planning.

SIN C541-4B/C541-4BRC: Video/Film Production: Videotape and film production services will be provided to inform the public and Government agencies about the latest products, services, and/or issues in various outputs such as: industry standard formats, CD-ROM, DVD and video streaming development. Filming in studios, on location, live shows, or events may also be required. Examples of services include, but are not limited to: Writing, Directing, Shooting, Arranging for talent/animation, Narration, Music and sound effects, Duplication, Distribution, Video scoring, and Editing.

SIN C871-1/C871-1RC: Strategic Planning for Technology Programs/Activities: Services required under this SIN involve the definition and interpretation of high-level organizational engineering performance requirements such as projects, systems, missions, etc., and the objectives and approaches to their achievement. Typical associated tasks include, but are not limited to an analysis of mission, program goals and objectives, requirements analysis, organizational performance assessment, special studies and analysis, training, privatization and outsourcing.

SIN C871-2/C871-2RC: Concept Development and Requirements Analysis: Services provided under this SIN involve abstract or concept studies and analysis, requirements definition, preliminary planning, the evaluation of alternative technical approaches and associated costs for the development or enhancement of high level general performance specifications of a system, project, mission or activity. Typical associated tasks include, but are not limited to requirements analysis, cost/cost-performance trade-off analysis, feasibility analysis, regulatory compliance support, technology conceptual designs, training, privatization and outsourcing.

SIN C871-3/C871-3RC: System Design, Engineering and Integration: Services provided 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, design studies and analysis, high level detailed specification preparation, configuration management and document control, fabrication, assembly and simulation, modeling, training, privatization and outsourcing.

SIN C871-4/C871-4RC: Test and Evaluation: Services provided under this SIN involves the application of various techniques demonstrating that a prototype system (subsystem, program, project or activity) performs in accordance with the objectives outlined in the original design. Typical associated tasks include, but are not limited to testing of a prototype and first article(s) testing, environmental testing, independent verification and validation, reverse engineering, simulation and modeling (to test the feasibility of a concept), system safety, quality assurance, physical testing of the product or system, training, privatization and outsourcing.

SIN C871-5/C871-5RC: Integrated Logistics Support: Services provided under this SIN involves the analysis, planning and detailed design of all engineering specific logistics support including material goods, personnel, and operational maintenance and repair of systems throughout their life cycles. Typical associated tasks include, but are not limited to ergonomic/human performance analysis, feasibility analysis, logistics planning, requirements determination, policy standards/procedures development, long-term reliability and maintainability, training, privatization and outsourcing.

SIN C871-6/C871-6RC: Acquisition and Life Cycle Management: Services provided under this SIN involve all of the planning, budgetary, contract and systems/program management functions required to procure and/or produce, render operational and provide life cycle support (maintenance, repair, supplies, engineering specific logistics) to technology-based systems, activities, subsystems, projects, etc. Typical associated tasks include, but are not limited to operation and maintenance, program/project management, technology transfer/insertion, training, privatization and outsourcing.

b. Service Contract Act (SCA) Labor Categories are as follows:

The following language will be incorporated into orders.

SCA Matrix – AIMS, LOGWORLD, MOBIS, IT and PES		
SCA Eligible Labor Category	SCA Equivalent Code Title	WD Number
Administrative Assistant I	01020 – Administrative Assistant	05-2007
Administrative Assistant II	01020 – Administrative Assistant	05-2007
Administrative Assistant III	01020 – Administrative Assistant	05-2007
Technical Writer I	30461 – Technical Writer I	05-2007
Technical Writer II	Technical Writer I	05-2007
Technical Writer III	30462 – Technical Writer II	05-2007
Technical Writer IV	30463 – Technical Writer III	05-2007
Photographer	13074 – Photographer IV	05-2007
Technician 1	30082 - Engineering Technician II	05-2007
Technician 2	30083 - Engineering Technician III	05-2007
Technician 3	30084 - Engineering Technician IV	05-2007
Technician 4	30085 - Engineering Technician V	05-2007
Administrative Assistant - PES	01020 - Administrative Assistant	05-2007
Admin 1	01312 - Secretary II	05-2007
Admin 2	01313 - Secretary III	05-2007

The Service 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).

- c. **Net Hourly Rates:** The following listed pricing is provided by labor category, site and SIN.

Item	SIN	Awarded Labor Category	Site	11/15/2015 to 11/14/2016 Year 6	11/15/2016 to 11/14/2017 Year 7	11/15/2017 to 11/14/2018 Year 8	11/15/2018 to 11/14/2019 Year 9	11/15/2019 to 11/14/2010 Year10
1	C541-4B	Program Manager I	Contractor	\$144.35	\$147.24	\$150.18	\$153.19	\$156.25
2	C541-4B	Program Manager II	Contractor	\$166.77	\$170.11	\$173.51	\$176.98	\$180.52
3	C541-4B	Program Manager III	Contractor	\$222.98	\$227.44	\$231.99	\$236.63	\$241.36
4	C541-4B	Project Task Manager I	Contractor	\$115.81	\$118.12	\$120.48	\$122.89	\$125.35
5	C541-4B	Project Task Managers II	Contractor	\$158.03	\$161.19	\$164.41	\$167.70	\$171.05
6	C541-4B	Project Task Managers III	Contractor	\$171.67	\$175.10	\$178.60	\$182.18	\$185.82
7	C541-4B	Scriptwriter I	Contractor	\$64.99	\$66.29	\$67.61	\$68.96	\$70.34
8	C541-4B	Scriptwriter II	Contractor	\$75.60	\$77.11	\$78.65	\$80.22	\$81.83
9	C541-4B	Scriptwriter III	Contractor	\$98.14	\$100.10	\$102.11	\$104.15	\$106.23
10	C541-4B	Scriptwriter IV	Contractor	\$118.09	\$120.46	\$122.86	\$125.32	\$127.83
11	C541-4B	Audio/ Video Specialist I	Contractor	\$64.99	\$66.29	\$67.61	\$68.96	\$70.34
12	C541-4B	Audio/ Video Specialist II	Contractor	\$75.60	\$77.11	\$78.65	\$80.22	\$81.83
13	C541-4B	Audio/ Video Specialist III	Contractor	\$103.81	\$105.89	\$108.00	\$110.16	\$112.37
14	C541-4B	Multimedia/ Graphics Designer I	Contractor	\$64.99	\$66.29	\$67.61	\$68.96	\$70.34
15	C541-4B	Multimedia/ Graphics Designer II	Contractor	\$75.60	\$77.11	\$78.65	\$80.22	\$81.83
16	C541-4B	Multimedia/ Graphics Designer III	Contractor	\$98.14	\$100.10	\$102.11	\$104.15	\$106.23
17	C541-4B	Multimedia/ Graphics Designer IV	Contractor	\$118.09	\$120.46	\$122.86	\$125.32	\$127.83
18	C541-4B	Multimedia Programmer I	Contractor	\$88.44	\$90.20	\$92.01	\$93.85	\$95.73
19	C541-4B	Multimedia Programmer II	Contractor	\$105.43	\$107.54	\$109.69	\$111.88	\$114.12
20	C541-4B	Multimedia Programmer III	Contractor	\$118.09	\$120.46	\$122.86	\$125.32	\$127.83
21	C541-4B	Multimedia Programmer IV	Contractor	\$149.78	\$152.77	\$155.83	\$158.95	\$162.12
22	C541-4B	Animator	Contractor	\$75.60	\$77.11	\$78.65	\$80.22	\$81.83
23	C541-4B	Video Editor	Contractor	\$64.99	\$66.29	\$67.61	\$68.96	\$70.34
24	C541-4B	Camera Operator	Contractor	\$75.60	\$77.11	\$78.65	\$80.22	\$81.83
25	C541-4B	Gaffer	Contractor	\$64.99	\$66.29	\$67.61	\$68.96	\$70.34
26	C541-4B	Grip	Contractor	\$64.99	\$66.29	\$67.61	\$68.96	\$70.34
27	C541-4B	Photographer	Contractor	\$75.60	\$77.11	\$78.65	\$80.22	\$81.83
28	C541-4B	Administrative Assistant I	Contractor	\$44.33	\$45.21	\$46.12	\$47.04	\$47.98
29	C541-4B	Administrative Assistant II	Contractor	\$48.52	\$49.49	\$50.48	\$51.48	\$52.51
30	C541-4B	Administrative Assistant III	Contractor	\$65.63	\$66.94	\$68.28	\$69.64	\$71.04
31	C874-501	Program Manager I	Contractor	\$144.35	\$147.24	\$150.18	\$153.19	\$156.25
32	C874-501	Program Manager II	Contractor	\$166.77	\$170.11	\$173.51	\$176.98	\$180.52
33	C874-501	Program Manager III	Contractor	\$222.98	\$227.44	\$231.99	\$236.63	\$241.36
34	C874-501	Subject Matter Expert I	Contractor	\$152.20	\$155.24	\$158.35	\$161.51	\$164.74
35	C874-501	Subject Matter Expert II	Contractor	\$190.67	\$194.49	\$198.38	\$202.34	\$206.39
36	C874-501	Subject Matter Expert III	Contractor	\$222.98	\$227.44	\$231.99	\$236.63	\$241.36
37	C874-501	Project Task Manager I	Contractor	\$115.81	\$118.12	\$120.48	\$122.89	\$125.35
38	C874-501	Project Task Managers II	Contractor	\$158.03	\$161.19	\$164.41	\$167.70	\$171.05
39	C874-501	Project Task Managers III	Contractor	\$171.67	\$175.10	\$178.60	\$182.18	\$185.82
40	C874-501	Technical Writer I	Contractor	\$71.46	\$72.89	\$74.34	\$75.83	\$77.35
41	C874-501	Technical Writer II	Contractor	\$88.44	\$90.20	\$92.01	\$93.85	\$95.73
42	C874-501	Technical Writer III	Contractor	\$103.81	\$105.89	\$108.00	\$110.16	\$112.37
43	C874-501	Technical Writer IV	Contractor	\$120.50	\$122.91	\$125.37	\$127.87	\$130.43
44	C874-501	Jr. Logistics Engineer	Contractor	\$53.92	\$55.00	\$56.10	\$57.22	\$58.37
45	C874-501	Logistics/ Manufacturing Engineer I	Contractor	\$74.01	\$75.49	\$77.00	\$78.54	\$80.11
46	C874-501	Logistics/ Manufacturing Engineer II	Contractor	\$98.14	\$100.10	\$102.11	\$104.15	\$106.23
47	C874-501	Logistics/ Manufacturing Engineer III	Contractor	\$120.50	\$122.91	\$125.37	\$127.87	\$130.43
48	C874-501	Logistics/ Manufacturing Engineer IV	Contractor	\$145.51	\$148.42	\$151.39	\$154.41	\$157.50
49	C874-501	Technical Support Engineer	Contractor	\$117.69	\$120.04	\$122.44	\$124.89	\$127.39
50	C874-501	Data/Configuration Management Specialist I	Contractor	\$77.78	\$79.34	\$80.92	\$82.54	\$84.19
51	C874-501	Data/Configuration Management Specialist II	Contractor	\$90.21	\$92.02	\$93.86	\$95.74	\$97.65
52	C874-501	Data/Configuration Management Specialist III	Contractor	\$102.91	\$104.97	\$107.06	\$109.21	\$111.39
53	C874-501	Data/Configuration Management Specialist IV	Contractor	\$124.03	\$126.51	\$129.04	\$131.62	\$134.25
54	C874-501	Sr. Data/ Configuration Management Specialist	Contractor	\$156.48	\$159.61	\$162.80	\$166.06	\$169.38
55	C874-501	System Analyst	Contractor	\$110.06	\$112.26	\$114.51	\$116.80	\$119.14
56	C874-501	Sr. System Analyst	Contractor	\$147.59	\$150.54	\$153.55	\$156.63	\$159.76
57	C874-501	Administrative Assistant I	Contractor	\$44.33	\$45.21	\$46.12	\$47.04	\$47.98
58	C874-501	Administrative Assistant II	Contractor	\$48.52	\$49.49	\$50.48	\$51.48	\$52.51
59	C874-501	Administrative Assistant III	Contractor	\$65.63	\$66.94	\$68.28	\$69.64	\$71.04

