

**BASTION TECHNOLOGIES, INC  
AUTHORIZED FEDERAL SUPPLY SCHEDULE PRICELIST**

**GENERAL SERVICES ADMINISTRATION  
FEDERAL SUPPLY SERVICE  
CONSOLIDATED SCHEDULE  
Incorporating  
PROFESSIONAL ENGINEERING SERVICES  
Consolidated Special Item Number  
C R425  
and  
INFORMATION TECHNOLOGY  
Consolidated Special Item Numbers  
(C D301,C D302,C D303,C D307,C D308,C D310,C D311,C D313,C D316,C D399)**

**Contract Number: GS-00F-0040P**

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

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

**Period Covered by Contract:  
June 30, 2004 through September 15, 2008  
(Plus one 5-year option)**

**BASTION TECHNOLOGIES, INC  
17625 El Camino Real – Suite 330  
Houston, Texas 77058  
TEL 281-283-9330  
FAX 281-283-9333**

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**Type of Contractor: Small Disadvantaged 8a**

**General Services Administration  
Federal Supply Service**

## Table of Contents

		Page
<b>SECTION I</b>	<b>CUSTOMER INFORMATION</b>	<b>3</b>
	1. <b>Schedule of Special Item Number – Professional Engineering Services</b>	<b>3</b>
	1.1 <b>Schedule of Special Item Numbers – Information Technology Services</b>	<b>5</b>
	2. <b>Maximum Orders</b>	<b>5</b>
	3. <b>Minimum Order</b>	<b>5</b>
	4. <b>Geographic Coverage</b>	<b>5</b>
	5. <b>Point(s) of Production</b>	<b>5</b>
	6. <b>Discounts</b>	<b>5</b>
	7. <b>Quantity Discounts</b>	<b>6</b>
	8. <b>Prompt Payment Terms</b>	<b>6</b>
	9. <b>Government Credit Cards</b>	<b>6</b>
	10. <b>Foreign Items</b>	<b>6</b>
	11. <b>Delivery</b>	<b>6</b>
	12. <b>FOB Points</b>	<b>6</b>
	13. <b>Ordering Info</b>	<b>6</b>
	14. <b>Payment Info</b>	<b>6</b>
	15. <b>Warranty Provisions</b>	<b>7</b>
	16. <b>Export Packing Changes</b>	<b>7</b>
	17. <b>Terms and Conditions of Government commercial credit card acceptance</b>	<b>7</b>
	18. <b>Terms and Conditions of rental, maintenance and repair</b>	<b>7</b>
	19. <b>Terms and Conditions of installation</b>	<b>7</b>
	20. <b>Terms and conditions of repair parts and other services</b>	<b>7</b>
	21. <b>List of service and distribution points</b>	<b>7</b>
	22. <b>List of participating dealers</b>	<b>7</b>
	23. <b>Preventive maintenance</b>	<b>7</b>
	24. <b>Environmental Attributes</b>	<b>7</b>
	25. <b>DUNS Number</b>	<b>7</b>
	26. <b>Notification regarding Registration in Central Contractor Registration (CCR) Database</b>	<b>7</b>
<b>SECTION II</b>	<b>ORDERS</b>	<b>7</b>
<b>SECTION III</b>	<b>LABOR CATEGORY DESCRIPTIONS – Professional Engineering Service</b>	<b>9-16</b>
<b>SECTION IIIa</b>	<b>LABOR CATEGORY DESCRIPTIONS – Information Technology Services</b>	<b>17-26</b>
<b>SECTION IV</b>	<b>RATES Professional Engineering Services</b>	<b>27-34</b>
<b>SECTION IVa</b>	<b>RATES Information Technology Services</b>	<b>35-38</b>

## **SECTION I      CUSTOMER INFORMATION**

- 1. Schedule of Consolidated Special Item Number (SIN) C R425 (Professional Engineering) is inclusive of the following PES SIN's:**

### **SIN 871-1: Strategic Planning for Technology Programs and Activities**

**Bastion will provide expert services required under this SIN involving the definition and interpretation of high-level organizational engineering performance requirements such as projects, systems, missions and the objectives and approaches to their achievement: Bastion may perform, but is not limited to the following tasks associated with this SIN:**

Analysis of mission program goals and objective	Requirements Analysis
organizational performance assessment	Special Studies and Analysis
Training	Privatization and Outsourcing

### **SIN 871-2: Concept Development and Requirement Analysis**

**Bastion will provide expert services required under this SIN involving 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: Bastion may perform, but is not limited to the following tasks associated with this SIN:**

Requirements Analysis	Feasibility Analysis
Cost/Cost-Performance Trade-Off Analysis	Conceptual Designs
Regulatory Compliance Support Technology	Training
Privatization and Outsourcing	

### **SIN 871-3: Systems Design, Engineering and Integration**

**Bastion will provide expert services required under this SIN involving the translation of a system or subsystem, program, project, or activity concept into preliminary and detailed design engineering plans and specifications. Perform risk identification analysis and mitigation, traceability, and then integrate the various components to produce a working prototype or model of the system. Bastion may perform, but is not limited to the following tasks associated with this SIN:**

Computer-Aided Design	Design Studies and Analysis
High Level Detailed Specification Preparation	Configuration Management
Document Control	Fabrication
Assembly Simulation	Modeling
Training	Privatization and Outsourcing

**SIN 871-4: Test and Evaluation**

**Bastion will provide expert services required under this SIN involving the application of various techniques demonstrating that a prototype system subsystem, program, project or activity performs in accordance with the test objectives and criteria outlined in the original design. Bastion may perform, but is not limited to the following tasks associated with this SIN:**

Prototype Testing	First Article Testing
Independent Verification and Validation	Environmental Testing
Quality Assurance Physical Testing of the Product	System Safety
Reverse Engineering	Simulation and Modeling
System Training	Privatization and Outsourcing

**SIN 871-5: Integrated Logistics Support**

**Bastion will provide expert services required under this SIN involving 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. Bastion may perform, but is not limited to the following tasks associated with this SIN:**

Ergonomic/Human Performance Analysis	Feasibility Analysis
Long-Term Reliability and Maintainability	Logistics Planning
Requirements Determination	Training
Privatization and Outsourcing	

**SIN 871-6: Acquisition and Live Cycle Management**

**Bastion will provide expert services required under this SIN involving the planning, budgetary, contract and systems program management execution functions required to procure or produce an operational system and provide life cycle support for maintenance, repair, supplies, and engineering specific logistics to technology-based systems, activities, subsystems, and projects. Bastion may perform, but is not limited to the following tasks associated with this SIN:**

Program/Project Management	Technology Transfer/Insertion
Training	Privatization and Outsourcing
Operation and Maintenance	

**1.1 Schedule of Consolidated Information Technology Special Item Number 132-51 includes the following services provided under the consolidated SINS:**

- CD301 IT Facility Operation and Maintenance**
- CD302 IT Systems Development Services**
- CD306 IT Systems Analysis Services**
- CD307 Automated Information Systems Design Integration Services**
- CD308 Programming Services**
- CD310 IT Backup and Security Services**
- CD311 IT Data Conversion Services**
- CD313 Computer Aided Design/Computer Aided Manufacturing  
CAD/CAM Services**
- CD316 Telecommunications Services**
- CD399 Other Information Technology Services, Not Elsewhere Classified**

**2. Maximum Order:** \$750,000 (Maximum Order Threshold)

**Note:** Orders That Exceed the Maximum Order (I-FSS-125)(AUG 1995) In accordance with FAR 8.404 there may be circumstances where an ordering activity finds it advantageous to request a price reduction such as where a quantity of an individual order clearly indicates the potential for obtaining a reduced price.

**3. Minimum Order:** The minimum dollar value of orders to be issued is \$100.

**4. Geographic Coverage:** The geographic scope of this contract is the 48 contiguous states, the District of Columbia, Alaska, Hawaii, the Commonwealth of Puerto Rico, all U.S. Territories and overseas.

**5. Point(s) of Production (City, County, and State or Foreign Country):** Not applicable

**6. Discounts:**

- Prompt Payment: None offered.
- Quantity: None offered.
- Dollar Volume: None offered.
- Government Educational Institutions: None offered.
- Discount for use of Government Commercial Credit Card: None offered.
- Other: None offered

To assist the customer agencies to determine when they should seek a price decrease, a level called a maximum order (\$1,000,000) has been established under the contract. When an agency order exceeds this amount it is recommended that the ordering activity contact Bastion for a reduced price. Bastion will have the discretion to:

- Offer a new lower price for this requirement (the Price Reduction clause is not applicable to orders placed over the Maximum Order in FAR 52.216-19.)
- Offer the lowest price available under the contract; or

- Decline the order, orders must be returned in accordance with FAR 52.216-19.