60	C874-1, C874-4, C874-7	Program Manager I	Contractor	\$144.35	\$147.24	\$150.18	\$153.19	\$156.25
61	C874-1, C874-4, C874-7	Program Manager II	Contractor	\$166.77	\$170.11	\$173.51	\$176.98	\$180.52
62	C874-1, C874-4, C874-7	Program Manager III	Contractor	\$222.98	\$227.44	\$231.99	\$236.63	\$241.36
63	C874-1, C874-4, C874-7	Subject Matter Expert I	Contractor	\$152.20	\$155.24	\$158.35	\$161.51	\$164.74
64	C874-1, C874-4, C874-7	Subject Matter Expert II	Contractor	\$190.67	\$194.49	\$198.38	\$202.34	\$206.39
65	C874-1, C874-4, C874-7	Subject Matter Expert III	Contractor	\$222.98	\$227.44	\$231.99	\$236.63	\$241.36
66	C874-1, C874-4, C874-7	Project Task Manager I	Contractor	\$115.81	\$118.12	\$120.48	\$122.89	\$125.35
67	C874-1, C874-4, C874-7	Project Task Managers II	Contractor	\$158.03	\$161.19	\$164.41	\$167.70	\$171.05
68	C874-1, C874-4, C874-7	Project Task Managers III	Contractor	\$171.67	\$175.10	\$178.60	\$182.18	\$185.82
69	C874-1, C874-4, C874-7	Instructor I	Contractor	\$71.46	\$72.89	\$74.34	\$75.83	\$77.35
70	C874-1, C874-4, C874-7	Instructor II	Contractor	\$88.44	\$90.20	\$92.01	\$93.85	\$95.73
71	C874-1, C874-4, C874-7	Instructor III	Contractor	\$103.81	\$105.89	\$108.00	\$110.16	\$112.37
72	C874-1, C874-4, C874-7	Instructor IV	Contractor	\$118.09	\$120.46	\$122.86	\$125.32	\$127.83
73	C874-1, C874-4, C874-7	Instructor V	Contractor	\$145.51	\$148.42	\$151.39	\$154.41	\$157.50
74	C874-1, C874-4, C874-7	Multimedia/ Graphics Designer I	Contractor	\$64.99	\$66.29	\$67.61	\$68.96	\$70.34
75	C874-1, C874-4, C874-7	Multimedia/ Graphics Designer II	Contractor	\$75.60	\$77.11	\$78.65	\$80.22	\$81.83
76	C874-1, C874-4, C874-7	Multimedia/ Graphics Designer III	Contractor	\$98.14	\$100.10	\$102.11	\$104.15	\$106.23
77	C874-1, C874-4, C874-7	Multimedia/ Graphics Designer IV	Contractor	\$118.09	\$120.46	\$122.86	\$125.32	\$127.83
78	C874-1, C874-4, C874-7	Training/ Instructional Developer I	Contractor	\$71.46	\$72.89	\$74.34	\$75.83	\$77.35
79	C874-1, C874-4, C874-7	Training/ Instructional Developer II	Contractor	\$88.44	\$90.20	\$92.01	\$93.85	\$95.73
80	C874-1, C874-4, C874-7	Training/ Instructional Developer III	Contractor	\$120.50	\$122.91	\$125.37	\$127.87	\$130.43
81	C874-1, C874-4, C874-7	Training/ Instructional Developer IV	Contractor	\$142.61	\$145.46	\$148.37	\$151.34	\$154.36
82	C874-1, C874-4, C874-7	Curriculum Developer I	Contractor	\$75.60	\$77.11	\$78.65	\$80.22	\$81.83
83	C874-1, C874-4, C874-7	Curriculum Developer II	Contractor	\$98.14	\$100.10	\$102.11	\$104.15	\$106.23
84	C874-1, C874-4, C874-7	Curriculum Developer III	Contractor	\$120.50	\$122.91	\$125.37	\$127.87	\$130.43
85	C874-1,	System Analyst	Contractor	\$110.06	\$112.26	\$114.51	\$116.80	\$119.14

	C874-4, C874-7							
86	C874-1, C874-4, C874-7	Sr. System Analyst	Contractor	\$147.59	\$150.54	\$153.55	\$156.63	\$159.76
87	C874-1, C874-4, C874-7	Administrative Assistant I	Contractor	\$44.33	\$45.21	\$46.12	\$47.04	\$47.98
88	C874-1, C874-4, C874-7	Administrative Assistant II	Contractor	\$48.52	\$49.49	\$50.48	\$51.48	\$52.51
89	C874-1, C874-4, C874-7	Administrative Assistant III	Contractor	\$65.63	\$66.94	\$68.28	\$69.64	\$71.04
90	C132-51	Program Manager I	Contractor	\$144.35	\$147.24	\$150.18	\$153.19	\$156.25
91	C132-51	Program Manager II	Contractor	\$166.77	\$170.11	\$173.51	\$176.98	\$180.52
92	C132-51	Program Manager III	Contractor	\$222.98	\$227.44	\$231.99	\$236.63	\$241.36
93	C132-51	Subject Matter Expert I	Contractor	\$152.20	\$155.24	\$158.35	\$161.51	\$164.74
94	C132-51	Subject Matter Expert II	Contractor	\$190.67	\$194.49	\$198.38	\$202.34	\$206.39
95	C132-51	Subject Matter Expert III	Contractor	\$222.98	\$227.44	\$231.99	\$236.63	\$241.36
96	C132-51	Project Task Manager I	Contractor	\$115.81	\$118.12	\$120.48	\$122.89	\$125.35
97	C132-51	Project Task Managers II	Contractor	\$158.03	\$161.19	\$164.41	\$167.70	\$171.05
98	C132-51	Project Task Managers III	Contractor	\$171.67	\$175.10	\$178.60	\$182.18	\$185.82
99	C132-51	Analyst/Simulator I	Contractor	\$78.76	\$80.33	\$81.94	\$83.58	\$85.25
100	C132-51	Analyst/Simulator II	Contractor	\$88.44	\$90.20	\$92.01	\$93.85	\$95.73
101	C132-51	Analyst/Simulator III	Contractor	\$106.51	\$108.64	\$110.81	\$113.03	\$115.29
102	C132-51	Analyst/Simulator IV	Contractor	\$142.61	\$145.46	\$148.37	\$151.34	\$154.36
103	C132-51	Multimedia Programmer I	Contractor	\$88.44	\$90.20	\$92.01	\$93.85	\$95.73
104	C132-51	Multimedia Programmer II	Contractor	\$105.43	\$107.54	\$109.69	\$111.88	\$114.12
105	C132-51	Multimedia Programmer III	Contractor	\$118.09	\$120.46	\$122.86	\$125.32	\$127.83
106	C132-51	Multimedia Programmer IV	Contractor	\$149.78	\$152.77	\$155.83	\$158.95	\$162.12
107	C132-51	Programmer I	Contractor	\$78.51	\$80.08	\$81.68	\$83.32	\$84.98
108	C132-51	Programmer II	Contractor	\$111.27	\$113.50	\$115.77	\$118.08	\$120.45
109	C132-51	Programmer III	Contractor	\$149.78	\$152.77	\$155.83	\$158.95	\$162.12
110	C132-51	Software Engineer I	Contractor	\$59.12	\$60.31	\$61.51	\$62.74	\$64.00
111	C132-51	Software Engineer II	Contractor	\$75.95	\$77.47	\$79.02	\$80.60	\$82.21
112	C132-51	Software Engineer III	Contractor	\$97.64	\$99.59	\$101.58	\$103.62	\$105.69
113	C132-51	Software Engineer IV	Contractor	\$163.43	\$166.70	\$170.03	\$173.44	\$176.90
114	C132-51	System Admin/ Network Analyst	Contractor	\$105.43	\$107.54	\$109.69	\$111.88	\$114.12
115	C132-51	System Design Engineer	Contractor	\$118.63	\$121.01	\$123.43	\$125.89	\$128.41
116	C132-51	Sr. System Design Engineer	Contractor	\$140.90	\$143.72	\$146.59	\$149.53	\$152.52
117	C132-51	Jr. Database Engineer/ Administrator	Contractor	\$59.32	\$60.50	\$61.71	\$62.95	\$64.21
118	C132-51	Database Engineer/ Administrator	Contractor	\$111.27	\$113.50	\$115.77	\$118.08	\$120.45
119	C132-51	Network Engineer	Contractor	\$105.43	\$107.54	\$109.69	\$111.88	\$114.12
120	C132-51	Sr. Network Engineer	Contractor	\$117.69	\$120.04	\$122.44	\$124.89	\$127.39
121	C132-51	Technical Support Engineer	Contractor	\$117.69	\$120.04	\$122.44	\$124.89	\$127.39
122	C132-51	Data/Configuration Management Specialist I	Contractor	\$77.78	\$79.34	\$80.92	\$82.54	\$84.19
123	C132-51	Data/Configuration Management Specialist II	Contractor	\$90.21	\$92.02	\$93.86	\$95.74	\$97.65
124	C132-51	Data/Configuration Management Specialist III	Contractor	\$102.91	\$104.97	\$107.06	\$109.21	\$111.39
125	C132-51	Data/Configuration Management Specialist IV	Contractor	\$124.03	\$126.51	\$129.04	\$131.62	\$134.25
126	C132-51	Sr. Data/ Configuration Management Specialist	Contractor	\$156.48	\$159.61	\$162.80	\$166.06	\$169.38
127	C132-51	System Analyst	Contractor	\$110.06	\$112.26	\$114.51	\$116.80	\$119.14
128	C132-51	Sr. System Analyst	Contractor	\$147.59	\$150.54	\$153.55	\$156.63	\$159.76
129	C132-51	Administrative Assistant I	Contractor	\$44.33	\$45.21	\$46.12	\$47.04	\$47.98
130	C132-51	Administrative Assistant II	Contractor	\$48.52	\$49.49	\$50.48	\$51.48	\$52.51
131	C132-51	Administrative Assistant III	Contractor	\$65.63	\$66.94	\$68.28	\$69.64	\$71.04
132	C541-4B	Program Manager I	Customer	\$124.54	\$127.03	\$129.57	\$132.16	\$134.80
133	C541-4B	Program Manager II	Customer	\$148.89	\$151.86	\$154.90	\$158.00	\$161.16
134	C541-4B	Program Manager III	Customer	\$177.18	\$180.72	\$184.33	\$188.02	\$191.78
135	C541-4B	Project Task Manager I	Customer	\$92.02	\$93.86	\$95.74	\$97.65	\$99.61
136	C541-4B	Project Task Managers II	Customer	\$125.57	\$128.08	\$130.64	\$133.26	\$135.92
137	C541-4B	Project Task Managers III	Customer	\$136.40	\$139.13	\$141.91	\$144.75	\$147.64
138	C541-4B	Scriptwriter I	Customer	\$51.64	\$52.67	\$53.72	\$54.80	\$55.89
139	C541-4B	Scriptwriter II	Customer	\$60.07	\$61.28	\$62.50	\$63.75	\$65.03
140	C541-4B	Scriptwriter III	Customer	\$77.99	\$79.55	\$81.14	\$82.76	\$84.41
141	C541-4B	Scriptwriter IV	Customer	\$93.84	\$95.72	\$97.63	\$99.59	\$101.58
142	C541-4B	Audio/ Video Specialist I	Customer	\$51.64	\$52.67	\$53.72	\$54.80	\$55.89
143	C541-4B	Audio/ Video Specialist II	Customer	\$60.07	\$61.28	\$62.50	\$63.75	\$65.03
144	C541-4B	Audio/ Video Specialist III	Customer	\$82.49	\$84.14	\$85.82	\$87.54	\$89.29
145	C541-4B	Multimedia/ Graphics Designer I	Customer	\$51.64	\$52.67	\$53.72	\$54.80	\$55.89

146	C541-4B	Multimedia/ Graphics Designer II	Customer	\$60.07	\$61.28	\$62.50	\$63.75	\$65.03
147	C541-4B	Multimedia/ Graphics Designer III	Customer	\$77.99	\$79.55	\$81.14	\$82.76	\$84.41
148	C541-4B	Multimedia/ Graphics Designer IV	Customer	\$93.84	\$95.72	\$97.63	\$99.59	\$101.58
149	C541-4B	Multimedia Programmer I	Customer	\$70.28	\$71.68	\$73.12	\$74.58	\$76.07
150	C541-4B	Multimedia Programmer II	Customer	\$83.77	\$85.45	\$87.16	\$88.90	\$90.68
151	C541-4B	Multimedia Programmer III	Customer	\$93.84	\$95.72	\$97.63	\$99.59	\$101.58
152	C541-4B	Multimedia Programmer IV	Customer	\$119.01	\$121.39	\$123.82	\$126.30	\$128.82
153	C541-4B	Animator	Customer	\$60.07	\$61.28	\$62.50	\$63.75	\$65.03
154	C541-4B	Video Editor	Customer	\$51.64	\$52.67	\$53.72	\$54.80	\$55.89
155	C541-4B	Camera Operator	Customer	\$60.07	\$61.28	\$62.50	\$63.75	\$65.03
156	C541-4B	Gaffer	Customer	\$51.64	\$52.67	\$53.72	\$54.80	\$55.89
157	C541-4B	Grip	Customer	\$51.64	\$52.67	\$53.72	\$54.80	\$55.89
158	C541-4B	Photographer	Customer	\$60.07	\$61.28	\$62.50	\$63.75	\$65.03
159	C541-4B	Administrative Assistant I	Customer	\$38.23	\$38.99	\$39.77	\$40.57	\$41.38
160	C541-4B	Administrative Assistant II	Customer	\$41.85	\$42.68	\$43.54	\$44.41	\$45.29
161	C541-4B	Administrative Assistant III	Customer	\$52.15	\$53.19	\$54.25	\$55.34	\$56.44
162	C874-501	Program Manager I	Customer	\$124.54	\$127.03	\$129.57	\$132.16	\$134.80
163	C874-501	Program Manager II	Customer	\$148.89	\$151.86	\$154.90	\$158.00	\$161.16
164	C874-501	Program Manager III	Customer	\$177.18	\$180.72	\$184.33	\$188.02	\$191.78
165	C874-501	Subject Matter Expert I	Customer	\$120.94	\$123.35	\$125.82	\$128.34	\$130.90
166	C874-501	Subject Matter Expert II	Customer	\$151.51	\$154.54	\$157.63	\$160.79	\$164.00
167	C874-501	Subject Matter Expert III	Customer	\$177.18	\$180.72	\$184.33	\$188.02	\$191.78
168	C874-501	Project Task Manager I	Customer	\$92.02	\$93.86	\$95.74	\$97.65	\$99.61
169	C874-501	Project Task Managers II	Customer	\$125.57	\$128.08	\$130.64	\$133.26	\$135.92
170	C874-501	Project Task Managers III	Customer	\$136.40	\$139.13	\$141.91	\$144.75	\$147.64
171	C874-501	Technical Writer I	Customer	\$56.78	\$57.92	\$59.07	\$60.26	\$61.46
172	C874-501	Technical Writer II	Customer	\$70.28	\$71.68	\$73.12	\$74.58	\$76.07
173	C874-501	Technical Writer III	Customer	\$82.49	\$84.14	\$85.82	\$87.54	\$89.29
174	C874-501	Technical Writer IV	Customer	\$95.74	\$97.65	\$99.60	\$101.60	\$103.63
175	C874-501	Jr. Logistics Engineer	Customer	\$42.85	\$43.70	\$44.58	\$45.47	\$46.38
176	C874-501	Logistics/ Manufacturing Engineer I	Customer	\$58.81	\$59.98	\$61.18	\$62.41	\$63.65
177	C874-501	Logistics/ Manufacturing Engineer II	Customer	\$77.99	\$79.55	\$81.14	\$82.76	\$84.41
178	C874-501	Logistics/ Manufacturing Engineer III	Customer	\$95.74	\$97.65	\$99.60	\$101.60	\$103.63
179	C874-501	Logistics/ Manufacturing Engineer IV	Customer	\$115.63	\$117.94	\$120.30	\$122.71	\$125.16
180	C874-501	Technical Support Engineer	Customer	\$93.52	\$95.39	\$97.30	\$99.25	\$101.23
181	C874-501	Data/Configuration Management Specialist I	Customer	\$61.81	\$63.04	\$64.31	\$65.59	\$66.90
182	C874-501	Data/Configuration Management Specialist II	Customer	\$71.69	\$73.12	\$74.59	\$76.08	\$77.60
183	C874-501	Data/Configuration Management Specialist III	Customer	\$81.77	\$83.41	\$85.08	\$86.78	\$88.52
184	C874-501	Data/Configuration Management Specialist IV	Customer	\$98.55	\$100.52	\$102.53	\$104.58	\$106.67
185	C874-501	Sr. Data/ Configuration Management Specialist	Customer	\$124.35	\$126.83	\$129.37	\$131.96	\$134.60
186	C874-501	System Analyst	Customer	\$87.46	\$89.21	\$90.99	\$92.81	\$94.67
187	C874-501	Sr. System Analyst	Customer	\$117.28	\$119.62	\$122.02	\$124.46	\$126.94
188	C874-501	Administrative Assistant I	Customer	\$38.23	\$38.99	\$39.77	\$40.57	\$41.38
189	C874-501	Administrative Assistant II	Customer	\$41.85	\$42.68	\$43.54	\$44.41	\$45.29
190	C874-501	Administrative Assistant III	Customer	\$52.15	\$53.19	\$54.25	\$55.34	\$56.44
191	C874-1, C874-4, C874-7	Program Manager I	Customer	\$124.54	\$127.03	\$129.57	\$132.16	\$134.80
192	C874-1, C874-4, C874-7	Program Manager II	Customer	\$148.89	\$151.86	\$154.90	\$158.00	\$161.16
193	C874-1, C874-4, C874-7	Program Manager III	Customer	\$177.18	\$180.72	\$184.33	\$188.02	\$191.78
194	C874-1, C874-4, C874-7	Subject Matter Expert I	Customer	\$120.94	\$123.35	\$125.82	\$128.34	\$130.90
195	C874-1, C874-4, C874-7	Subject Matter Expert II	Customer	\$151.51	\$154.54	\$157.63	\$160.79	\$164.00
196	C874-1, C874-4, C874-7	Subject Matter Expert III	Customer	\$177.18	\$180.72	\$184.33	\$188.02	\$191.78
197	C874-1, C874-4, C874-7	Project Task Manager I	Customer	\$92.02	\$93.86	\$95.74	\$97.65	\$99.61
198	C874-1, C874-4, C874-7	Project Task Managers II	Customer	\$125.57	\$128.08	\$130.64	\$133.26	\$135.92
199	C874-1,	Project Task Managers III	Customer	\$136.40	\$139.13	\$141.91	\$144.75	\$147.64