**7. Quantity Discount:** A delivery order for quantities that exceed the maximum order may be placed with the contractor selected in accordance with Far 8.404. The order will be placed under the current contract. These will be negotiated on a task-by-task basis based on size and complexity of the scope of work. Note: Sales for orders that exceed the Maximum Order shall be reported in accordance with GSAR 552.238-72.

**8. Prompt Payment Terms:** Invoices for Services shall be submitted by Bastion as soon as possible after completion of the work. Prompt Payment terms are Net 30 Days. Payment under the blanket purchase orders will be made monthly or quarterly upon agreement, except where cash payment procedures are used. Invoices shall be submitted separately to each Government office ordering services under the contract.

**9. Government Credit Cards:** Government Commercial Visa will be acceptable for payment for micro-purchases. In addition, bank account information for wire transfer payments will be shown on the invoice. Ordering agencies to obtain technical and/or ordering assistance can use the Telephone number shown in Item 13.

**10. Foreign Items:** (List items by country) - Not Applicable

**11. Delivery.**

- a. **Time of Delivery:** Bastion will deliver to destination all related deliverables if applicable, within 30 days, or in the number of calendar days specified on the order after receipt of order (ARO).
- b. **Expedited Delivery** – Not Applicable
- c. **Overnight and 2-day delivery** – Not Applicable
- d. **Urgent Requirements** – Not Applicable

**12. FOB Points:** Destination

**13. Ordering Info:**

Address: **BASTION TECHNOLOGIES, INC**  
**17625 El Camino Real, Suite 330**  
**Houston, TX 77058**  
**ATTN: Mr Jorge L. Hernandez/Joseph D. Di Iorio**

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[jdiiorio@bastiontechnologies.com](mailto:jdiiorio@bastiontechnologies.com)  
Web Site: [www.bastiontechnologies.com](http://www.bastiontechnologies.com)

**14. Payment Info:**

Address: **BASTION TECHNOLOGIES, INC**  
**17625 El Camino Real, Suite 330**  
**Houston, TX 77058**

15. **Warranty Provision** – Not Applicable
16. **Export Packing Changes** – Not Applicable
17. **Terms and conditions of Government commercial credit card acceptance** – Not applicable
18. **Terms and conditions of rental, maintenance, and repair** – Not Applicable
19. **Terms and conditions of installation** – Not applicable
20. **Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices** – Not applicable
21. **List of service and distribution points** – Not applicable).
22. **List of participating dealers** – Not applicable
23. **Preventive maintenance** – Not applicable
24. **Environmental Attributes** – Not Applicable
25. **Data Universal Number (DUNS) Number**

**Bastion Technologies, Inc**

**Duns Number: 07-462-5364**

26. Notification regarding Registration in Central Contractor Registration (CCR) Database – Bastion is registered with the Central Contractor Registration (CCR) Database.

## **SECTION II      ORDERS**

- **Ordering procedures:** Each order should be placed in accordance with the following procedures. The ordering office should provide the following:
  - Statement of work
  - Period of performance
  - Deliverable items clearly described and agreed upon by both parties prior to commencement of work
  - Security requirements
- **Contract Administration for Ordering Offices:** Any ordering office, with respect to any one or more delivery orders placed by it under this contract, may exercise the same rights of termination as might the GSA Contracting Officer under provisions of FAR 52.249-1, 52.249-2, and 52.249-8.

- **Order Types:** ordering agencies may use written orders, BPAs, PO's, or task orders for ordering services under this contract.

## **SECTION III**

### **LABOR CATEGORY DESCRIPTIONS ENGINEERING**

#### **1. Engineer/Designer Associate Sr**

Position requires a Bachelors Degree and one (1) year experience or an Associate Degree with a minimum of five (5) years drafting experience in drafting of specialized interconnects drawings, site plans, and mechanical parts typical of network installations. Must possess the ability to work under direct supervision of senior designers. With ten (10) years of directly related experience a Degree is not required.

Performs research, design, and development in such areas as mechanical, thermal, hydraulic, thermodynamic, or heat transfer for production, transmission, measurement and use of energy. Applies research to the planning, design, development, and testing of mechanical and/or electromechanical systems, instruments, controls, engines, and/or machines. Candidate develops engineering drawings, using computer based drawing packages such as Aptitude, Auto Cad or equivalent design packages Assist Senior Designers in the design or drafting of engineering drawings for site plans, network configuration and design.

#### **2. Engineer/Designer**

Position requires a Bachelors Degree with three years experience or Associates Degree with a minimum of seven (7) years drafting experience in design and drafting of specialized interconnects drawings, site plans, and mechanical parts typical of network installations. Must demonstrate the ability to work independently or with minimal supervision. Eleven (11) years direct experience may be substituted for a degree.

Designs and oversees the fabrication, installation, modification, maintenance, and repair of mechanical equipment such as conveyor systems, production machinery, and other material handling equipment used in fabrication, assembly, and other production functions; analyzes engineering sketches, specification and related data, and drawings to determine design factors such as size shape and arrangement of parts; oversees the construction of machine and subassemblies considering such specifications as gear ratios, bearing loads, and direction of moving parts; complies and analyzes test data to determine effect of design on machines in relation to factors such as temperature, pressure, speed, horsepower and fuel consumption. Candidate develops engineering drawings, using computer based drawing packages such as Aptitude, Auto Cad or equivalent design packages. Develops engineering drawings for site plans, network configuration and design.

#### **3. Engineer/Designer Sr**

Position requires a Bachelors Degree with a minimum of five (5) years drafting experience or Associates Degree with a minimum of nine (9) years in drafting of specialized interconnects drawings, site plans, and mechanical parts typical of network installations. Must possess the ability to work under independently. Twenty (20) years of engineering design experience may be substituted for a Degree.

Designs and oversees the fabrication, installation, modification, maintenance, and repair of mechanical equipment such as conveyor systems, production machinery, and other

material handling equipment used in fabrication, assembly, and other production functions; analyzes engineering sketches, specification and related data, and drawings to determine design factors such as size shape and arrangement of parts; oversees the construction of machine and subassemblies considering such specifications as gear ratios, bearing loads, and direction of moving parts; complies and analyzes test data to determine effect of design on machines in relation to factors such as temperature, pressure, speed, horsepower and fuel consumption. Candidate using concepts or specifications develops engineering drawings; using computer based drawing packages such as Aptitude, Auto Cad or equivalent design packages. Manages small to mid range design projects and directs and reviews other designers in the design or drafting of engineering drawings for site plans, network configuration and design.

#### **4. Engineer Principal I**

Position requires a Masters Degree or a Bachelors Degree with a minimum of nine (9) year drafting experience or Associates Degree with a minimum of eleven (11) years in drafting of specialized interconnects drawings, site plans, and mechanical parts typical of network installations. Must possess the ability to work under independently. Fifteen (15) years of engineering design may be substituted for a Degree.

Candidate using concepts or specifications develops engineering drawings; using computer based drawing packages such as Aptitude, Auto Cad or equivalent design packages. Manages small to mid range design projects and directs and reviews other designers in the design or drafting of engineering drawings for site plans, network configuration and design.

#### **5. Engineer Principal II**

Position requires a Masters Degree or a Bachelors Degree with a minimum of ten (10) years drafting experience in drafting of specialized interconnects drawings, site plans, and mechanical parts typical of network installations. Must possess the ability to work under independently. Twenty (20) years of engineering design may be substituted for a Degree.

Candidate using concepts or specifications develops engineering drawings; using computer based drawing packages such as Aptitude, Auto Cad or equivalent design packages. Manages large scale design projects and directs and reviews other designers in the design or drafting of engineering drawings for site plans, network configuration and design.

#### **5. Engineer Staff I**

Position requires a Bachelor of Science Degree in a project-related discipline with fifteen (15) years of directly applicable professional experience or twenty five (25) years experience without a Degree.

Performs research, design, and development in such areas as mechanical, thermal, hydraulic, thermodynamic, or heat transfer for production, transmission, measurement and use of energy. Applies research to the planning, design, development, and testing of mechanical and/or electromechanical systems, instruments, controls, engines, and/or machines. Candidates must be specialized and experienced in one of the following engineering specialties: Electrical, Mechanical, or Systems Engineering, as required by

each project. This is a senior level position requiring little supervision to develop top level and detailed engineering designs, and develop optimized engineering solutions to complex problems. Candidate must be experienced with all phases of complex integrated system development. Must be able to direct, manage, and participate in developing system specifications, evaluating design/technology options, complete system development, hardware/system testing, system architectures, and engineering documentation. Must be capable of preparing complex reports, briefings and presentations. Provides direct supervision to senior technical staff members.