	C874-4, C874-7							
200	C874-1, C874-4, C874-7	Instructor I	Customer	\$56.78	\$57.92	\$59.07	\$60.26	\$61.46
201	C874-1, C874-4, C874-7	Instructor II	Customer	\$70.28	\$71.68	\$73.12	\$74.58	\$76.07
202	C874-1, C874-4, C874-7	Instructor III	Customer	\$82.49	\$84.14	\$85.82	\$87.54	\$89.29
203	C874-1, C874-4, C874-7	Instructor IV	Customer	\$93.84	\$95.72	\$97.63	\$99.59	\$101.58
204	C874-1, C874-4, C874-7	Instructor V	Customer	\$115.63	\$117.94	\$120.30	\$122.71	\$125.16
205	C874-1, C874-4, C874-7	Multimedia/ Graphics Designer I	Customer	\$51.64	\$52.67	\$53.72	\$54.80	\$55.89
206	C874-1, C874-4, C874-7	Multimedia/ Graphics Designer II	Customer	\$60.07	\$61.28	\$62.50	\$63.75	\$65.03
207	C874-1, C874-4, C874-7	Multimedia/ Graphics Designer III	Customer	\$77.99	\$79.55	\$81.14	\$82.76	\$84.41
208	C874-1, C874-4, C874-7	Multimedia/ Graphics Designer IV	Customer	\$93.84	\$95.72	\$97.63	\$99.59	\$101.58
209	C874-1, C874-4, C874-7	Training/ Instructional Developer I	Customer	\$56.78	\$57.92	\$59.07	\$60.26	\$61.46
210	C874-1, C874-4, C874-7	Training/ Instructional Developer II	Customer	\$70.28	\$71.68	\$73.12	\$74.58	\$76.07
211	C874-1, C874-4, C874-7	Training/ Instructional Developer III	Customer	\$95.74	\$97.65	\$99.60	\$101.60	\$103.63
212	C874-1, C874-4, C874-7	Training/ Instructional Developer IV	Customer	\$113.31	\$115.58	\$117.89	\$120.25	\$122.65
213	C874-1, C874-4, C874-7	Curriculum Developer I	Customer	\$60.07	\$61.28	\$62.50	\$63.75	\$65.03
214	C874-1, C874-4, C874-7	Curriculum Developer II	Customer	\$77.99	\$79.55	\$81.14	\$82.76	\$84.41
215	C874-1, C874-4, C874-7	Curriculum Developer III	Customer	\$95.74	\$97.65	\$99.60	\$101.60	\$103.63
216	C874-1, C874-4, C874-7	System Analyst	Customer	\$87.46	\$89.21	\$90.99	\$92.81	\$94.67
217	C874-1, C874-4, C874-7	Sr. System Analyst	Customer	\$117.28	\$119.62	\$122.02	\$124.46	\$126.94
218	C874-1, C874-4, C874-7	Administrative Assistant I	Customer	\$38.23	\$38.99	\$39.77	\$40.57	\$41.38
219	C874-1, C874-4, C874-7	Administrative Assistant II	Customer	\$41.85	\$42.68	\$43.54	\$44.41	\$45.29
220	C874-1, C874-4, C874-7	Administrative Assistant III	Customer	\$52.15	\$53.19	\$54.25	\$55.34	\$56.44
221	C132-51	Program Manager I	Customer	\$124.54	\$127.03	\$129.57	\$132.16	\$134.80
222	C132-51	Program Manager II	Customer	\$148.89	\$151.86	\$154.90	\$158.00	\$161.16
223	C132-51	Program Manager III	Customer	\$177.18	\$180.72	\$184.33	\$188.02	\$191.78
224	C132-51	Subject Matter Expert I	Customer	\$120.94	\$123.35	\$125.82	\$128.34	\$130.90
225	C132-51	Subject Matter Expert II	Customer	\$151.51	\$154.54	\$157.63	\$160.79	\$164.00
226	C132-51	Subject Matter Expert III	Customer	\$177.18	\$180.72	\$184.33	\$188.02	\$191.78
227	C132-51	Project Task Manager I	Customer	\$92.02	\$93.86	\$95.74	\$97.65	\$99.61
228	C132-51	Project Task Managers II	Customer	\$125.57	\$128.08	\$130.64	\$133.26	\$135.92
229	C132-51	Project Task Managers III	Customer	\$136.40	\$139.13	\$141.91	\$144.75	\$147.64
230	C132-51	Analyst/Simulator I	Customer	\$62.58	\$63.83	\$65.11	\$66.41	\$67.74
231	C132-51	Analyst/Simulator II	Customer	\$70.28	\$71.68	\$73.12	\$74.58	\$76.07

232	C132-51	Analyst/Simulator III	Customer	\$84.63	\$86.32	\$88.05	\$89.81	\$91.61
233	C132-51	Analyst/Simulator IV	Customer	\$113.31	\$115.58	\$117.89	\$120.25	\$122.65
234	C132-51	Multimedia Programmer I	Customer	\$70.28	\$71.68	\$73.12	\$74.58	\$76.07
235	C132-51	Multimedia Programmer II	Customer	\$83.77	\$85.45	\$87.16	\$88.90	\$90.68
236	C132-51	Multimedia Programmer III	Customer	\$93.84	\$95.72	\$97.63	\$99.59	\$101.58
237	C132-51	Multimedia Programmer IV	Customer	\$119.01	\$121.39	\$123.82	\$126.30	\$128.82
238	C132-51	Programmer I	Customer	\$62.39	\$63.64	\$64.91	\$66.21	\$67.53
239	C132-51	Programmer II	Customer	\$88.42	\$90.19	\$91.99	\$93.83	\$95.71
240	C132-51	Programmer III	Customer	\$119.01	\$121.39	\$123.82	\$126.30	\$128.82
241	C132-51	Software Engineer I	Customer	\$51.00	\$52.01	\$53.06	\$54.12	\$55.20
242	C132-51	Software Engineer II	Customer	\$65.51	\$66.82	\$68.15	\$69.52	\$70.91
243	C132-51	Software Engineer III	Customer	\$84.22	\$85.90	\$87.62	\$89.37	\$91.16
244	C132-51	Software Engineer IV	Customer	\$140.98	\$143.80	\$146.67	\$149.61	\$152.60
245	C132-51	System Admin/ Network Analyst	Customer	\$83.77	\$85.45	\$87.16	\$88.90	\$90.68
246	C132-51	System Design Engineer	Customer	\$94.26	\$96.15	\$98.07	\$100.03	\$102.04
247	C132-51	Sr. System Design Engineer	Customer	\$111.96	\$114.20	\$116.48	\$118.81	\$121.19
248	C132-51	Jr. Database Engineer/ Administrator	Customer	\$47.13	\$48.08	\$49.04	\$50.02	\$51.02
249	C132-51	Database Engineer/ Administrator	Customer	\$88.42	\$90.19	\$91.99	\$93.83	\$95.71
250	C132-51	Network Engineer	Customer	\$83.77	\$85.45	\$87.16	\$88.90	\$90.68
251	C132-51	Sr. Network Engineer	Customer	\$93.52	\$95.39	\$97.30	\$99.25	\$101.23
252	C132-51	Technical Support Engineer	Customer	\$93.52	\$95.39	\$97.30	\$99.25	\$101.23
253	C132-51	Data/Configuration Management Specialist I	Customer	\$61.81	\$63.04	\$64.31	\$65.59	\$66.90
254	C132-51	Data/Configuration Management Specialist II	Customer	\$71.69	\$73.12	\$74.59	\$76.08	\$77.60
255	C132-51	Data/Configuration Management Specialist III	Customer	\$81.77	\$83.41	\$85.08	\$86.78	\$88.52
256	C132-51	Data/Configuration Management Specialist IV	Customer	\$98.55	\$100.52	\$102.53	\$104.58	\$106.67
257	C132-51	Sr. Data/ Configuration Management Specialist	Customer	\$124.35	\$126.83	\$129.37	\$131.96	\$134.60
258	C132-51	System Analyst	Customer	\$87.46	\$89.21	\$90.99	\$92.81	\$94.67
259	C132-51	Sr. System Analyst	Customer	\$117.28	\$119.62	\$122.02	\$124.46	\$126.94
260	C132-51	Administrative Assistant I	Customer	\$38.23	\$38.99	\$39.77	\$40.57	\$41.38
261	C132-51	Administrative Assistant II	Customer	\$41.85	\$42.68	\$43.54	\$44.41	\$45.29
262	C132-51	Administrative Assistant III	Customer	\$52.15	\$53.19	\$54.25	\$55.34	\$56.44
263	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Program Manager 1	Contractor	\$127.58	\$130.13	\$132.74	\$135.39	\$138.10
264	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Program Manager 2	Contractor	\$144.61	\$147.50	\$150.45	\$153.46	\$156.53
265	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Program Manager 3	Contractor	\$172.92	\$176.38	\$179.91	\$183.50	\$187.17
266	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Project/Task Lead	Contractor	\$99.66	\$101.66	\$103.69	\$105.76	\$107.88
267	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Principal Investigator	Contractor	\$166.36	\$169.69	\$173.08	\$176.54	\$180.08
268	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Subject Matter Expert	Contractor	\$257.56	\$262.71	\$267.97	\$273.32	\$278.79
269	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Engineer/Scientist 1	Contractor	\$47.98	\$48.94	\$49.92	\$50.92	\$51.94
270	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Engineer 2	Contractor	\$59.59	\$60.78	\$62.00	\$63.24	\$64.50
271	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Engineer 3	Contractor	\$93.62	\$95.49	\$97.40	\$99.35	\$101.33
272	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Engineer 4	Contractor	\$118.36	\$120.73	\$123.14	\$125.61	\$128.12

273	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Engineer 5	Contractor	\$159.94	\$163.13	\$166.40	\$169.73	\$173.12
274	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Scientist 2	Contractor	\$50.09	\$51.09	\$52.12	\$53.16	\$54.22
275	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Scientist 3	Contractor	\$98.90	\$100.88	\$102.89	\$104.95	\$107.05

276	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Scientist 4	Contractor	\$128.41	\$130.98	\$133.60	\$136.27	\$138.99
277	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Scientist 5	Contractor	\$139.51	\$142.30	\$145.14	\$148.04	\$151.01
278	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Technician 1	Contractor	\$48.40	\$49.37	\$50.35	\$51.36	\$52.39
279	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Technician 2	Contractor	\$54.51	\$55.60	\$56.71	\$57.85	\$59.00
280	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Technician 3	Contractor	\$65.26	\$66.56	\$67.90	\$69.25	\$70.64
281	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Technician 4	Contractor	\$90.72	\$92.53	\$94.38	\$96.27	\$98.20
282	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Software Engineer 1	Contractor	\$59.23	\$60.42	\$61.62	\$62.86	\$64.11
283	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Software Engineer 2	Contractor	\$76.10	\$77.62	\$79.18	\$80.76	\$82.38
284	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Software Engineer 3	Contractor	\$97.82	\$99.77	\$101.77	\$103.81	\$105.88
285	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Software Engineer 4	Contractor	\$163.73	\$167.01	\$170.35	\$173.75	\$177.23
286	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Business/Logistics Engineer 1	Contractor	\$61.83	\$63.07	\$64.33	\$65.62	\$66.93
287	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Business/Logistics Engineer 2	Contractor	\$77.89	\$79.44	\$81.03	\$82.65	\$84.31
288	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Business/Logistics Engineer 3	Contractor	\$101.68	\$103.72	\$105.79	\$107.91	\$110.07
289	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Business/Logistics Engineer 4	Contractor	\$129.52	\$132.11	\$134.75	\$137.45	\$140.20
290	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	ORSA 1	Contractor	\$59.20	\$60.38	\$61.59	\$62.82	\$64.08

291	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	ORSA 2	Contractor	\$74.35	\$75.83	\$77.35	\$78.90	\$80.48
292	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	ORSA 3	Contractor	\$99.66	\$101.66	\$103.69	\$105.76	\$107.88
293	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	ORSA 4	Contractor	\$121.43	\$123.86	\$126.34	\$128.86	\$131.44
294	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Configuration Management/Engineering Data Manager 1	Contractor	\$54.51	\$55.60	\$56.71	\$57.85	\$59.00
295	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Configuration Management/Engineering Data Manager 2	Contractor	\$67.43	\$68.78	\$70.16	\$71.56	\$72.99
296	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Configuration Management/Engineering Data Manager 3	Customer	\$101.21	\$103.24	\$105.30	\$107.41	\$109.56
297	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Functional Area Analyst 1	Contractor	\$48.60	\$49.58	\$50.57	\$51.58	\$52.61
298	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Functional Area Analyst 2	Contractor	\$74.42	\$75.91	\$77.43	\$78.97	\$80.55
299	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Functional Area Analyst 3	Contractor	\$92.65	\$94.50	\$96.39	\$98.32	\$100.28
300	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Functional Area Analyst 4	Contractor	\$125.73	\$128.24	\$130.80	\$133.42	\$136.09
301	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Administrative Assistant	Contractor	\$63.60	\$64.87	\$66.17	\$67.49	\$68.84
302	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Admin 1	Contractor	\$44.41	\$45.30	\$46.21	\$47.13	\$48.07
303	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Admin 2	Contractor	\$48.60	\$49.58	\$50.57	\$51.58	\$52.61
304	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Program Manager 1	Customer	\$110.07	\$112.27	\$114.52	\$116.81	\$119.14
305	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Program Manager 2	Customer	\$124.77	\$127.26	\$129.81	\$132.40	\$135.05

306	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Program Manager 3	Customer	\$149.15	\$152.14	\$155.18	\$158.28	\$161.45
307	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Project/Task Lead	Customer	\$85.99	\$87.71	\$89.46	\$91.25	\$93.07
308	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Principal Investigator	Customer	\$143.51	\$146.38	\$149.31	\$152.30	\$155.34
309	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Subject Matter Expert	Customer	\$222.17	\$226.61	\$231.14	\$235.76	\$240.48
310	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Engineer/Scientist 1	Customer	\$41.40	\$42.23	\$43.07	\$43.94	\$44.81
311	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Engineer 2	Customer	\$51.39	\$52.42	\$53.46	\$54.53	\$55.62
312	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Engineer 3	Customer	\$80.73	\$82.35	\$83.99	\$85.67	\$87.39
313	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Engineer 4	Customer	\$102.09	\$104.13	\$106.22	\$108.34	\$110.51
314	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Engineer 5	Customer	\$137.98	\$140.73	\$143.55	\$146.42	\$149.35
315	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Scientist 2	Customer	\$43.23	\$44.09	\$44.97	\$45.87	\$46.79
316	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Scientist 3	Customer	\$85.32	\$87.03	\$88.77	\$90.55	\$92.36
317	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Scientist 4	Customer	\$110.77	\$112.99	\$115.25	\$117.55	\$119.90
318	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Scientist 5	Customer	\$120.33	\$122.74	\$125.19	\$127.69	\$130.25
319	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Technician 1	Customer	\$41.74	\$42.57	\$43.42	\$44.29	\$45.18
320	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Technician 2	Customer	\$47.01	\$47.95	\$48.91	\$49.89	\$50.89

321	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Technician 3	Customer	\$56.25	\$57.38	\$58.53	\$59.70	\$60.89
322	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Technician 4	Customer	\$78.24	\$79.81	\$81.41	\$83.03	\$84.69
323	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Software Engineer 1	Customer	\$51.09	\$52.11	\$53.16	\$54.22	\$55.30
324	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Software Engineer 2	Customer	\$65.64	\$66.95	\$68.29	\$69.65	\$71.05
325	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Software Engineer 3	Customer	\$84.37	\$86.06	\$87.78	\$89.54	\$91.33
326	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Software Engineer 4	Customer	\$141.23	\$144.05	\$146.93	\$149.87	\$152.87
327	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Business/Logistics Engineer 1	Customer	\$53.34	\$54.40	\$55.49	\$56.60	\$57.73
328	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Business/Logistics Engineer 2	Customer	\$67.18	\$68.52	\$69.89	\$71.29	\$72.71
329	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Business/Logistics Engineer 3	Customer	\$87.72	\$89.47	\$91.26	\$93.09	\$94.95
330	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Business/Logistics Engineer 4	Customer	\$111.73	\$113.97	\$116.24	\$118.57	\$120.94
331	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	ORSA 1	Customer	\$51.06	\$52.08	\$53.12	\$54.19	\$55.27
332	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	ORSA 2	Customer	\$64.16	\$65.44	\$66.75	\$68.09	\$69.45
333	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	ORSA 3	Customer	\$85.99	\$87.71	\$89.46	\$91.25	\$93.07
334	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	ORSA 4	Customer	\$104.77	\$106.87	\$109.01	\$111.19	\$113.41
335	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Configuration Management/Engineering Data Manager 1	Customer	\$47.01	\$47.95	\$48.91	\$49.89	\$50.89

336	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Configuration Management/Engineering Data Manager 2	Customer	\$58.16	\$59.32	\$60.51	\$61.72	\$62.95
337	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Configuration Management/Engineering Data Manager 3	Customer	\$87.30	\$89.05	\$90.83	\$92.65	\$94.50
338	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Functional Area Analyst 1	Customer	\$41.93	\$42.77	\$43.63	\$44.50	\$45.39
339	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Functional Area Analyst 2	Customer	\$64.19	\$65.47	\$66.78	\$68.12	\$69.48
340	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Functional Area Analyst 3	Customer	\$79.92	\$81.52	\$83.15	\$84.81	\$86.50
341	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Functional Area Analyst 4	Customer	\$108.48	\$110.65	\$112.86	\$115.12	\$117.42
342	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Administrative Assistant	Customer	\$54.87	\$55.96	\$57.08	\$58.22	\$59.39
343	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Admin 1	Customer	\$38.31	\$39.08	\$39.86	\$40.66	\$41.47
344	871-1, 871-2, 871-3, 871-4, 871-5, 871-6	Admin 2	Customer	\$41.93	\$42.77	\$43.63	\$44.50	\$45.39

CORP - Periods of Performance (Option Years):

- Year 6 = November 15, 2015 through November 14, 2016
- Year 7 = November 15, 2016 through November 14, 2017
- Year 8 = November 15, 2017 through November 14, 2018
- Year 9 = November 15, 2018 through November 14, 2019
- Year 10 = November 15, 2019 through November 14, 2020

d. Travel Expenses: Costs incurred for transportation and per diem (lodging, meals, and incidental expenses) will be billed in accordance with the regulatory implementation of Public Law 99-234, FAR 31.205-46 and the approved accounting systems that allow for the application of an indirect burden rate to travel costs.

e. Incidental, Non-Schedule Items: The purchase of incidental, non-schedule items, such as materials in support of the service effort, is authorized, provided that the cost of the non-schedule item(s) is small compared to the total cost of the total order. In the event this is necessary, incidental, non-schedule items will be invoiced at cost plus applicable burden rate, as provided for in the approved accounting systems.

28. AIMS, LOGWORLD, MOBIS & IT LABOR CATEGORY DESCRIPTIONS

Substitution Criteria for Labor Categories

Degree	Degree & Experience Substitution	Related Experience Substitution
Associates	4 Years	Additional 4 years of related experience
Bachelors	Associates + 4 Years	Additional 6 years of related experience
Masters	Bachelors + 4 Years	Additional 8 years of related experience
Doctorate	Masters + 6 Years	Additional 12 years of related experience

Labor Categories and Descriptions

Labor Category	Description
Program Manager I	<p><u>Minimum/General Experience:</u> Customarily supervises a staff of diverse backgrounds and program responsibilities. This is a job for someone with proven ability and experience managing several programs. The employee has significant autonomy in determining the organization and utilization of resources within his/her assignments. <u>Functional Responsibilities:</u> Responsible for; resource allocation; technical and management oversight, providing high level management operations expertise; and participation in briefings and meetings. Frequently provides subject matter or functional area expertise for management tasks in addition to fulfilling management responsibilities. Formulates and enforces work standards, assigns schedules, reviews work discrepancies, supervises contractor personnel, and communicates policies, goals, and purposes of the organization. Serves as a senior corporate representative responsible for overall contract performance. Assigned to complex programs involving, typically, multiple tasks, multiple performing organizations, and complex responsibilities, oversight, provides technical expertise, and participates in briefings and meetings. <u>Minimum Education/Experience:</u> a Bachelor's degree plus graduate level degree and at least 15 years professional and relevant experience, with 5 years experience at a program manager level. The Substitution Policy may be used here.</p>
Program Manager II	<p><u>Minimum/General Experience:</u> Customarily supervises a staff of diverse backgrounds and program responsibilities. This is a job for someone with proven ability and experience managing several programs. The employee has significant autonomy in determining the organization and utilization of resources within his/her assignments. <u>Functional Responsibilities:</u> Responsible for; resource allocation; technical and management oversight, providing high level management operations expertise; and participation in briefings and meetings. Frequently provides subject matter or functional area expertise for management tasks in addition to fulfilling management responsibilities. Formulates and enforces work standards, assigns schedules, reviews work discrepancies, supervises contractor personnel, and communicates policies, goals, and purposes of the organization. Serves as a senior corporate representative responsible for overall contract performance. Assigned to complex programs involving, typically, multiple tasks, multiple performing organizations, and complex responsibilities, oversight, provides technical expertise, and participates in briefings and meetings. <u>Minimum Education/Experience:</u> a Bachelor's degree plus graduate level degree and at least 20 years professional and relevant experience, with 10 years experience at a program manager level. The Substitution Policy may be used here.</p>

<p>Program Manager III</p>	<p><u>Minimum/General Experience:</u> Customarily supervises a staff of diverse backgrounds and program responsibilities. This is a job for someone with proven ability and experience managing several programs. The employee has significant autonomy in determining the organization and utilization of resources within his/her assignments. <u>Functional Responsibilities:</u> Responsible for; resource allocation; technical and management oversight, providing high level management operations expertise; and participation in briefings and meetings. Frequently provides subject matter or functional area expertise for management tasks in addition to fulfilling management responsibilities. Formulates and enforces work standards, assigns schedules, reviews work discrepancies, supervises contractor personnel, and communicates policies, goals, and purposes of the organization. Serves as a senior corporate representative responsible for overall contract performance. Assigned to complex programs involving, typically, multiple tasks, multiple performing organizations, and complex responsibilities, oversight, provides technical expertise, and participates in briefings and meetings. <u>Minimum Education/Experience:</u> a Bachelor's degree plus graduate level degree and at least 25 years professional and relevant experience, with 15 years experience at a program manager level. The Substitution Policy may be used here.</p>
<p>Subject Matter Expert I</p>	<p><u>Minimum/General Experience:</u> Subject Matter Expert I is a highly skilled individual who has an acknowledged specialized expertise in the specific functional tasks required for performance in an individual task order. <u>Functional Responsibilities:</u> Well-read and published in field. Recognized as bona fide expert. Provides highest level functional expertise. Analyzes complex problems, makes recommendations, develops alternative solutions, and drafts and executes implementation plan. Converses with and provides assistance to highest levels of corporate and customer management. <u>Minimum Education/Experience:</u> a Doctorate degree and 0-2 years experience. The substitution Policy may be used here.</p>
<p>Subject Matter Expert II</p>	<p><u>Minimum/General Experience:</u> Subject Matter Expert II is a highly skilled individual who has an acknowledged specialized expertise in the specific functional tasks required for performance in an individual task order. <u>Functional Responsibilities:</u> Well-read and published in field. Recognized as bona fide expert. Provides highest level functional expertise. Analyzes complex problems, makes recommendations, develops alternative solutions, and drafts and executes implementation plan. Converses with and provides assistance to highest levels of corporate and customer management. <u>Minimum Education/Experience:</u> a Doctorate degree and 3-5 years experience. The substitution Policy may be used here.</p>
<p>Subject Matter Expert III</p>	<p><u>Minimum/General Experience:</u> Subject Matter Expert III is a highly skilled individual who has an acknowledged specialized expertise in the specific functional tasks required for performance in an individual task order. <u>Functional Responsibilities:</u> Well-read and published in field. Recognized as bona fide expert. Provides highest level functional expertise. Analyzes complex problems, makes recommendations, develops alternative solutions, and drafts and executes implementation plan. Converses with and provides assistance to highest levels of corporate and customer management. <u>Minimum Education/Experience:</u> a Doctorate degree and a minimum of 6 years experience. The substitution Policy may be used here.</p>
<p>Project Task Manager I</p>	<p><u>Minimum/General Experience:</u> Familiar with standard concepts, practices, and procedures within a particular field. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complex tasks. A certain degree of creativity and latitude is required. <u>Functional Responsibilities:</u> Typically reports to a manager. Project Task Manager I Coordinates and monitors the scheduling, pricing, and technical performance of company programs. Responsibilities also include aiding in the negotiation of contracts and contractual changes and coordinating preparations of proposals, plans, specifications, and financial conditions of contracts. Ensures adherence to master plans and schedules and develops solutions to program problems. <u>Minimum Education/Experience:</u> Requires a Bachelor's degree and 0-3 years of experience in the field or in a related area.</p>