### **7. Engineer Staff II**

Position requires a Bachelor of Science Degree and seventeen (17) years experience in a project-related discipline with a total of five (5) years of related professional experience, or twenty (20) years experience without a Degree.

Performs research, design, and development in such areas as mechanical, thermal, hydraulic, thermodynamic, or heat transfer for production, transmission, measurement and use of energy. Applies research to the planning, design, development, and testing of mechanical and/or electromechanical systems, instruments, controls, engines, and/or machines. Candidates must be specialized and experienced in one of the following engineering specialties: Electrical, Mechanical, or Systems Engineering, as required by each project. This is a senior level position requiring little supervision to develop top level and detailed engineering designs, and develop optimized engineering solutions to complex problems. Candidate must be experienced with all phases of complex integrated system development. Must be able to direct, manage, and participate in developing system specifications, evaluating design/technology options, complete system development, hardware/system testing, system architectures, and engineering documentation. Must be capable of preparing complex reports, briefings and presentations. Provides direct supervision to senior technical staff members.

### **8. Systems Analyst I**

Position requires a Bachelor of Science Degree and eleven (11) years' experience in a project-related discipline. Twenty five (25) years of hands-on experience may be substituted for Degree requirements.

Candidate must be able to assist in developing assigned portions of system specifications, system designs, subsystem development, hardware/system testing, system architecture development, system integration and test, engineering performance predictions, and engineering documentation. Must be capable of researching and collecting engineering data, and assist in preparing reports, briefings and presentations

### **9. Systems Analyst II**

Position requires a Bachelor of Science Degree in a project-related discipline with thirteen (13) years of related professional experience. Twenty (20) years of hands on experience may be substituted for a Degree.

Candidates will assist senior engineers in the development of top-level and detailed engineering designs, and developing optimized engineering solutions to complex problems. Must be experienced with all phases of complex integrated system development. Must be able to participate in developing assigned portions of system

specifications, development of system and subsystem designs, system architecture development, system integration and test, and engineering documentation. Assists in preparing reports, briefings, and presentations.

### **10. Systems Analyst III**

Position requires a Bachelor of Science Degree in a project-related discipline with thirteen (15) years of related professional experience. Twenty (25) years of hands on experience may be substituted for a Degree.

Candidates will assist senior engineers in the development of top-level and detailed engineering designs, and developing optimized engineering solutions to complex problems. Must be experienced with all phases of complex integrated system development. Must be able to participate in developing assigned portions of system specifications, development of system and subsystem designs, system architecture development, system integration and test, and engineering documentation. Assists in preparing reports, briefings, and presentations

### **11. Program Manager**

Position requires a Master's Degree with ten (10) years of professional experience or a Bachelor's Degree with a total of eleven (11) years of related program management experience. In all cases five years (5) of experience must have been in management of comparable Government programs.

The candidate must be capable of planning, directing, and coordinating the activities of administration and program control. Must supervise technical personnel to complete tasks relating to complex integrated systems design, development or relating to complex integrated systems design, development, or modification as required by specific delivery orders. Must have thorough knowledge and experience in systems requirements definition, work planning, budget development, fiscal control, scheduling, task control, work progress assessments, contract management, subcontract/vendor management, client communications, staff recruiting/development and personnel communications. Twenty five (25) years of documented experience in the management of comparable government programs may be substituted for Degree requirements.

### **12. Project Leader**

Position requires a Bachelor's Degree in Electrical or Mechanical Engineering, Computer Science or other related scientific or technical discipline and a minimum of five (5) years experience. Specialized experience includes complete engineering project development from inception to deployment, demonstrated ability to provide guidance and direction in the tasks similar to the representative scenarios provided in the RFP, proven expertise in the management and control of funds and resources, demonstrated capability in managing multi-task contracts of this type and complexity. General experience includes increasing responsibilities in information systems design and management. With twenty (20) years specialized experience a Degree is not required.

Candidate serves as the Project Leader for small to medium task orders (or a group of task orders affecting the same common/standard/migration system) and shall assist the Program Manager in working with the Government Contracting Officer (CO), the contract-level Contracting Officer's Representative (COR), the task order-level COR(s),

government management personnel and customer agency representatives. Under the guidance of the Program Manager, responsible for the overall management of the specific task order(s) and insuring that the technical solutions and schedules in the task order are implemented in a timely manner. Performs enterprise wide horizontal integration planning and interfaces to other functional systems.

## **Labor Category Supporting Professional Engineering Services**

### **13. Administrative Assistant**

Position requires an Associates Degree with at least three (3) years of related experience. Experience must include office administration and support to technical programs and Program Managers consisting of the preparation and publication of complex reports and the generation of general office correspondence and filing. Extensive knowledge and operation of PC-based office productivity software such as Microsoft Office Suite and PC hardware is required.

### **14. Administrative Operations Specialist**

Position requires an Associates Degree and at least one (1) year of related experience. Experience must include administrative support consisting of the preparation of documentation such as office correspondence, office administration and filing. Working knowledge of office productivity software, such as Microsoft Office Suite and the operation of PC hardware are required.

### **15. Computer Systems Analyst I**

Position requires a Bachelor's Degree in Computer Science or other related scientific or technical discipline. This position requires a minimum of five (5) years experience. Experience includes maintenance and operations experience on a mid to small scale and PC based computer system, with extensive knowledge of hardware, software, and operating systems. An Associates Degree with nine (9) years of directly related experience may be substituted in place of a Bachelors Degree

Candidate maintains computer systems and operations. Ensures that production and computer system resources are used effectively. Resolves production related problems and provides users with computer output. Works with the senior technical staff to resolve system anomalies.

### **16. Computer Systems Analyst II**

Position requires a Bachelor's Degree in Computer Science or other related scientific or technical discipline and requires a minimum of seven (7) years experience. Experience includes the supervision and operations of a large to mid-scale computer system, detailed knowledge of hardware, software, and operating systems. An Associates Degree with eleven (11) years of directly related experience may be substituted in place of a Bachelors Degree.

Candidate manages computer operations. Ensures production schedules are met. Ensures computer system resources are used effectively. Coordinates the resolution of production-related problems. Ensures proper relationships are established between customers, teaming partners, and vendors to facilitate the delivery of information

technology services. Provides users with computer output. Supervises staff operations

### **17. Computer Systems Analyst III**

Position requires a Bachelor's Degree in Computer Science or other related scientific or technical discipline. This position requires a minimum of nine (9) years experience. Experience includes maintenance and operations experience on a mid to small scale and PC based computer system, with extensive knowledge of hardware, software, and operating systems. An Associates Degree with eleven (11) years of directly related experience may be substituted in place of a Bachelors Degree

Candidate maintains computer systems and operations. Ensures that production and computer system resources are used effectively. Resolves production related problems and provides users with computer output. Works with the senior technical staff to resolve system anomalies.

### **18. Configuration Management Technician**

Position requires an Associate Degree in Business Management or Data Management or related field and two (2) years of experience. With ten (10) years of directly related experience, a Degree is not required.

Candidate will provide expertise in the areas of technical and management data collection, data base management, data analysis, configuration management, deliverable tracking, schedule and financial data monitoring. Working knowledge of automated tracking tools and experience in using word processing, creating spreadsheets, and preparation of graphic presentation programs using Microsoft Office tools.

### **19. Programmer**

Position requires a Bachelor's Degree in Computer Science, Information Systems, Engineering or other related scientific or technical discipline. This position requires a minimum of nine (9) years experience, of which at least three (3) years must be specialized. Specialized experience includes: experience as an applications programmer on large-scale data base management systems, knowledge of computer equipment and ability to develop complex software to satisfy design objectives. Demonstrated ability to work independently or under only general direction. With ten (10) years of specialized experience, a Degree is not required.

Candidate analyzes functional business applications and design specifications for functional activities. Develops block diagrams and logic flow charts. Translates detailed design into computer software. Tests, debugs, and refines the computer software to produce the required product. Prepares required documentation, including both program-level and user-level documentation. Enhances software to reduce operating time or improve efficiency. Provides technical direction to programmers to ensure program deadlines are met.