Project Task Manager II	<p><u>Minimum/General Experience:</u> Familiar with standard concepts, practices, and procedures within a particular field. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complex tasks. A certain degree of creativity and latitude is required. <u>Functional Responsibilities:</u> Typically reports to a manager. Project Task Manager II Coordinates and monitors the scheduling, pricing, and technical performance of company programs. Responsibilities also include aiding in the negotiation of contracts and contractual changes and coordinating preparations of proposals, plans, specifications, and financial conditions of contracts. Ensures adherence to master plans and schedules and develops solutions to program problems. <u>Minimum Education/Experience:</u> Requires a Bachelor's degree and 4-6 years of experience in the field or in a related area.</p>
Project Task Manager III	<p><u>Minimum/General Experience:</u> Familiar with standard concepts, practices, and procedures within a particular field. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complex tasks. A certain degree of creativity and latitude is required. <u>Functional Responsibilities:</u> Typically reports to a manager. Project Task Manager III Coordinates and monitors the scheduling, pricing, and technical performance of company programs. Responsibilities also include aiding in the negotiation of contracts and contractual changes and coordinating preparations of proposals, plans, specifications, and financial conditions of contracts. Ensures adherence to master plans and schedules and develops solutions to program problems. <u>Minimum Education/Experience:</u> Requires a Bachelor's degree and 7-9 years of experience in the field or in a related area.</p>
Instructor I	<p><u>Minimum/General Experience:</u> Instructor I shall have experience with teaching in a classroom setting. <u>Functional Responsibilities:</u> Instructor I teaches the course, prepares the lesson plan in accordance with course curriculum guidelines. Instructs students in the theoretical and practical aspects covering the subjects being taught. Utilizes such teaching methods as individual coaching, group discussions, lectures, demonstrations, and seminars. Can use the Howard Gardner method of teaching to reach all types of learners. Supervises student work and progress, may use various evaluation methods to gauge progress of student learning. <u>Minimum Education/Experience:</u> Will have an Associate's Degree in Education or equivalent, with appropriate teaching certifications, with 0-2 years of experience. Substitution policy may be used.</p>
Instructor II	<p><u>Minimum/General Experience:</u> Instructor II shall have experience with teaching in a classroom setting. <u>Functional Responsibilities:</u> Instructor II teaches the course, prepares the lesson plan in accordance with course curriculum guidelines. Instructs students in the theoretical and practical aspects covering the subjects being taught. Utilizes such teaching methods as individual coaching, group discussions, lectures, demonstrations, and seminars. Can use the Howard Gardner method of teaching to reach all types of learners. Supervises student work and progress, may use various evaluation methods to gauge progress of student learning. <u>Minimum Education/Experience:</u> Will have a Bachelor's Degree in Education or equivalent, and appropriate teaching certifications, with 3-7 years of experience. Substitution policy may be used.</p>
Instructor III	<p><u>Minimum/General Experience:</u> Instructor III shall have experience with teaching in a classroom setting. <u>Functional Responsibilities:</u> Instructor III teaches the course, prepares the lesson plan in accordance with course curriculum guidelines. Instructs students in the theoretical and practical aspects covering the subjects being taught. Utilizes such teaching methods as individual coaching, group discussions, lectures, demonstrations, and seminars. Can use the Howard Gardner method of teaching to reach all types of learners. Supervises student work and progress, may use various evaluation methods to gauge progress of student learning. <u>Minimum Education/Experience:</u> Will have a Bachelor's Degree in Education or equivalent, and appropriate teaching certifications, with 8-12 years of experience. Substitution policy may be used.</p>
Instructor IV	<p><u>Minimum/General Experience:</u> Instructor IV shall have experience with teaching in a classroom setting. <u>Functional Responsibilities:</u> Instructor IV teaches the course, prepares the lesson plan in accordance with course curriculum guidelines. Instructs students in the theoretical and practical aspects covering the subjects being taught. Utilizes such teaching methods as individual coaching, group discussions, lectures, demonstrations, and seminars. Can use the Howard Gardner method of teaching to reach all types of learners. Supervises student work and progress, may use various evaluation methods to gauge progress of student learning. <u>Minimum Education/Experience:</u> Will have a Master's Degree in Education or equivalent, and appropriate teaching certifications, with 14 years of experience. Substitution policy may be used.</p>

Instructor V	<p><u>Minimum/General Experience:</u> Instructor V shall have experience with teaching in a classroom setting. <u>Functional Responsibilities:</u> Instructor V teaches the course, prepares the lesson plan in accordance with course curriculum guidelines. Instructs students in the theoretical and practical aspects covering the subjects being taught. Utilizes such teaching methods as individual coaching, group discussions, lectures, demonstrations, and seminars. Can use the Howard Gardner method of teaching to reach all types of learners. Supervises student work and progress, may use various evaluation methods to gauge progress of student learning. <u>Minimum Education/Experience:</u> Will have a Doctorate Degree in Education or equivalent, and appropriate teaching certifications, with 20 years of experience. Substitution policy may be used.</p>
Technical Writer I	<p><u>Minimum/General Experience:</u> The Technical Writer I shall have experience writing scientific, technical, engineering or other professional materials in accordance with applicable standards. <u>Functional Responsibilities:</u> Shall be capable of completing specific writing assignments in a clear and concise manner. Must work with engineering, logistic and design/drafting personnel to gather data for various manuals and publications. Shall have general experience in the field of technical writing/editing with specialized experience in planning, developing, maintaining, and rewriting documents. <u>Minimum Education/Experience:</u> Shall have a two-year college degree and 0-5 years experience in the area of technical writing. Substitution policy may be used.</p>
Technical Writer II	<p><u>Minimum/General Experience:</u> The Technical Writer II shall have experience writing scientific, technical, engineering or other professional materials in accordance with applicable standards. <u>Functional Responsibilities:</u> Shall be capable of completing specific writing assignments in a clear and concise manner. Must work with engineering, logistic and design/drafting personnel to gather data for various manuals and publications. Shall have general experience in the field of technical writing/editing with specialized experience in planning, developing, maintaining, and rewriting documents. <u>Minimum Education/Experience:</u> Shall have a Bachelor's degree and a minimum of 5 years experience in the area of technical writing. Substitution policy may be used.</p>
Technical Writer III	<p><u>Minimum/General Experience:</u> The Technical Writer III shall have experience writing scientific, technical, engineering or other professional materials in accordance with applicable standards. <u>Functional Responsibilities:</u> Shall be capable of completing specific writing assignments in a clear and concise manner. Must work with engineering, logistic and design/drafting personnel to gather data for various manuals and publications. Shall have general experience in the field of technical writing/editing with specialized experience in planning, developing, maintaining, and rewriting documents. <u>Minimum Education/Experience:</u> Shall have a Master's degree and 10 years experience in the area of technical writing. Substitution policy may be used.</p>
Technical Writer IV	<p><u>Minimum/General Experience:</u> The Technical Writer IV shall have experience writing scientific, technical, engineering or other professional materials in accordance with applicable standards. <u>Functional Responsibilities:</u> Shall be capable of completing specific writing assignments in a clear and concise manner. Must work with engineering, logistic and design/drafting personnel to gather data for various manuals and publications. Shall have general experience in the field of technical writing/editing with specialized experience in planning, developing, maintaining, and rewriting documents. <u>Minimum Education/Experience:</u> Shall have a Masters' degree and 15 years experience in the area of technical writing. Substitution policy may be used.</p>
Scriptwriter I	<p><u>Minimum/General Experience:</u> Script Writer I shall have expertise in research, edit, design, storyboarding, writing, scripting and indexing content within multimedia productions. Experience in video script writing for informational, documentary and historical videos as well as computer-based and web-based training programs. <u>Functional Responsibilities:</u> Script Writer I will develop scripts for multimedia (computer & video based) training programs. <u>Minimum Education/Experience:</u> Requires a Bachelor's degree with emphasis in English, writing, or journalism and 0-5 years experience. Substitution Policy may be used.</p>
Scriptwriter II	<p><u>Minimum/General Experience:</u> Script Writer II shall have expertise in research, edit, design, storyboarding, writing, scripting and indexing content within multimedia productions. Experience in video script writing for informational, documentary and historical videos as well as computer-based and web-based training programs. <u>Functional Responsibilities:</u> Script Writer II will develop scripts for multimedia (computer & video based) training programs. <u>Minimum Education/Experience:</u> Requires a Bachelor's degree with emphasis in English, writing, or journalism and zero to 5-10 years experience. Substitution Policy may be used.</p>

Scriptwriter III	<u>Minimum/General Experience:</u> Script Writer III shall have expertise in research, edit, design, storyboarding, writing, scripting and indexing content within multimedia productions. Experience in video script writing for informational, documentary and historical videos as well as computer-based and web-based training programs. <u>Functional Responsibilities:</u> Script Writer III will develop scripts for multimedia (computer & video based) training programs. <u>Minimum Education/Experience:</u> Requires a Bachelor's degree with emphasis in English, writing, or journalism and 10 years experience. Substitution Policy may be used.
Scriptwriter IV	<u>Minimum/General Experience:</u> Script Writer IV shall have expertise in research, edit, design, storyboarding, writing, scripting and indexing content within multimedia productions. Experience in video script writing for informational, documentary and historical videos as well as computer-based and web-based training programs. <u>Functional Responsibilities:</u> Script Writer IV will develop scripts for multimedia (computer & video based) training programs. <u>Minimum Education/Experience:</u> Requires a Bachelor's degree with emphasis in English, writing, or journalism and 15 years experience. Substitution Policy may be used.
Audio/ Video Specialist I	<u>Minimum/General Experience:</u> Shall have experience in the operation of cameras, television equipment and audio-visual display devices to become skilled in the performance of routine technical duties associated with providing audiovisual support. <u>Functional Responsibilities:</u> Audio/Video Specialist I provides audio-visual support in filming, editing, sound, lighting and narration. <u>Minimum Education/Experience:</u> This is an entry level position and requires a High School diploma.
Audio/ Video Specialist II	<u>Minimum/General Experience:</u> Shall have experience in the operation of cameras, television equipment and audio-visual display devices to become skilled in the performance of routine technical duties associated with providing audiovisual support. <u>Functional Responsibilities:</u> Audio/Video Specialist II provides audio-visual support in filming, editing, sound, lighting and narration. <u>Minimum Education/Experience:</u> This position requires 2-5 years of experience and a High School diploma.
Audio/ Video Specialist III	<u>Minimum/General Experience:</u> Shall have experience in the operation of cameras, television equipment and audiovisual display devices to become skilled in the performance of routine technical duties associated with providing audio-visual support. <u>Functional Responsibilities:</u> Audio/Video Specialist III provides audio-visual support in filming, editing, sound, lighting and narration. <u>Minimum Education/Experience:</u> This position requires 6-10 years of experience, a degree in communications or equivalent. The Substitution Policy may be used.
Multimedia/ Graphics Designer I	<u>Minimum/General Experience:</u> Multimedia/Graphics Designer I has experience designing and developing education and training illustrations from sketches and other types of artwork using COTS computer tools. <u>Functional Responsibilities:</u> Creates illustrations displays in both black and white and color, as well as in Internet compatible formats. Provides scanning, sizing, and enhancement support. Assists in integrating illustrations with text in desktop publishing media. <u>Minimum Education/Experience:</u> Must have an Associate's degree in computer science, technology, or related field with 0-3 years experience. Substitution Policy may be used.
Multimedia/ Graphics Designer II	<u>Minimum/General Experience:</u> Multimedia/Graphics Designer II has experience designing and developing education and training illustrations from sketches and other types of artwork using COTS computer tools. <u>Functional Responsibilities:</u> Creates illustrations displays in both black and white and color, as well as in Internet compatible formats. Provides scanning, sizing, and enhancement support. Assists in integrating illustrations with text in desktop publishing media. <u>Minimum Education/Experience:</u> Must have an Associate's degree in computer science, technology, or related field with three to five years experience. Substitution Policy may be used.
Multimedia/ Graphics Designer III	<u>Minimum/General Experience:</u> Multimedia/Graphics Designer III has experience designing and developing education and training illustrations from sketches and other types of artwork using COTS computer tools. <u>Functional Responsibilities:</u> Creates illustrations and displays in both black and white and color, as well as in Internet compatible formats. Provides scanning, sizing, and enhancement support. Assists in integrating illustrations with text in desktop publishing media. <u>Minimum Education/Experience:</u> Must have a Bachelor's degree in computer science, technology, or related field with 5 to 8 years experience. Substitution Policy may be used.