### **20. Systems Programmer**

Position requires a Bachelor's Degree in Computer Science, Information Systems, Engineering or other related scientific or technical discipline. This position requires a minimum of eleven (11) years experience, of which at least five (5) years must be specialized. Specialized experience includes: experience as an applications programmer

on large-scale data base management systems, knowledge of computer equipment and ability to develop complex software to satisfy design objectives. Demonstrated ability to work independently or under only general direction. With fifteen (15) years of specialized experience, a Degree is not required.

Candidate analyzes functional business applications and design specifications for functional activities. Develops block diagrams and logic flow charts. Translates detailed design into computer software. Tests, debugs, and refines the computer software to produce the required product. Prepares required documentation, including both program-level and user-level documentation. Enhances software to reduce operating time or improve efficiency. Provides technical direction to programmers to ensure program deadlines are met.

### **21. Quality Assurance Engineer**

Position requires a Bachelor's Degree in science or engineering, and three (3) years experience in manufacturing, testing, or related work. Training in quality assurance is required, and experience in quality assurance is preferred. An Associates Degree with seven (7) years of directly related experience may be substituted in place of a Bachelors Degree

Candidate is responsible for the planning, implementing, and coordinating of the quality assurance program(s) in a technical operating division. Interfaces with all organizational levels of personnel on quality matters as they apply to the contractual requirements of various projects. Brings trends adverse to quality to the attention of the division and quality management

### **22. Software Design Engineer**

Position requires a Bachelor's Degree in Computer Science, Information Systems, Engineering or other related scientific or technical discipline. This position requires a minimum of eight (8) years experience, of which at least four (4) years must be specialized. Specialized experience includes: experience as an applications programmer on large-scale data base management systems, knowledge of computer equipment and ability to develop complex software to satisfy design objectives. Demonstrated ability to work independently or under only general direction. With ten (10) years of specialized experience, a Degree is not required

Candidate analyzes functional business applications and design specifications for functional activities. Develops block diagrams and logic flow charts. Translates detailed design into computer software. Tests, debugs, and refines the computer software to produce the required product. Prepares required documentation, including both program-level and user-level documentation. Enhances software to reduce operating time or improve efficiency. Provides technical direction to programmers to ensure program deadlines are met.

### **23. Technical Writer**

Position requires a Bachelor's Degree in English Literature, or related discipline. This position requires a minimum of two (2) years experience, of which at least one year must be specialized. Specialized experience includes: demonstrated experience in writing and editing highly technical and complex scientific documents. Demonstrated ability to work

independently or with minimal supervision. With ten (10) years of specialized experience, a Degree is not required. Candidate assists in collecting and organizing information required for preparation of user's manuals, training materials, installation guides, proposals, and reports. Writes and edits functional descriptions, system specifications, user's manuals, special reports, or any other customer deliverables and documents.

#### **24. Training Coordinator**

Position requires a Bachelors Degree and three (3) years experience in disciplines, such as Instructional Technology, Education, or Psychology and project related experience. An Associates Degree with seven (7) years of directly related experience may be substituted in place of a Bachelors Degree.

The candidate will have the responsibility for the oversight, development, structure and content of training programs. Typically the candidate will work with the customer to develop baseline training requirements and from this information develop an outline of the training, coordinate with the customer and once the baseline is approved will work with the training staff to develop the course criteria, materials, and lesson plans. The candidate will monitor initial training, and in concert with the customer, validate the materials prior to implementation of the final training package.

## **SECTION IIIa**

### **LABOR CATEGORY DESCRIPTION - INFORMATION TECHNOLOGY SERVICES**

#### **1. Administrative Assistant**

Position requires an Associates Degree with at least three (3) years of related experience. Experience must include office administration and support to technical programs and Program Managers consisting of the preparation and publication of complex reports and the generation of general office correspondence and filing. Extensive knowledge and operation of PC-based office productivity software such as Microsoft Office Suite and PC hardware is required.

#### **2. Administrative Operations Specialist**

Position requires an Associates Degree and at least one (1) year of related experience. Experience must include administrative support consisting of the preparation of documentation such as office correspondence, office administration and filing. Working knowledge of office productivity software, such as Microsoft Office Suite and the operation of PC hardware are required.

#### **3. Computer Operator**

Position requires an Associates Degree in Computer Science or related studies or two (2) years direct experience in data entry and verification. Five (5) years direct experience may be substituted for a Degree.

Candidate performs data entry via on-line data terminal, key-to-tape, key-to-disk, or similar device and verifies and validates data entered. Typically is required to work with minimal supervision.

#### **4. Computer Systems Analyst II**

Position requires a Bachelor's Degree in Computer Science or other related scientific or technical discipline and requires a minimum of five (5) years experience. Experience includes the supervision and operations of a large to mid-scale computer system, detailed knowledge of hardware, software, and operating systems. With ten (10) years of directly related experience, a Degree is not required.

Candidate manages computer operations. Ensures production schedules are met. Ensures computer system resources are used effectively. Coordinates the resolution of production-related problems. Ensures proper relationships are established between customers, teaming partners, and vendors to facilitate the delivery of information technology services. Provides users with computer output. Supervises staff operations

#### **5. Computer Systems Analyst I**

Position requires a Bachelor's Degree in Computer Science or other related scientific or technical discipline. This position requires a minimum of five (5) years experience. Experience includes maintenance and operations experience on a mid to small scale and PC based computer system, with extensive knowledge of hardware, software, and operating systems. An Associates Degree with nine (9) years of directly related experience may be substituted in place of a Bachelors Degree

Candidate maintains computer systems and operations. Ensures that production and computer system resources are used effectively. Resolves production related problems and provides users with computer output. Works with the senior technical staff to resolve system anomalies.

#### **6. Computer Systems Analyst II**

Position requires a Bachelor's Degree in Computer Science or other related scientific or technical discipline and requires a minimum of seven (7) years experience. Experience includes the supervision and operations of a large to mid-scale computer system, detailed knowledge of hardware, software, and operating systems. An Associates Degree with eleven (11) years of directly related experience may be substituted in place of a Bachelors Degree.

Candidate manages computer operations. Ensures production schedules are met. Ensures computer system resources are used effectively. Coordinates the resolution of production-related problems. Ensures proper relationships are established between customers, teaming partners, and vendors to facilitate the delivery of information technology services. Provides users with computer output. Supervises staff operations

#### **7. Computer Systems Analyst III**

Position requires a Bachelor's Degree in Computer Science or other related scientific or technical discipline. This position requires a minimum of nine (9) years experience. Experience includes maintenance and operations experience on a mid to small scale and PC based computer system, with extensive knowledge of hardware, software, and operating systems. An Associates Degree with eleven (11) years of directly related experience may be substituted in place of a Bachelors Degree

Candidate maintains computer systems and operations. Ensures that production and computer system resources are used effectively. Resolves production related problems and provides users with computer output. Works with the senior technical staff to resolve system anomalies.

#### **8. Configuration Data Management Analyst**

Position requires an Associate Degree in Business Management or Data Management or related field and two (2) years of experience. With ten (10) years of directly related experience, a Degree is not required.

Candidate will provide expertise in the areas of technical and management data collection, data base management, data analysis, configuration management, deliverable tracking, schedule and financial data monitoring. Working knowledge of automated tracking tools and experience in using word processing, creating spreadsheets, and preparation of graphic presentation programs using Microsoft Office tools. .

#### **9. Content Specialist**

Position requires a Bachelor's Degree in Computer Science or other related scientific or technical discipline or an Associate Degree and minimum of five (5) years experience including demonstrated experience using current DBMS's technologies, application design using various DBMS and experience with DBMS internals. Ability to work

independently or with minimal supervision. With fifteen (15) years of directly related experience a Degree is not required.

Candidate provides technical expertise in the use of DBMS. Evaluates available DBMS products to support validated user requirements. Defines file organization, indexing methods and security procedures for specific user applications. Using appropriate programming methodologies modifies or creates databases for specialized needs, applications, or requirements.

#### **10. Data Manager**

Position requires a Bachelor's Degree in Computer Science, Information Systems, Engineering, other related scientific or technical discipline and a minimum of five (5) years experience. Specialized experience includes complete engineering project development from inception to deployment, demonstrated ability to provide guidance and direction in the tasks similar to the representative scenarios provided in the RFP, proven expertise in the management and control of funds and resources, demonstrated capability in managing multi-task contracts of this type and complexity. General experience includes increasing responsibilities in information systems design and management. With fifteen (15) years specialized experience a Degree is not required.