<p>Multimedia/ Graphics Designer IV</p>	<p><u>Minimum/General Experience:</u> Multimedia/Graphics Designer IV has experience designing and developing education and training illustrations from sketches and other types of artwork using COTS computer tools. <u>Functional Responsibilities:</u> Creates illustrations and displays in both black and white and color, as well as in Internet compatible formats. Provides scanning, sizing, and enhancement support. Assists in integrating illustrations with text in desktop publishing media. <u>Minimum Education/Experience:</u> Must have a Bachelor's degree in computer science, technology, or related field with at least 9 years experience. Substitution Policy may be used.</p>
<p>Training/ Instructional Developer I</p>	<p><u>Minimum/General Experience:</u> Training /Instructional Developer I is proficient in training requirements analysis. Experience with instructional design, learning theories and strategies, test design, and training validation. Demonstrated ability and experience in writing and producing training courses or training products. <u>Functional Responsibilities:</u> Ability to write training materials using correct sentence structure, grammar, spelling and punctuation. Demonstrated excellent written and verbal communication skills and ability to work with cross- functional teams. Ability to remain current and proficient in areas of subject matter expertise. <u>Minimum Education/Experience:</u> Must have a Bachelor's degree with 0-5 years experience. The Substitution Policy may be used here.</p>
<p>Training/ Instructional Developer II</p>	<p><u>Minimum/General Experience:</u> Training /Instructional Developer II is proficient in training requirements analysis. Experience with instructional design, learning theories and strategies, test design, and training validation. Demonstrated ability and experience in writing and producing training courses or training products. <u>Functional Responsibilities:</u> Ability to write training materials using correct sentence structure, grammar, spelling and punctuation. Demonstrated excellent written and verbal communication skills and ability to work with cross- functional teams. Ability to remain current and proficient in areas of subject matter expertise. <u>Minimum Education/Experience:</u> Must have a Bachelor's degree with 6-10 years experience. The Substitution Policy may be used here.</p>
<p>Training/ Instructional Developer III</p>	<p><u>Minimum/General Experience:</u> Training /Instructional Developer III is proficient in training requirements analysis. Experience with instructional design, learning theories and strategies, test design, and training validation. Demonstrated ability and experience in writing and producing training courses or training products. <u>Functional Responsibilities:</u> Ability to write training materials using correct sentence structure, grammar, spelling and punctuation. Demonstrated excellent written and verbal communication skills and ability to work with cross- functional teams. Ability to remain current and proficient in areas of subject matter expertise. <u>Minimum Education/Experience:</u> Must have a Bachelor's degree with 11-15 years experience. The Substitution Policy may be used here.</p>
<p>Training/ Instructional Developer IV</p>	<p><u>Minimum/General Experience:</u> Training /Instructional Developer IV is proficient in training requirements analysis. Experience with instructional design, learning theories and strategies, test design, and training validation. Demonstrated ability and experience in writing and producing training courses or training products. <u>Functional Responsibilities:</u> Ability to write training materials using correct sentence structure, grammar, spelling and punctuation. Demonstrated excellent written and verbal communication skills and ability to work with cross- functional teams. Ability to remain current and proficient in areas of subject matter expertise. <u>Minimum Education/Experience:</u> Must have a Bachelor's degree with at least 15 or more years of experience. The Substitution Policy may be used here.</p>
<p>Curriculum Developer I</p>	<p><u>Minimum/General Experience:</u> Curriculum Developer I shall have strong verbal and written skills and is comfortable with reviewing, working knowledge of adult learning theory and training and development methods. <u>Functional Responsibilities:</u> Develops curriculum architecture for specific educational frameworks. Focuses on improving learner/s results through appropriate, effective training programs that are designed on best practices, including sound instructional design and adult learning methodologies. Ensures that established learning goals are accomplished by blending computer-based curriculum, instructor-led curriculum, and student-led curriculum into one coherent curricula. <u>Minimum Education/Experience:</u> Must have a Bachelors degree with 0-3 years experience.</p>
<p>Curriculum Developer II</p>	<p><u>Minimum/General Experience:</u> Curriculum Developer II shall have strong verbal and written skills and is comfortable with reviewing, working knowledge of adult learning theory and training and development methods. <u>Functional Responsibilities:</u> Develops curriculum architecture for specific educational frameworks. Focuses on improving learner/s results through appropriate, effective training programs that are designed on best practices, including sound instructional design and adult learning methodologies. Ensures that established learning goals are accomplished by blending computer-based curriculum, instructor-led curriculum, and student-led curriculum into one coherent curricula. <u>Minimum Education/Experience:</u> Must have a Bachelors degree with 4-6 years experience.</p>

Curriculum Developer III	<p><u>Minimum/General Experience:</u> Curriculum Developer III shall have strong verbal and written skills and is comfortable with reviewing, working knowledge of adult learning theory and training and development methods. <u>Functional Responsibilities:</u> Develops curriculum architecture for specific educational frameworks. Focuses on improving learner/s results through appropriate, effective training programs that are designed on best practices, including sound instructional design and adult learning methodologies. Ensures that established learning goals are accomplished by blending computer-based curriculum, instructor-led curriculum, and student-led curriculum into one coherent curricula. <u>Minimum Education/Experience:</u> Must have a Bachelor's degree with at least 7 years experience.</p>
Analyst/ Simulator I	<p><u>Minimum/General Experience:</u> Analyst/Simulator I shall have experience developing technologies and applies systems processes to produce solutions to simulation, training, and high-technology system problems. <u>Functional Responsibilities:</u> The Analyst/Simulator I will research, perform feasibility studies and concept formulations, and develop simulators, simulation models, databases, virtual environments, and distributed systems for training, test and evaluation, and operational assessment. <u>Minimum Education/Experience:</u> The Analyst/Simulator I will have a Bachelor's of Science degree in Science, Engineering or related field, and 2 to 4 years of applicable experience.</p>
Analyst/ Simulator II	<p><u>Minimum/General Experience:</u> Analyst/Simulator II shall have experience developing technologies and applies systems processes to produce solutions to simulation, training, and high-technology system problems. <u>Functional Responsibilities:</u> The Analyst/Simulator II will research, perform feasibility studies and concept formulations, and develop simulators, simulation models, databases, virtual environments, and distributed systems for training, test and evaluation, and operational assessment. <u>Minimum Education/Experience:</u> The Analyst/Simulator II will have a Bachelor's of Science degree in Science, Engineering or related field or higher and 5 to 9 years of applicable experience.</p>
Analyst/ Simulator III	<p><u>Minimum/General Experience:</u> Analyst/Simulator III shall have experience developing technologies and applies systems processes to produce solutions to simulation, training, and high-technology system problems. <u>Functional Responsibilities:</u> The Analyst/Simulator III will research, perform feasibility studies and concept formulations, and develop simulators, simulation models, databases, virtual environments, and distributed systems for training, test and evaluation, and operational assessment. <u>Minimum Education/Experience:</u> The Analyst/Simulator III will have a Master's degree of Science and 10 to 12 years of applicable experience. An additional 4 years of experience with Bachelor's of Science degree can be waived for Master's degree.</p>
Analyst/ Simulator IV	<p><u>Minimum/General Experience:</u> Analyst/Simulator IV shall have experience developing technologies and applies systems processes to produce solutions to simulation, training, and high-technology system problems. <u>Functional Responsibilities:</u> The Analyst/Simulator IV will research, perform feasibility studies and concept formulations, and develop simulators, simulation models, databases, virtual environments, and distributed systems for training, test and evaluation, and operational assessment. <u>Minimum Education/Experience:</u> The Analyst/Simulator IV will have a Master's degree of Science and at least 15 years of applicable experience. An additional 4 years of experience with Bachelor's of Science degree can be waived for Master's degree.</p>
Multimedia Programmer I	<p><u>Minimum/General Experience:</u> Multimedia Programmers may come from a design or computing background, but the role demands a combination of both creative and technical skills. <u>Functional Responsibilities:</u> The Multimedia Programmer I develops HTML, JavaScript, Java, Java Servlets, Java Servier and web pages. They give a multimedia products functionality by writing computer programs that draw together multimedia features, such as text, sound, graphics, digital/analogue photographs, 2D/3D modeling, animation, video, information and virtual reality, according to a designer's specification. <u>Minimum Education/Experience:</u> Should have a Bachelor's degree in Multimedia Programming, Computer Programming or related field. 0-2 years of experience. Substitution Policy may be used.</p>

Multimedia Programmer II	<p><u>Minimum/General Experience:</u> Multimedia Programmers may come from a design or computing background, but the role demands a combination of both creative and technical skills. <u>Functional Responsibilities:</u> Functional Responsibilities: The Multimedia Programmer II develops HTML, JavaScript, Java, Java Servlets, Java Server and web pages. They give a multimedia products functionality by writing computer programs that draw together multimedia features, such as text, sound, graphics, digital/analogue photographs, 2D/3D modeling, animation, video, information and virtual reality, according to a designer's specification. <u>Minimum Education/Experience:</u> Should have a Bachelor's degree in Multimedia Programming, Computer Programming or related field. 3-6 years of experience, Substitution Policy may be used.</p>
Multimedia Programmer III	<p><u>Minimum/General Experience:</u> Multimedia Programmers may come from a design or computing background, but the role demands a combination of both creative and technical skills. <u>Functional Responsibilities:</u> The Multimedia Programmer III develops HTML, JavaScript, Java, Java Servlets, Java Server and web pages. They give a multimedia products functionality by writing computer programs that draw together multimedia features, such as text, sound, graphics, digital/analogue photographs, 2D/3D modeling, animation, video, information and virtual reality, according to a designer's specification. <u>Minimum Education/Experience:</u> Should have a Bachelor's degree in Multimedia Programming, Computer Programming or related field. 7-10 years of experience, Substitution Policy may be used.</p>
Multimedia Programmer IV	<p><u>Minimum/General Experience:</u> Multimedia Programmers may come from a design or computing background, but the role demands a combination of both creative and technical skills. <u>Functional Responsibilities:</u> The Multimedia Programmer IV develops HTML, JavaScript, Java, Java Servlets, Java Server and web pages. They give a multimedia products functionality by writing computer programs that draw together multimedia features, such as text, sound, graphics, digital/analogue photographs, 2D/3D modeling, animation, video, information and virtual reality, according to a designer's specification. <u>Minimum Education/Experience:</u> Should have a Master's degree in Multimedia Programming, Computer Programming or related field with at least 12 years of experience, Substitution Policy may be used.</p>
Jr. Logistics Engineer	<p><u>Minimum/General Experience:</u> Jr. Logistics Engineer is an entry level position. <u>Functional Responsibilities:</u> Provides logistics technology and information that ensure effective and economical support for manufacturing or servicing of products, equipment, and systems. <u>Minimum Education/Experience:</u> No degree or Experience necessary. Substitution Policy may be used.</p>
Logistics/ Manufacturing Engineer I	<p><u>Minimum/General Experience:</u> Logistics/Manufacturing Engineer I shall have experience leading process improvement activities throughout the business, including operations, project management, and logistics by utilizing tools to define, measure, analyze, improve, and control processes. <u>Functional Responsibilities:</u> Provides logistics technology and information that ensure effective and economical support for manufacturing or servicing of products, equipment, and systems. <u>Minimum Education/Experience:</u> Should have an Associate's degree in Logistics, Engineering, Business Management or related field, 2 years experience required. Substitution Policy may be used.</p>
Logistics/ Manufacturing Engineer II	<p><u>Minimum/General Experience:</u> Logistics/Manufacturing Engineer II shall have experience leading process improvement activities throughout the business, including operations, project management, and logistics by utilizing tools to define, measure, analyze, improve, and control processes. <u>Functional Responsibilities:</u> Provides logistics technology and information that ensure effective and economical support for manufacturing or servicing of products, equipment, and systems. <u>Minimum Education/Experience:</u> Should have a Bachelor's degree in Logistics, Engineering, Business Management or related field, 5 years experience required. Substitution Policy may be used.</p>
Logistics/ Manufacturing Engineer III	<p><u>Minimum/General Experience:</u> Logistics/Manufacturing Engineer III shall have experience leading process improvement activities throughout the business, including operations, project management, and logistics by utilizing tools to define, measure, analyze, improve, and control processes. <u>Functional Responsibilities:</u> Provides logistics technology and information that ensure effective and economical support for manufacturing or servicing of products, equipment, and systems. <u>Minimum Education/Experience:</u> Should have a Bachelor's degree in Logistics, Engineering, Business Management or related field, 9 years experience required. Substitution Policy may be used.</p>

Logistics/ Manufacturing Engineer IV	<p>Minimum/General Experience: Logistics/Manufacturing Engineer IV shall have experience leading process improvement activities throughout the business, including operations, project management, and logistics by utilizing tools to define, measure, analyze, improve, and control processes. <u>Functional Responsibilities:</u> Provides logistics technology and information that ensure effective and economical support for manufacturing or servicing of products, equipment, and systems. <u>Minimum Education/Experience:</u> Should have a Master's degree in Logistics, Engineering, Business Management or related field, 12 years experience required. Substitution Policy may be used.</p>
Animator	<p><u>Minimum/General Experience:</u> Shall have experience with a range of media including print, celluloid, two-dimensional and three-dimensional models to create images which are recorded on video or used in Interactive Multimedia Instruction. Shall have a working knowledge of 3D studio, Animated Oro, WaveFront, LighWave, GameWave, Alia or other software specialty programs required to support the designated task. <u>Functional Responsibilities:</u> Creates physical characteristics and personalities of characters in different positions to coincide with movement in a given direction, and synchronizes lip movement with words, and action with music and sound effects. Manipulates visual images or models while recording to video. <u>Minimum Education/Experience:</u> Degree in Art, Computer Aided Imaging and Visualization, or a related field and 0-5 years experience. Five additional years experience may be substituted for the degree.</p>
Video Editor	<p><u>Minimum/General Experience:</u> Shall have experience with linear and non-linear video editing systems such as Media 100 and Avid. Shall have experience in various stages of video production, i.e. camera operation, audio and lighting, shooting for edit, editing and post-production activities. <u>Functional Responsibilities:</u> View processed video with production personnel to analyze, evaluate and select scenes to be incorporated. Select stock shots from video library for incorporation. Trim video segments to specific lengths, arrange and join them in sequence to enable the content to be presented with maximum effect. Edit and balance music and effects. Compress into Quick time or AVI is platform is a Computer-Based training program. <u>Minimum Education/Experience:</u> Bachelor's degree with emphasis in communications or 5 years experience.</p>
Camera Operator	<p><u>Minimum/General Experience:</u> Shall have a working knowledge of linear and digital camera equipment. <u>Functional Responsibilities:</u> Shall set-up, position, and operate camera equipment in studios or on location to videotape people, events and scenes. Inventory videotapes, prepare labels and store in video library. <u>Minimum Education/Experience:</u> Technical school or 3 years experience.</p>
Gaffer	<p>Minimum/General Experience: Shall have experience with safe and efficient execution of lighting setups. <u>Functional Responsibilities:</u> Duties include maintenance and repair of electrical equipment. Provides general support to the video department in the pre-lighting, rigging and the light equipment operation. <u>Minimum Education/Experience:</u> Technical school diploma or 3 years experience.</p>
Grip	<p><u>Minimum/General Experience:</u> Shall have experience with video or film production. Shall have knowledge of various elements of video equipment such as cameras, lighting, dolly and dolly track and set design. <u>Functional Responsibilities:</u> Assist camera operators prepare for a moving camera shot by constructing the track, upon which the dolly or crane will roll, carrying the camera. Grips are also responsible for moving the crane or dolly during this shot. Grips contribute to the lighting process; after the set lighting technicians have placed, aimed, and adjusted the lights, Grips set up the equipment used to cast shadows necessary to achieve desired effects. <u>Minimum Education/Experience:</u> High school education and 5 years experience.</p>
Photographer	<p>Minimum/General Experience: Shall have experience operating a wide range of cameras, lights, and light-measuring devices. Areas of specialization include press, fashion, scientific, commercial, industrial, or advertising. <u>Functional Responsibilities:</u> Duties include set-up, positioning, and operating camera equipment in studios or on location to photograph people, events and scenes. Determines camera angle, light positions, exposure and composition. May use computers for such things as image manipulation and the production of visual images in print and digital form. <u>Minimum Education/Experience:</u> Technical degree or 3 years experience.</p>

Programmer I	<p><u>Minimum/General Experience:</u> Programmer I shall have experience and the ability to perform detailed and complex calculations plus knowledge of practices/principles necessary to assess advanced systems concepts, assess specifications and perform system integration. <u>Functional Responsibilities:</u> The Programmer I is capable of converting functional design requirements into detailed logic for coding into computer language and understands computer and symbolic logic to develop sequences of program steps. Programmer I has experience with high order languages and assembly languages and is capable of converting program steps to computer process languages, documenting, and testing program for adequacy. <u>Minimum Education/Experience:</u> The Programmer I does not need experience, will have completion of a full 4 year course of study in an accredited college or university leading to a Bachelor's appropriate to the task stated in the task order. The Substitution Policy may be used here.</p>
Programmer II	<p><u>Minimum/General Experience:</u> The Programmer II shall have experience and the ability to perform detailed and complex calculations plus knowledge of practices/principles necessary to assess advanced systems concepts, assess specifications and perform system integration. <u>Functional Responsibilities:</u> The Programmer II is capable of converting functional design requirements into detailed logic for coding into computer language and understands computer and symbolic logic to develop sequences of program steps. Programmer II has experience with high order languages and assembly languages and is capable of converting program steps to computer process languages, documenting, and testing program for adequacy. <u>Minimum Education/Experience:</u> The Programmer II must have a minimum of 4 years experience and show completion of a full 4 year course of study in an accredited college or university leading to a Bachelor's or higher degree appropriate to the task stated in the task order. The Substitution Policy may be used here.</p>
Programmer III	<p><u>Minimum/General Experience:</u> The Programmer III shall have experience and the ability to perform detailed and complex calculations plus knowledge of practices/principles necessary to assess advanced systems concepts, assess specifications and perform system integration. <u>Functional Responsibilities:</u> The Programmer III is capable of converting functional design requirements into detailed logic for coding into computer language and understands computer and symbolic logic to develop sequences of program steps. The Programmer III has experience with high order languages and assembly languages and is capable of converting program steps to computer process languages, documenting, and testing program for adequacy. <u>Minimum Education/Experience:</u> The Programmer III must have a minimum of 8 years experience and show completion of a full 4 year course of study in an accredited college or university leading to a Bachelor's or higher degree appropriate to the task stated in the task order. The Substitution Policy may be used here.</p>
Software Engineer I	<p><u>Minimum/General Experience:</u> Software Engineer I shall have experience with design and development of software products and applications. Good working knowledge and hands-on experience with key software platform architectures, web servers, application servers, and relational databases. <u>Functional Responsibilities:</u> Performs work involved in one or more of the phases of developing software used in products or services provided to external customers. May develop applications or work with operating system software. <u>Minimum Education/Experience:</u> Has a Bachelor's of Science degree in engineering or computer science, with 0-3 years of experience. Substitution Policy may apply.</p>
Software Engineer II	<p><u>Minimum/General Experience:</u> Software Engineer II shall have experience with design and development of software products and applications. Good working knowledge and hands-on experience with key software platform architectures, web servers, application servers, and relational databases. <u>Functional Responsibilities:</u> Performs work involved in one or more of the phases of developing software used in products or services provided to external customers. May develop applications or work with operating system software. <u>Minimum Education/Experience:</u> Has a Bachelor's of Science degree in engineering or computer science, with 4-6 years of experience. Substitution Policy may apply.</p>
Software Engineer III	<p><u>Minimum/General Experience:</u> Software Engineer III shall have experience with design and development of software products and applications. Good working knowledge and hands-on experience with key software platform architectures, web servers, application servers, and relational databases. <u>Functional Responsibilities:</u> Performs work involved in one or more of the phases of developing software used in products or services provided to external customers. May develop applications or work with operating system software. <u>Minimum Education/Experience:</u> Has a Bachelor's of Science degree in engineering or computer science, with 7-11 years of experience. Substitution Policy may apply.</p>

Software Engineer IV	<u>Minimum/General Experience:</u> Software Engineer III shall have experience with design and development of software products and applications. Good working knowledge and hands-on experience with key software platform architectures, web servers, application servers, and relational databases. <u>Functional Responsibilities:</u> Performs work involved in one or more of the phases of developing software used in products or services provided to external customers. May develop applications or work with operating system software. <u>Minimum Education/Experience:</u> Has a Bachelor's of Science degree in engineering or computer science, with 12 years of experience. Substitution Policy may apply.
System Admin /Network Analyst	<u>Minimum/General Experience:</u> System Admin/Network Analyst shall have experience maintaining, and operating a computer system or network. <u>Functional Responsibilities:</u> Responsible for the evaluation, acquisition, installation and support of local area networks and/or wide area networks. Responsible for the on-going administration and support of a LAN or WAN. <u>Minimum Education/Experience:</u> a Bachelor's of Science degree in engineering or computer science (MIS or CIS degree) or substantial directly related experience.
System Design Engineer	<u>Minimum/General Experience:</u> Systems Design Engineer has experience analyzing customer systems and functions and determines requirements for equipment and/or software. <u>Functional Responsibilities:</u> Designs and documents a system to accomplish system functions in an optimum manner. Develops plans for system from project inception to conclusion. <u>Minimum Education/Experience:</u> a Bachelor's of Science degree in engineering or computer science.
Sr. System Design Engineer	<u>Minimum/General Experience:</u> Sr. Systems Design Engineer has experience analyzing customer systems and functions and determines requirements for equipment and/or software. <u>Functional Responsibilities:</u> Designs and documents a system to accomplish system functions in an optimum manner. Develops plans for system from project inception to conclusion. <u>Minimum Education/Experience:</u> a Bachelor's of Science degree in engineering or computer science with at least 6 years of experience.
Jr. Database Engineer/ Administrator	<u>Minimum/General Experience:</u> Demonstrated experience with database management, system design and system analysis, and current operating systems software internals and data manipulation languages. General experience includes increasing responsibilities in the development and maintenance of database systems. <u>Functional Responsibility:</u> Applies knowledge of computer science concepts and techniques in the design, development, installation and maintenance of databases to satisfy engineering scientific, or business data acquisitions and management. Collects data elements and prepares database specifications. Develops and maintains database links and users access. Provides database tuning and monitoring to ensure effective and efficient data access, including memory configuration, disk, I/O, and application software design and maintenance. <u>Minimum Education/Experience:</u> Bachelor's degree or 1-2 years of directly related experience.
Database Engineer/ Administrator	<u>Minimum/General Experience:</u> Demonstrated experience with database management, system design and system analysis, and current operating systems software internals and data manipulation languages. General experience includes increasing responsibilities in the development and maintenance of database systems. <u>Functional Responsibility:</u> Applies knowledge of computer science concepts and techniques in the design, development, installation and maintenance of databases to satisfy engineering scientific, or business data acquisitions and management. Collects data elements and prepares database specifications. Develops and maintains database links and users access. Provides database tuning and monitoring to ensure effective and efficient data access, including memory configuration, disk, I/O, and application software design and maintenance. <u>Minimum Education/Experience:</u> Bachelor's degree or 4 years of directly related experience.
Network Engineer	<u>Minimum/General Experience:</u> Network Engineer shall have experience planning and evaluating network systems. <u>Functional Responsibility:</u> Makes recommendations for required resources. Provides technical assistance in network planning, engineering, and architecture. <u>Minimum Education/Experience:</u> a Bachelor's of Science degree in engineering or computer science.
Sr. Network Engineer	<u>Minimum/General Experience:</u> Sr. Network Engineer shall have experience planning and evaluating network systems. <u>Functional Responsibility:</u> Makes recommendations for required resources. Provides technical assistance in network planning, engineering, and architecture. <u>Minimum Education/Experience:</u> a Bachelor's of Science degree in engineering or computer science with 5 years of experience.

Technical Support Engineer	<u>Minimum/General Experience:</u> Technical Support Engineer shall have experience supporting and evaluating systems <u>Functional Responsibility:</u> Responsible for providing technical support to field engineers, technicians, technical support representatives and company customers who are diagnosing, troubleshooting, repairing and debugging complex problems. <u>Minimum Education/Experience:</u> Has a Bachelor's of Science degree in engineering or computer science or extensive directly related experience. Substitution Policy may apply.
Data/ Configuration Management Specialist I	<u>Minimum/General Experience:</u> Requires experience as those related to the functional responsibility. <u>Functional Responsibility:</u> In the role of configuration management analyst performs one or more of the following duties: requirements development, documentation development, configuration identification, configuration control, configuration accounting, and/or configuration verification. <u>Minimum Education/Experience:</u> a Bachelor's degree, with 0-3 years experience.
Data/ Configuration Management Specialist II	<u>Minimum/General Experience:</u> Requires experience as those related to the functional responsibility. <u>Functional Responsibility:</u> In the role of configuration management analyst performs one or more of the following duties: requirements development, documentation development, configuration identification, configuration control, configuration accounting, and/or configuration verification. <u>Minimum Education/Experience:</u> a Bachelor's degree, with 4-6 years experience.
Data/ Configuration Management Specialist III	<u>Minimum/General Experience:</u> Requires experience as those related to the functional responsibility. <u>Functional Responsibility:</u> In the role of configuration management analyst performs one or more of the following duties: requirements development, documentation development, configuration identification, configuration control, configuration accounting, and/or configuration verification. <u>Minimum Education/Experience:</u> a Bachelor's degree, with 7-10 years experience.
Data/ Configuration Management Specialist IV	<u>Minimum/General Experience:</u> Requires experience as those related to the functional responsibility. <u>Functional Responsibility:</u> In the role of configuration management analyst performs one or more of the following duties: requirements development, documentation development, configuration identification, configuration control, configuration accounting, and/or configuration verification. <u>Minimum Education/Experience:</u> a Bachelor's degree, with 11-14 years experience.
Sr. Data/ Configuration Management Specialist	<u>Minimum/General Experience:</u> Requires experience as those related to the functional responsibility. <u>Functional Responsibility:</u> In the role of configuration management analyst performs one or more of the following duties: requirements development, documentation development, configuration identification, configuration control, configuration accounting, and/or configuration verification. <u>Minimum Education/Experience:</u> a Bachelor's degree, with at least 15 years of experience.
System Analyst	<u>Minimum/General Experience:</u> Requires experience as those related to the functional responsibility. <u>Functional Responsibility:</u> Develops, gathers, and organizes systems related information. Analyzes and formats information developed and used to evaluate the system. Develops plans, coordinates and integrates systems related requirements to support operational needs. Conducts studies, technical assessments, system analysis and architectural level analysis to determine system performance and effectiveness. May formulate and use mathematical models or representations to conduct analysis. <u>Minimum Education/Experience:</u> a Bachelor's of Science degree in technical field or directly related experience and 0-8 years of experience.
Sr. System Analyst	<u>Minimum/General Experience:</u> Requires experience as those related to the functional responsibility. <u>Functional Responsibility:</u> Develops, gathers, and organizes systems related information. Analyzes and formats information developed and used to evaluate the system. Develops plans, coordinates and integrates systems related requirements to support operational needs. Conducts studies, technical assessments, system analysis and architectural level analysis to determine system performance and effectiveness. May formulate and use mathematical models or representations to conduct analysis. <u>Minimum Education/Experience:</u> a Bachelor's of Science degree in technical field or directly related experience and -9-15 years of experience.
Administrative Assistant I	<u>Minimum General Experience:</u> No experience required. <u>Functional Responsibility:</u> Provides general clerical and administrative duties in support of the task order or professional staff. <u>Minimum Education/Experience:</u> Requires a High School diploma or equivalent. No Experience Required

Administrative Assistant II	<u>Minimum General Experience:</u> General administration, organization and clerical skills. <u>Functional Responsibility:</u> Provides general clerical and administrative duties in support of the task order or professional staff. <u>Minimum Education/Experience:</u> Requires a High School diploma or equivalent must have 3 years of experience.
Administrative Assistant III	<u>Minimum General Experience:</u> General administration, organization and clerical skills. <u>Functional Responsibility:</u> Provides general clerical and administrative duties in support of the task order or professional staff. <u>Minimum Education/Experience:</u> Requires a High School diploma or equivalent must have 6 years of experience.

29. PES LABOR CATEGORY DESCRIPTIONS

Substitution Criteria for Labor Categories

Degree	Degree & Experience Substitution	Related Experience Substitution
Associates	4 Years	Additional 4 years of related experience
Bachelors	Associates + 4 Years	Additional 6 years of related experience
Masters	Bachelors + 4 Years	Additional 8 years of related experience
Doctorate	Masters + 6 Years	Additional 12 years of related experience

Labor Categories and Descriptions

Labor Category	Labor Qualifications/Minimum Requirements	Job Description
Program Manager 1	Multiple related projects or tasks within a single domain. The Program Manager I is a manager within the company who has a minimum of ten (10) years experience, including five (5) years of demonstrated management experience or project level management. The Program Manager must show completion of a full four year course of study in a accredited college or university leading to a bachelor's or higher degrees in business, management, engineering, or science and 5 years experience in positions closely related to the Defense Acquisition Process.	Knowledgeable of the program acquisition life cycle process as addressed in the DoD 5000 series. This position requires knowledge of the Federal Acquisition Regulations (FAR), Department of Defense (DoD) regulations, requirements, policies and procedures, cost and schedule estimating, system disciplines, engineering specifications and commercial practices relating to systems engineering, procurement and production. The Program Manager shall be knowledgeable of overall organization, direction and requirements of the contract efforts. Experience in interfacing directly with the Government designated representatives and supervising various task orders activities is also required.
Program Manager 2	Multiple related projects or tasks within a single domain. The Program Manager I is a manager within the company who has a minimum of fifteen (15) years experience, including ten (10) years of demonstrated management experience or project level management. The Program Manager must show completion of a full four year course of study in a accredited college or university leading to a bachelor's or higher degrees in business, management, engineering, or science and 5 years experience in positions closely related to the Defense Acquisition Process.	Knowledgeable of the program acquisition life cycle process as addressed in the DoD 5000 series. This position requires knowledge of the Federal Acquisition Regulations (FAR), Department of Defense (DoD) regulations, requirements, policies and procedures, cost and schedule estimating, system disciplines, engineering specifications and commercial practices relating to systems engineering, procurement and production. The Program Manager shall be knowledgeable of overall organization, direction and requirements of the contract efforts. Experience in interfacing directly with the Government designated representatives and supervising various task orders activities is also required.