Candidate serves as the project manager for a large, complex task order (or a group of task orders affecting the same common/standard/migration system) and shall assist the Program Manager in working with the Government Contracting Officer (CO), the contract-level Contracting Officer's Representative (COR), the task order-level COR(s), government management personnel and customer agency representatives. Under the guidance of the Program Manager, responsible for the overall management of the specific task order(s) and insuring that the technical solutions and schedules in the task order are implemented in a timely manner. Performs enterprise wide horizontal integration planning and interfaces to other functional systems.

#### **11. Data Processor Analyst**

Position requires a Bachelor's Degree in Computer Science or other related scientific or technical discipline. This position requires a minimum of three (3) years experience including demonstrated experience using current DBMS's technologies, application design using various DBMS and experience with DBMS internals. Demonstrated ability to work independently or with minimal supervision. With ten (10) years of directly related experience a Degree is not required.

Candidate provides highly technical expertise in the use of DBMS. Evaluates and recommends available DBMS products to support validated user requirements. Defines file organization, indexing methods, and security procedures for specific user applications. Using appropriate programming methodologies modifies or creates databases for specialized needs, applications, or requirements.

#### **12. Engineer Principal I**

Position requires a Masters Degree or a Bachelors Degree with a minimum of nine (9) year drafting experience or Associates Degree with a minimum of eleven (11) years in drafting of specialized interconnects drawings, site plans, and mechanical parts typical of network installations. Must possess the ability to work under independently. Fifteen (15)

years of engineering design may be substituted for a Degree.

Candidate using concepts or specifications develops engineering drawings; using computer based drawing packages such as Aptitude, Auto Cad or equivalent design packages. Manages small to mid range design projects and directs and reviews other designers in the design or drafting of engineering drawings for site plans, network configuration and design.

### **13. Engineer Principal II**

Position requires a Masters Degree or a Bachelors Degree with a minimum of ten (10) years drafting experience in drafting of specialized interconnects drawings, site plans, and mechanical parts typical of network installations. Must possess the ability to work under independently. Twenty (20) years of engineering design may be substituted for a Degree.

Candidate using concepts or specifications develops engineering drawings; using computer based drawing packages such as Aptitude, Auto Cad or equivalent design packages. Manages large scale design projects and directs and reviews other designers in the design or drafting of engineering drawings for site plans, network configuration and design.

### **14. Engineer Staff I**

Position requires a Bachelor of Science Degree in a project-related discipline with fifteen (15) years of directly applicable professional experience or twenty five (25) years experience without a Degree.

Performs research, design, and development in such areas as mechanical, thermal, hydraulic, thermodynamic, or heat transfer for production, transmission, measurement and use of energy. Applies research to the planning, design, development, and testing of mechanical and/or electromechanical systems, instruments, controls, engines, and/or machines. Candidates must be specialized and experienced in one of the following engineering specialties: Electrical, Mechanical, or Systems Engineering, as required by each project. This is a senior level position requiring little supervision to develop top level and detailed engineering designs, and develop optimized engineering solutions to complex problems. Candidate must be experienced with all phases of complex integrated system development. Must be able to direct, manage, and participate in developing system specifications, evaluating design/technology options, complete system development, hardware/system testing, system architectures, and engineering documentation. Must be capable of preparing complex reports, briefings and presentations. Provides direct supervision to senior technical staff members.

### **15. Engineer Staff II**

Position requires a Bachelor of Science Degree and seventeen (17) years experience in a project-related discipline with a total of five (5) years of related professional experience, or twenty (20) years experience without a Degree.

Performs research, design, and development in such areas as mechanical, thermal, hydraulic, thermodynamic, or heat transfer for production, transmission, measurement and use of energy. Applies research to the planning, design, development, and testing of mechanical and/or electromechanical systems, instruments, controls, engines, and/or

machines. Candidates must be specialized and experienced in one of the following engineering specialties: Electrical, Mechanical, or Systems Engineering, as required by each project. This is a senior level position requiring little supervision to develop top level and detailed engineering designs, and develop optimized engineering solutions to complex problems. Candidate must be experienced with all phases of complex integrated system development. Must be able to direct, manage, and participate in developing system specifications, evaluating design/technology options, complete system development, hardware/system testing, system architectures, and engineering documentation. Must be capable of preparing complex reports, briefings and presentations. Provides direct supervision to senior technical staff members.

#### **16. Engineer/Designer**

Position requires a Bachelors Degree with three years experience or Associates Degree with a minimum of seven (7) years drafting experience in design and drafting of specialized interconnects drawings, site plans, and mechanical parts typical of network installations. Must demonstrate the ability to work independently or with minimal supervision. Eleven (11) years direct experience may be substituted for a degree.

Designs and oversees the fabrication, installation, modification, maintenance, and repair of mechanical equipment such as conveyor systems, production machinery, and other material handling equipment used in fabrication, assembly, and other production functions; analyzes engineering sketches, specification and related data, and drawings to determine design factors such as size shape and arrangement of parts; oversees the construction of machine and subassemblies considering such specifications as gear ratios, bearing loads, and direction of moving parts; complies and analyzes test data to determine effect of design on machines in relation to factors such as temperature, pressure, speed, horsepower and fuel consumption. Candidate develops engineering drawings, using computer based drawing packages such as Aptitude, Auto Cad or equivalent design packages. Develops engineering drawings for site plans, network configuration and design.

#### **17. Engineer/Designer Associate Sr**

Position requires a Bachelors Degree and one (1) year experience or an Associate Degree with a minimum of five (5) years drafting experience in drafting of specialized interconnects drawings, site plans, and mechanical parts typical of network installations. Must possess the ability to work under direct supervision of senior designers. With ten (10) years of directly related experience a Degree is not required.

Performs research, design, and development in such areas as mechanical, thermal, hydraulic, thermodynamic, or heat transfer for production, transmission, measurement and use of energy. Applies research to the planning, design, development, and testing of mechanical and/or electromechanical systems, instruments, controls, engines, and/or machines. Candidate develops engineering drawings, using computer based drawing packages such as Aptitude, Auto Cad or equivalent design packages Assist Senior Designers in the design or drafting of engineering drawings for site plans, network configuration and design.

### **18. Engineer/Designer Sr**

Position requires a Bachelors Degree with a minimum of five (5) years drafting experience or Associates Degree with a minimum of nine (9) years in drafting of specialized interconnects drawings, site plans, and mechanical parts typical of network installations. Must possess the ability to work under independently. Twenty (20) years of engineering design experience may be substituted for a Degree.

Designs and oversees the fabrication, installation, modification, maintenance, and repair of mechanical equipment such as conveyor systems, production machinery, and other material handling equipment used in fabrication, assembly, and other production functions; analyzes engineering sketches, specification and related data, and drawings to determine design factors such as size shape and arrangement of parts; oversees the construction of machine and subassemblies considering such specifications as gear ratios, bearing loads, and direction of moving parts; complies and analyzes test data to determine effect of design on machines in relation to factors such as temperature, pressure, speed, horsepower and fuel consumption. Candidate using concepts or specifications develops engineering drawings; using computer based drawing packages such as Aptitude, Auto Cad or equivalent design packages. Manages small to mid range design projects and directs and reviews other designers in the design or drafting of engineering drawings for site plans, network configuration and design.

### **19. ISO/Quality Assurance Engineer**

Position requires a Bachelor's Degree in science or engineering, and three (3) years experience in manufacturing, testing, or related work. Training in quality assurance is required, and experience in quality assurance is preferred. An Associates Degree with seven (7) years of directly related experience may be substituted in place of a Bachelors Degree

Candidate is responsible for the planning, implementing, and coordinating of the quality assurance program(s) in a technical operating division. Interfaces with all organizational levels of personnel on quality matters as they apply to the contractual requirements of various projects. Brings trends adverse to quality to the attention of the division and quality management

### **20 IT Specialist**

Position requires a Bachelor's Degree in Computer Science, Information Systems, Engineering, or other related scientific, technical, or functional discipline. This position requires a minimum of ten (10) years experience including superior functional knowledge of task order specific requirements, and developing functional requirements for complex integrated ADP systems. Must demonstrate the ability to work independently or under only minimal supervision. With ten (10) years of specialized experience, a Degree is not required.

Candidate analyzes user needs to determine functional and cross-functional requirements. Performs functional allocation to identify required tasks and their interrelationships. Identifies resources required for each task. Provides daily supervision and direction to support staff.

## **21. Program Manager**

Position requires a Master's Degree with ten (10) years of professional experience or a Bachelor's Degree with a total of eleven (11) years of related program management experience. In all cases five years (5) of experience must have been in management of comparable Government programs.

The candidate must be capable of planning, directing, and coordinating the activities of administration and program control. Must supervise technical personnel to complete tasks relating to complex integrated systems design, development or relating to complex integrated systems design, development, or modification as required by specific delivery orders. Must have thorough knowledge and experience in systems requirements definition, work planning, budget development, fiscal control, scheduling, task control, work progress assessments, contract management, subcontract/vendor management, client communications, staff recruiting/development and personnel communications. Twenty five (25) years of documented experience in the management of comparable government programs may be substituted for Degree requirements.

## **22. Programmer**

Position requires a Bachelor's Degree in Computer Science, Information Systems, Engineering or other related scientific or technical discipline. This position requires a minimum of nine (9) years experience, of which at least three (3) years must be specialized. Specialized experience includes: experience as an applications programmer on large-scale data base management systems, knowledge of computer equipment and ability to develop complex software to satisfy design objectives. Demonstrated ability to work independently or under only general direction. With ten (10) years of specialized experience, a Degree is not required.

Candidate analyzes functional business applications and design specifications for functional activities. Develops block diagrams and logic flow charts. Translates detailed design into computer software. Tests, debugs, and refines the computer software to produce the required product. Prepares required documentation, including both program-level and user-level documentation. Enhances software to reduce operating time or improve efficiency. Provides technical direction to programmers to ensure program deadlines are met.

## **23. Project Leader**

Position requires a Bachelor's Degree in Electrical or Mechanical Engineering, Computer Science or other related scientific or technical discipline and a minimum of five (5) years experience. Specialized experience includes complete engineering project development from inception to deployment, demonstrated ability to provide guidance and direction in the tasks similar to the representative scenarios provided in the RFP, proven expertise in the management and control of funds and resources, demonstrated capability in managing multi-task contracts of this type and complexity. General experience includes increasing responsibilities in information systems design and management. With twenty (20) years specialized experience a Degree is not required.

Candidate serves as the Project Leader for small to medium task orders (or a group of task orders affecting the same common/standard/migration system) and shall assist the Program Manager in working with the Government Contracting Officer (CO), the contract-level Contracting Officer's Representative (COR), the task order-level COR(s), government management personnel and customer agency representatives. Under the guidance of the Program Manager, responsible for the overall management of the specific task order(s) and insuring that the technical solutions and schedules in the task order are implemented in a timely manner. Performs enterprise wide horizontal integration planning and interfaces to other functional systems.

#### **24. Software Design Engineer**

Position requires a Bachelor's Degree in Computer Science, Information Systems, Engineering or other related scientific or technical discipline. This position requires a minimum of eight (8) years experience, of which at least four (4) years must be specialized. Specialized experience includes: experience as an applications programmer on large-scale data base management systems, knowledge of computer equipment and ability to develop complex software to satisfy design objectives. Demonstrated ability to work independently or under only general direction. With ten (10) years of specialized experience, a Degree is not required

Candidate analyzes functional business applications and design specifications for functional activities. Develops block diagrams and logic flow charts. Translates detailed design into computer software. Tests, debugs, and refines the computer software to produce the required product. Prepares required documentation, including both program-level and user-level documentation. Enhances software to reduce operating time or improve efficiency. Provides technical direction to programmers to ensure program deadlines are met.

#### **25. Systems Analyst I**

Position requires a Bachelor of Science Degree and eleven (11) years' experience in a project-related discipline. Twenty five (25) years of hands-on experience may be substituted for Degree requirements.

Candidate must be able to assist in developing assigned portions of system specifications, system designs, subsystem development, hardware/system testing, system architecture development, system integration and test, engineering performance predictions, and engineering documentation. Must be capable of researching and collecting engineering data, and assist in preparing reports, briefings and presentations

#### **26. Systems Analyst II**

Position requires a Bachelor of Science Degree in a project-related discipline with thirteen (13) years of related professional experience. Twenty (20) years of hands on experience may be substituted for a Degree.

Candidates will assist senior engineers in the development of top-level and detailed engineering designs, and developing optimized engineering solutions to complex problems. Must be experienced with all phases of complex integrated system development. Must be able to participate in developing assigned portions of system specifications, development of system and subsystem designs, system architecture

development, system integration and test, and engineering documentation. Assists in preparing reports, briefings, and presentations.

### **27. Systems Analyst III**

Position requires a Bachelor of Science Degree in a project-related discipline with thirteen (15) years of related professional experience. Twenty (25) years of hands on experience may be substituted for a Degree.

Candidates will assist senior engineers in the development of top-level and detailed engineering designs, and developing optimized engineering solutions to complex problems. Must be experienced with all phases of complex integrated system development. Must be able to participate in developing assigned portions of system specifications, development of system and subsystem designs, system architecture development, system integration and test, and engineering documentation. Assists in preparing reports, briefings, and presentations.

### **28. Systems Programmer**

Position requires a Bachelor's Degree in Computer Science, Information Systems, Engineering or other related scientific or technical discipline. This position requires a minimum of eleven (11) years experience, of which at least five (5) years must be specialized. Specialized experience includes: experience as an applications programmer on large-scale data base management systems, knowledge of computer equipment and ability to develop complex software to satisfy design objectives. Demonstrated ability to work independently or under only general direction. With fifteen (15) years of specialized experience, a Degree is not required.

Candidate analyzes functional business applications and design specifications for functional activities. Develops block diagrams and logic flow charts. Translates detailed design into computer software. Tests, debugs, and refines the computer software to produce the required product. Prepares required documentation, including both program-level and user-level documentation. Enhances software to reduce operating time or improve efficiency. Provides technical direction to programmers to ensure program deadlines are met.

### **29. Technical Writer**

Position requires a Bachelor's Degree in English Literature, or related discipline. This position requires a minimum of two (2) years experience, of which at least one year must be specialized. Specialized experience includes: demonstrated experience in writing and editing highly technical and complex scientific documents. Demonstrated ability to work independently or with minimal supervision. With ten (10) years of specialized experience, a Degree is not required. Candidate assists in collecting and organizing information required for preparation of user's manuals, training materials, installation guides, proposals, and reports. Writes and edits functional descriptions, system specifications, user's manuals, special reports, or any other customer deliverables and documents.

### **30. Training Coordinator**

Position requires a Bachelors Degree and three (3) years experience in disciplines, such as Instructional Technology, Education, or Psychology and project related experience.

An Associates Degree with seven (7) years of directly related experience may be substituted in place of a Bachelors Degree.

The candidate will have the responsibility for the oversight, development, structure and content of training programs. Typically the candidate will work with the customer to develop baseline training requirements and from this information develop an outline of the training, coordinate with the customer and once the baseline is approved will work with the training staff to develop the course criteria, materials, and lesson plans. The candidate will monitor initial training, and in concert with the customer, validate the materials prior to implementation of the final training package.

**SECTION IV**  
**RATES – PROFESSIONAL ENGINEERING SERVICES**  
**National GSA Rates – On Site (Award through 31 December 2003)**

Award through Dec. 31, 2003			Regional to National Factor								
			1.4478								
	Labor Category	2 months									
1	Engineer/Designer Associate Sr.	\$ 60.34	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2	Engineer/Designer	\$ 73.19	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
3	Engineer/Designer Sr.	\$ 75.38	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
4	Engineer Principal I	\$ 81.04	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
5	Engineer Principal II	\$ 86.48	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
6	Engineer Staff I	\$ 89.79	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
7	Engineer Staff II	\$ 97.80	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
8	Systems Analyst I	\$ 67.92	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
9	Systems Analyst II	\$ 81.07	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
10	Systems Analyst III	\$ 86.59	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
11	Program Manager	\$ 107.09	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
12	Project Leader	\$ 97.80	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
13	Administrative Assistant	\$ 47.21	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
14	Administrative Operations Specialist	\$ 54.17	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
15	Computer Systems Analyst I	\$ 67.92	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
16	Computer Systems Analyst II	\$ 81.07	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
17	Computer Systems Analyst III	\$ 86.59	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
18	Configuration Data Mgmt. Analyst	\$ 76.48	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
19	Programmer	\$ 84.15	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
20	Systems Programmer	\$ 97.30	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
21	ISO/Quality Assurance Engineer	\$ 67.83	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
22	Software Design Engineer	\$ 94.61	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
23	Technical Writer	\$ 56.53	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
24	Training Coordinator	\$ 54.52	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