<p>Program Manager 3</p>	<p>Multiple related projects or tasks within a single domain. The Program Manager I is a manager within the company who has a minimum of twenty (20) years experience, including fifteen (15) years of demonstrated management experience or project level management. The Program Manager must show completion of a full four year course of study in a accredited college or university leading to a bachelor's or higher degrees in business, management, engineering, or science and 5 years experience in positions closely related to the Defense Acquisition Process.</p>	<p>Knowledgeable of the program acquisition life cycle process as addressed in the DoD 5000 series. This position requires knowledge of the Federal Acquisition Regulations (FAR), Department of Defense (DoD) regulations, requirements, policies and procedures, cost and schedule estimating, system disciplines, engineering specifications and commercial practices relating to systems engineering, procurement and production. The Program Manager shall be knowledgeable of overall organization, direction and requirements of the contract efforts. Experience in interfacing directly with the Government designated representatives and supervising various task orders activities is also required.</p>
<p>Project/Task Lead</p>	<p>Requires a minimum of 12 years experience in directing large analysis efforts in defense acquisition and sustainment programs. This individual must have a full 4 year course of study in an accredited college or university leading to a bachelor's or higher degree in acquisition, logistics, business, management, engineering, science or the appropriate field of expertise relative to the task as stated in the task order. Substitution Criteria may be used.</p>	<p>Management of a single project or task within a task area within a single domain.</p>
<p>Principal Investigator</p>	<p>Requires a bachelor's degree in a recognized engineering or scientific discipline 20 years experience in complex weapon system engineering, design, analysis, performance or test and evaluation. The principal investigator must possess at least 2 years of managerial/supervisory experience sufficient to ensure positive direction of subordinates. A Principal Investigator (Engineer) must have received an engineering degree from an Accreditation Board for Engineering and Technology (ABET) accredited program of study. A Principal Investigator (Scientist) must have received a science degree from an accredited college or university. Substitution Criteria may be used.</p>	<p>Principal Investigator shall be used in those requirements where an extremely high level of expertise is necessary to perform designated tasks. Duties shall be comparable to those of the Engineer 5 or Scientist 5 but at an advanced level of skill, requiring a higher level of experience and/or education.</p>
<p>Subject Matter Expert</p>	<p>It is anticipated that such individual possess a bachelor's degree in an engineering or technical field from an accredited college or university or 15 or more years of defense/industrial or acquisition experience in the field of expertise. Substitution Criteria may be used.</p>	<p>A Subject Matter Expert is a highly skilled individual who has an acknowledged specialized acquisition, logistics, and/or technological expertise in the specific functional tasks required for performance in an individual task order.</p>

Engineer/Scientist 1	The Engineer 1 must be enrolled and have completed one (1) year of education in an ABET accredited program of engineering study. The Scientist 1 must be enrolled in and have completed one (1) year of education in a science major from an accredited college or university. The Scientist 1 must have a minimum 3.0 grade point average out of a 4.0 and be enrolled in an official cooperative education/training program at the accredited college or university.	The Engineer 1 must be enrolled and have completed one (1) year of education in an ABET accredited program of engineering study.
Engineer 2	Requires an engineering degree from an ABET accredited program of study and have zero to five years of related job experience. Substitution Criteria may be used.	Receive guidance from senior level managers and/or engineers and work as part of a team to accomplish assigned tasks.
Engineer 3	Requires an engineering degree from an ABET accredited program of study and have minimum of 5 years of related job experience. Substitution Criteria may be used.	Requires appropriate education and experience to receive guidance from higher level managers/engineers/scientists and work independently to accomplish assigned tasks.
Engineer 4	The Engineer 4 must have a minimum of 10 years of related job experience. However, the engineer/scientist job related experience must have been gained after receiving the task related degree in engineering from an accredited institution. Substitution Criteria may be used.	Requires appropriate education and experience to receive guidance from senior level managers/engineers/scientists and work independently to accomplish assigned tasks.
Engineer 5	Requires a minimum of 15 years of experience, in a related field of expertise, at the program/project level in major system, and have received an engineering degree from an ABET accredited program of study. Substitution Criteria may be used.	Responsible for formulation of the opinions, decisions and ultimate performance of the task specified in the statement of work contained in the task order. The position requires experience and the ability to perform detailed and complex calculations plus knowledge of practices/principles necessary to assess advanced systems concepts, assess specifications and perform system integration.
Scientist 2	Requires a science degree from an accredited college or university and have zero to four years of related job experience.	Receives guidance from senior level managers and/or engineers and work as part of a team to accomplish assigned tasks.
Scientist 3	Requires a science degree from an accredited college or university and have a minimum of 4 years of related job experience.	Requires appropriate education and experience to receive guidance from higher level managers/engineers/scientists and work independently to accomplish assigned tasks.
Scientist 4	Requires a science degree from an accredited college or university and have a minimum of 10 years of related job experience.	Requires appropriate education and experience to receive guidance from senior level managers/engineers/scientists and work independently to accomplish assigned tasks.

Scientist 5	Requires a minimum of 15 years of experience, in a related field of expertise, at the program/project level in major systems and a bachelor's degree in hard science from an accredited college or university.	Responsible for formulation of the opinions, decisions and ultimate performance of the task specified in the statement of work contained in the task order. The position requires experience and the ability to perform detailed and complex calculations plus knowledge of practices/principles necessary to assess advanced systems concepts, assess specifications and perform system integration.
Technician 1	Requires zero to two years of experience and a high school diploma or the equivalent. This is essentially a helper position.	Receives guidance from senior level managers and/or engineers and works as part of a team to accomplish assigned tasks.
Technician 2	High School graduate with technical/military school experience in military equipment related disciplines with two to five years experience directly related to requirements.	Works to perform detailed information search, correlation, interpretation of technical data and the preparation of technical documentation.
Technician 3	High School graduate with technical/military school experience in military equipment related disciplines with 5 years experience directly related to requirements.	Works to perform detailed information search, correlation, interpretation of technical data and the preparation of technical documentation.
Technician 4	High school graduate with technical/military school experience in military equipment related disciplines with 10 years experience directly related to task order requirements.	Individual should possess specialized certifications, where appropriate.
Software Engineer 1	Requires a bachelor's degree in the task related discipline and zero to three years of task related job experience. Substitution Criteria may be used.	Entry Level bachelor's SWE, CS or Engineering Discipline.
Software Engineer 2	Requires a bachelor's degree in the task related discipline and have a minimum of 3 years of task related job experience. Substitution Criteria may be used.	Will have appropriate education and experience to receive guidance from senior level managers/programmers and work independently to accomplish assigned tasks.
Software Engineer 3	Requires a minimum of 8 years experience and show completion of a full 4 year course of study in an accredited college or university leading to a bachelor's or higher degree appropriate to the task stated in the task order. Substitution Criteria may be used.	Responsible for formulation of the opinions, decisions and ultimate performance of the task specified in the statement of work contained in the task order. This labor category requires experience and the ability to perform detailed and complex calculations plus knowledge of practices/principles necessary to assess advanced systems concepts, assess specifications and perform system integration.
Software Engineer 4	Requires a minimum of 12 years experience and show completion of a full 4 year course of study in an accredited college or university leading to a bachelor's or higher degree appropriate to the task stated in the task order. Substitution Criteria may be used.	Responsible for formulation of the opinions, decisions and ultimate performance of the task specified in the statement of work contained in the task order. This labor category requires experience and the ability to perform detailed and complex calculations plus knowledge of practices/principles necessary to assess advanced systems concepts, assess specifications and perform system integration.
Business/Logistics Engineer 1	Requires a bachelor's degree in the task related discipline. Substitution Criteria may be used.	Receives guidance from senior level managers and/or engineers and works as part of a team to accomplish assigned tasks.

Business/Logistics Engineer 2	Requires a bachelor's degree in the task related discipline and a minimum of 3 years of task related job experience. Substitution Criteria may be used.	Will have appropriate education and experience to receive guidance from senior level managers and work independently to accomplish assigned tasks.
Business/Logistics Engineer 3	Requires a minimum of 8 years of task related experience and show completion of a full 4 year course of study in an accredited college or university leading to a bachelor's or higher degree appropriate to the field of expertise, acquisition, logistics, business or management, as it relates to the task stated in the task order. Substitution Criteria may be used.	Responsible for formulation of the opinions, decisions and ultimate performance of the task specified in the statement of work contained in the task order. This labor category requires experience and the ability to perform detailed and complex calculations plus knowledge of practices/principles necessary to assess advanced systems concepts, assess specifications and perform system integration.
Business/Logistics Engineer 4	Requires a minimum of 12 years of task related experience and show completion of a full 4 year course of study in an accredited college or university leading to a bachelor's or higher degree appropriate to the field of expertise, acquisition, logistics, business or management, as it relates to the task stated in the task order. Substitution Criteria may be used.	Responsible for formulation of the opinions, decisions and ultimate performance of the task specified in the statement of work contained in the task order. This labor category requires experience and the ability to perform detailed and complex calculations plus knowledge of practices/principles necessary to assess advanced systems concepts, assess specifications and perform system integration.
ORSA 1	Bachelors or higher degree from an accredited university in an engineering discipline or a hard science and 2 years of experience. Substitution Criteria may be used.	Takes guidance from senior analysts and independently executes tasks in support of studies and analysis.
ORSA 2	Six years of experience applying to Operations Research and Systems Analysis techniques and a bachelor's degree from an accredited university in an engineering discipline or a hard science. Substitution Criteria may be used.	Guides users in formulating and evaluating requirements, performs feasibility and trade studies, serves as member of large analytical team.
ORSA 3	Ten years of experience applying to Operations Research and Systems Analysis techniques and a bachelor's degree from an accredited university in an engineering discipline or a hard science. Substitution Criteria may be used.	Guides users in formulating and evaluating requirements, performs feasibility and trade studies, leads small analytical team. Has experience in supervising the activities of two or more analysts.
ORSA 4	Fifteen years of experience applying to Operations Research and Systems Analysis techniques and a bachelor's degree from an accredited university in an engineering discipline or a hard science. Substitution Criteria may be used.	Guides users in formulating and evaluating requirements, performs feasibility and trade studies, leads large analytical team. Has experience in coordinating and supervising the activities of five or more analysts.
Configuration Management/ Engineering Data Manager 1	Requires two years of applicable experience and a bachelor's or higher degree from an accredited university in Management Information Systems, Computer Science or related discipline. Substitution Criteria may be used.	Has experience in developing and maintaining contract data management programs and plans, and tracking the status of data deliverables. Has knowledge of applicable government standards, regulations, technical orders relating to the maintenance, change and control of deliverable requirements, design and product specification documents, engineering drawings, etc.

Configuration Management/ Engineering Data Manager 2	Requires 8 years of applicable experience and a bachelor's or higher degree from an accredited university in Management Information Systems, Computer Science or related discipline. Substitution Criteria may be used.	Shall have experience in database modeling, design, construction, reviews, analysis, assessment and maintenance for the engineering and software engineering environments. Should be familiar with web-based database design, implementation, security and access techniques.
Configuration Management/ Engineering Data Manager 3	Requires 12 years of applicable experience and a bachelor's or higher degree from an accredited university in Management Information Systems, Computer Science or related discipline. Substitution Criteria may be used.	Shall have experience in application development in database systems (network, relational, hierarchical, and object) for the engineering and software engineering environments. Plans, directs, controls, organizes, and coordinates the activities of personnel involved in database design and maintenance. This includes designing, modeling, building, and maintaining complex databases and tables for large engineering and engineering management activities.
Functional Area Analyst 1	Six years specialized experience in functional area and has served in an active role in the identification, definition and documentation of functional area requirements.	Assists in the review of government manuals, regulations, technical manuals, standards and industry publications relating to the functional area specialty.
Functional Area Analyst 2	Ten years specialized experience in functional area and has served in an active role in the identification, definition and documentation of functional area requirements.	Reviews government manuals, regulations, technical manuals, standards and industry publications relating to the functional area specialty.
Functional Area Analyst 3	Twelve years specialized experience in functional area and has served in an active role in the identification, definition and documentation of functional area requirements.	Leads team review of government manuals, regulations, technical manuals, standards and industry publications relating to the functional area specialty.
Functional Area Analyst 4	18 Years Specialized Experience in Functional Area and has served in an active role in the identification, definition and documentation of functional area requirements.	Leads and coordinates inter and intra agency review of government manuals, regulations, technical manuals, standards and industry publications relating to the functional area specialty.
Administrative Assistant	An Associate's degree and 4 years experience is required. Substitution Criteria may be used.	This labor category encompasses all tasks from the Admin 2 but includes executive and engineering support activities beyond the scope of the Admin 2 category.
Admin 1	The Admin 1 will have zero to four years of experience and a high school diploma or the equivalent.	This labor category encompasses support such as secretaries, clerks, and computer operators plus other administrative related job categories that are essential to accomplishing the assigned tasks (support of contractor personnel only).
Admin 2	The Admin 2 will have 4 years of experience and a high school diploma or the equivalent.	This labor category encompasses support such as secretaries, clerks, and computer operators plus other administrative related job categories that are essential to accomplishing the assigned tasks four (support of contractor personnel only).