## National Professional Engineering GSA Rates – On Site (Years 1 through 10)

Years 1 through Year 10, IFF 0.75%			Regional to National Factor								1.4478
	Labor Category	Year 1	Year 2	Year 3	Year 4	Year 5	Option 6	Option 7	Option 8	Option 9	Option 10
		1	Engineer/Designer Associate Sr.	\$ 60.19	\$ 62.21	\$ 64.32	\$ 66.39	\$ 68.58	\$ 70.95	\$ 73.57	\$ 76.92
2	Engineer/Designer	\$ 73.01	\$ 75.53	\$ 78.15	\$ 80.72	\$ 83.46	\$ 86.40	\$ 89.66	\$ 93.78	\$ 97.13	\$ 100.62
3	Engineer/Designer Sr.	\$ 75.20	\$ 77.80	\$ 80.51	\$ 83.17	\$ 86.00	\$ 89.04	\$ 92.40	\$ 96.65	\$ 100.12	\$ 103.72
4	Engineer Principal I	\$ 80.84	\$ 83.67	\$ 86.60	\$ 89.49	\$ 92.55	\$ 95.84	\$ 99.48	\$ 104.08	\$ 107.83	\$ 111.74
5	Engineer Principal II	\$ 86.26	\$ 89.30	\$ 92.45	\$ 95.55	\$ 98.84	\$ 102.38	\$ 106.28	\$ 111.20	\$ 115.24	\$ 119.43
6	Engineer Staff I	\$ 89.57	\$ 92.73	\$ 96.01	\$ 99.24	\$ 102.67	\$ 106.36	\$ 110.43	\$ 115.55	\$ 119.75	\$ 124.12
7	Engineer Staff II	\$ 97.56	\$ 101.03	\$ 104.63	\$ 108.18	\$ 111.94	\$ 115.99	\$ 120.46	\$ 126.06	\$ 130.67	\$ 135.46
8	Systems Analyst I	\$ 67.75	\$ 70.07	\$ 72.48	\$ 74.84	\$ 77.35	\$ 80.06	\$ 83.06	\$ 86.86	\$ 89.95	\$ 93.15
9	Systems Analyst II	\$ 80.87	\$ 83.69	\$ 86.63	\$ 89.51	\$ 92.57	\$ 95.87	\$ 99.51	\$ 104.11	\$ 107.87	\$ 111.77
10	Systems Analyst III	\$ 86.38	\$ 89.41	\$ 92.57	\$ 95.67	\$ 98.97	\$ 102.51	\$ 106.43	\$ 111.35	\$ 115.39	\$ 119.59
11	Program Manager	\$ 106.83	\$ 110.65	\$ 114.63	\$ 118.54	\$ 122.70	\$ 127.16	\$ 132.09	\$ 138.25	\$ 143.33	\$ 148.61
12	Project Leader	\$ 97.56	\$ 101.03	\$ 104.63	\$ 108.18	\$ 111.94	\$ 115.99	\$ 120.46	\$ 126.06	\$ 130.67	\$ 135.46
13	Administrative Assistant	\$ 47.09	\$ 48.62	\$ 50.20	\$ 51.74	\$ 53.39	\$ 55.17	\$ 57.14	\$ 59.70	\$ 61.73	\$ 63.84
14	Administrative Operations Specialist	\$ 54.04	\$ 55.83	\$ 57.69	\$ 59.51	\$ 61.45	\$ 63.54	\$ 65.86	\$ 68.83	\$ 71.22	\$ 73.70
15	Computer Systems Analyst I	\$ 67.75	\$ 70.07	\$ 72.48	\$ 74.84	\$ 77.35	\$ 80.06	\$ 83.06	\$ 86.86	\$ 89.95	\$ 93.15
16	Computer Systems Analyst II	\$ 80.87	\$ 83.69	\$ 86.63	\$ 89.51	\$ 92.57	\$ 95.87	\$ 99.51	\$ 104.11	\$ 107.87	\$ 111.77
17	Computer Systems Analyst III	\$ 86.38	\$ 89.41	\$ 92.57	\$ 95.67	\$ 98.97	\$ 102.51	\$ 106.43	\$ 111.35	\$ 115.39	\$ 119.59
18	Configuration Data Mgmt. Analyst	\$ 76.29	\$ 78.94	\$ 81.69	\$ 84.39	\$ 87.26	\$ 90.36	\$ 93.77	\$ 98.09	\$ 101.61	\$ 105.27
19	Programmer	\$ 83.94	\$ 86.88	\$ 89.94	\$ 92.95	\$ 96.14	\$ 99.58	\$ 103.37	\$ 108.15	\$ 112.07	\$ 116.13
20	Systems Programmer	\$ 97.06	\$ 100.51	\$ 104.09	\$ 107.62	\$ 111.36	\$ 115.39	\$ 119.83	\$ 125.40	\$ 129.98	\$ 134.75
21	ISO/Quality Assurance Engineer	\$ 67.66	\$ 69.97	\$ 72.38	\$ 74.74	\$ 77.25	\$ 79.95	\$ 82.94	\$ 86.74	\$ 89.82	\$ 93.03
22	Software Design Engineer	\$ 94.37	\$ 97.72	\$ 101.19	\$ 104.61	\$ 108.24	\$ 112.15	\$ 116.46	\$ 121.87	\$ 126.31	\$ 130.93
23	Technical Writer	\$ 56.39	\$ 58.27	\$ 60.22	\$ 62.13	\$ 64.17	\$ 66.37	\$ 68.80	\$ 71.92	\$ 74.42	\$ 77.03
24	Training Coordinator	\$ 54.38	\$ 56.18	\$ 58.06	\$ 59.89	\$ 61.84	\$ 63.95	\$ 66.28	\$ 69.28	\$ 71.69	\$ 74.18

## National Professional Engineering GSA Rates – Off Site (Award through 31 Dec 2003)

Award through Dec. 31, 2003		Regional to National Factor									
		1.4478									
	Labor Category	2 months									
1	Engineer/Designer Associate Sr.	\$ 65.02	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2	Engineer/Designer	\$ 79.01	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
3	Engineer/Designer Sr.	\$ 81.40	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
4	Engineer Principal I	\$ 87.56	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
5	Engineer Principal II	\$ 93.47	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
6	Engineer Staff I	\$ 97.07	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
7	Engineer Staff II	\$ 105.80	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
8	Systems Analyst I	\$ 73.27	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
9	Systems Analyst II	\$ 87.58	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
10	Systems Analyst III	\$ 93.60	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
11	Program Manager	\$ 115.91	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
12	Project Leader	\$ 105.80	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
13	Administrative Assistant	\$ 50.73	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
14	Administrative Operations Specialist	\$ 58.31	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
15	Computer Systems Analyst I	\$ 73.27	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
16	Computer Systems Analyst II	\$ 87.58	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
17	Computer Systems Analyst III	\$ 93.60	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
18	Configuration Data Mgmt. Analyst	\$ 82.59	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
19	Programmer	\$ 90.94	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
20	Systems Programmer	\$ 105.25	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
21	ISO/Quality Assurance Engineer	\$ 73.17	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
22	Software Design Engineer	\$ 102.32	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
23	Technical Writer	\$ 60.87	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
24	Training Coordinator	\$ 58.69	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

## National Professional Engineering GSA Rates Off Site (Years 1 through 10)

Years 1 through Year 10, IFF 0.75%		Regional to National Factor									
		1.4478									
	Labor Category	Year 1	Year 2	Year 3	Year 4	Year 5	Option 6	Option 7	Option 8	Option 9	Option 10
1	Engineer/Designer Associate Sr.	\$ 64.86	\$ 66.96	\$ 69.16	\$ 71.32	\$ 73.60	\$ 76.06	\$ 78.76	\$ 82.51	\$ 85.44	\$ 88.49
2	Engineer/Designer	\$ 78.81	\$ 81.43	\$ 84.16	\$ 86.85	\$ 89.70	\$ 92.76	\$ 96.11	\$ 100.72	\$ 104.37	\$ 108.16
3	Engineer/Designer Sr.	\$ 81.19	\$ 83.90	\$ 86.72	\$ 89.50	\$ 92.44	\$ 95.60	\$ 99.06	\$ 103.83	\$ 107.60	\$ 111.52
4	Engineer Principal I	\$ 87.34	\$ 90.27	\$ 93.33	\$ 96.34	\$ 99.53	\$ 102.96	\$ 106.70	\$ 111.85	\$ 115.94	\$ 120.18
5	Engineer Principal II	\$ 93.24	\$ 96.39	\$ 99.67	\$ 102.91	\$ 106.33	\$ 110.01	\$ 114.04	\$ 119.55	\$ 123.94	\$ 128.49
6	Engineer Staff I	\$ 96.83	\$ 100.11	\$ 103.54	\$ 106.91	\$ 110.48	\$ 114.31	\$ 118.50	\$ 124.24	\$ 128.81	\$ 133.56
7	Engineer Staff II	\$ 105.53	\$ 109.13	\$ 112.89	\$ 116.60	\$ 120.51	\$ 124.72	\$ 129.32	\$ 135.60	\$ 140.61	\$ 145.82
8	Systems Analyst I	\$ 73.09	\$ 75.49	\$ 78.01	\$ 80.48	\$ 83.09	\$ 85.91	\$ 88.99	\$ 93.25	\$ 96.60	\$ 100.09
9	Systems Analyst II	\$ 87.37	\$ 90.30	\$ 93.36	\$ 96.37	\$ 99.56	\$ 102.99	\$ 106.73	\$ 111.88	\$ 115.97	\$ 120.21
10	Systems Analyst III	\$ 93.36	\$ 96.51	\$ 99.81	\$ 103.05	\$ 106.48	\$ 110.16	\$ 114.19	\$ 119.71	\$ 124.10	\$ 128.67
11	Program Manager	\$ 115.62	\$ 119.59	\$ 123.74	\$ 127.83	\$ 132.15	\$ 136.79	\$ 141.85	\$ 148.77	\$ 154.29	\$ 160.04
12	Project Leader	\$ 105.53	\$ 109.13	\$ 112.89	\$ 116.60	\$ 120.51	\$ 124.72	\$ 129.32	\$ 135.60	\$ 140.61	\$ 145.82
13	Administrative Assistant	\$ 50.61	\$ 52.19	\$ 53.84	\$ 55.45	\$ 57.16	\$ 59.01	\$ 61.05	\$ 63.90	\$ 66.11	\$ 68.41
14	Administrative Operations Specialist	\$ 58.17	\$ 60.03	\$ 61.97	\$ 63.87	\$ 65.88	\$ 68.06	\$ 70.44	\$ 73.77	\$ 76.37	\$ 79.06
15	Computer Systems Analyst I	\$ 73.09	\$ 75.49	\$ 78.01	\$ 80.48	\$ 83.09	\$ 85.91	\$ 88.99	\$ 93.25	\$ 96.60	\$ 100.09
16	Computer Systems Analyst II	\$ 87.37	\$ 90.30	\$ 93.36	\$ 96.37	\$ 99.56	\$ 102.99	\$ 106.73	\$ 111.88	\$ 115.97	\$ 120.21
17	Computer Systems Analyst III	\$ 93.36	\$ 96.51	\$ 99.81	\$ 103.05	\$ 106.48	\$ 110.16	\$ 114.19	\$ 119.71	\$ 124.10	\$ 128.67
18	Configuration Data Mgmt. Analyst	\$ 82.38	\$ 85.13	\$ 88.00	\$ 90.82	\$ 93.81	\$ 97.03	\$ 100.54	\$ 105.38	\$ 109.21	\$ 113.19
19	Programmer	\$ 90.71	\$ 93.77	\$ 96.95	\$ 100.10	\$ 103.42	\$ 106.99	\$ 110.89	\$ 116.25	\$ 120.51	\$ 124.93
20	Systems Programmer	\$ 104.99	\$ 108.57	\$ 112.30	\$ 115.99	\$ 119.88	\$ 124.07	\$ 128.64	\$ 134.89	\$ 139.87	\$ 145.05
21	ISO/Quality Assurance Engineer	\$ 72.99	\$ 75.39	\$ 77.90	\$ 80.37	\$ 82.98	\$ 85.79	\$ 88.87	\$ 93.12	\$ 96.47	\$ 99.95
22	Software Design Engineer	\$ 102.06	\$ 105.53	\$ 109.16	\$ 112.73	\$ 116.51	\$ 120.57	\$ 125.00	\$ 131.07	\$ 135.90	\$ 140.93
23	Technical Writer	\$ 60.72	\$ 62.67	\$ 64.71	\$ 66.71	\$ 68.83	\$ 71.11	\$ 73.62	\$ 77.10	\$ 79.83	\$ 82.66
24	Training Coordinator	\$ 58.54	\$ 60.41	\$ 62.37	\$ 64.28	\$ 66.31	\$ 68.50	\$ 70.91	\$ 74.26	\$ 76.87	\$ 79.59

**Regional Professional Engineering GSA Rates – On Site (Award through 31 Dec 2003)**

Award through Dec. 31, 2003											
	Labor Category	2 months									
		1	Engineer/Designer Associate Sr.	\$ 41.68	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2	Engineer/Designer	\$ 50.55	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
3	Engineer/Designer Sr.	\$ 52.07	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
4	Engineer Principal I	\$ 55.98	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
5	Engineer Principal II	\$ 59.73	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
6	Engineer Staff I	\$ 62.02	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
7	Engineer Staff II	\$ 67.55	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
8	Systems Analyst I	\$ 46.91	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
9	Systems Analyst II	\$ 55.99	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
10	Systems Analyst III	\$ 59.81	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
11	Program Manager	\$ 73.97	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
12	Project Leader	\$ 67.55	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
13	Administrative Assistant	\$ 32.61	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
14	Administrative Operations Specialist	\$ 37.42	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
15	Computer Systems Analyst I	\$ 46.91	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
16	Computer Systems Analyst II	\$ 55.99	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
17	Computer Systems Analyst III	\$ 59.81	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
18	Configuration Data Mgmt. Analyst	\$ 52.82	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
19	Programmer	\$ 58.12	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
20	Systems Programmer	\$ 67.20	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
21	ISO/Quality Assurance Engineer	\$ 46.85	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
22	Software Design Engineer	\$ 65.34	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
23	Technical Writer	\$ 39.04	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
24	Training Coordinator	\$ 37.65	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

## Regional Professional Engineering GSA Rates On Site (Years 1 through 10)

Years 1 through Year 10, IFF 0.75%											
	Labor Category	Year 1	Year 2	Year 3	Year 4	Year 5	Option 6	Option 7	Option 8	Option 9	Option 10
1	Engineer/Designer Associate Sr.	\$ 41.57	\$ 42.97	\$ 44.43	\$ 45.85	\$ 47.37	\$ 49.00	\$ 50.82	\$ 53.13	\$ 54.99	\$ 56.93
2	Engineer/Designer	\$ 50.43	\$ 52.17	\$ 53.98	\$ 55.76	\$ 57.65	\$ 59.68	\$ 61.93	\$ 64.77	\$ 67.09	\$ 69.50
3	Engineer/Designer Sr.	\$ 51.94	\$ 53.74	\$ 55.61	\$ 57.45	\$ 59.40	\$ 61.50	\$ 63.82	\$ 66.76	\$ 69.15	\$ 71.64
4	Engineer Principal I	\$ 55.84	\$ 57.79	\$ 59.82	\$ 61.81	\$ 63.92	\$ 66.20	\$ 68.71	\$ 71.89	\$ 74.48	\$ 77.18
5	Engineer Principal II	\$ 59.58	\$ 61.68	\$ 63.85	\$ 65.99	\$ 68.27	\$ 70.71	\$ 73.41	\$ 76.81	\$ 79.60	\$ 82.49
6	Engineer Staff I	\$ 61.86	\$ 64.05	\$ 66.31	\$ 68.55	\$ 70.91	\$ 73.46	\$ 76.27	\$ 79.81	\$ 82.71	\$ 85.73
7	Engineer Staff II	\$ 67.38	\$ 69.78	\$ 72.27	\$ 74.72	\$ 77.32	\$ 80.12	\$ 83.20	\$ 87.07	\$ 90.25	\$ 93.56
8	Systems Analyst I	\$ 46.79	\$ 48.40	\$ 50.06	\$ 51.69	\$ 53.43	\$ 55.30	\$ 57.37	\$ 59.99	\$ 62.13	\$ 64.34
9	Systems Analyst II	\$ 55.85	\$ 57.81	\$ 59.83	\$ 61.83	\$ 63.94	\$ 66.22	\$ 68.73	\$ 71.91	\$ 74.50	\$ 77.20
10	Systems Analyst III	\$ 59.66	\$ 61.76	\$ 63.94	\$ 66.08	\$ 68.36	\$ 70.81	\$ 73.51	\$ 76.91	\$ 79.70	\$ 82.60
11	Program Manager	\$ 73.79	\$ 76.43	\$ 79.18	\$ 81.88	\$ 84.75	\$ 87.83	\$ 91.23	\$ 95.49	\$ 99.00	\$ 102.65
12	Project Leader	\$ 67.38	\$ 69.78	\$ 72.27	\$ 74.72	\$ 77.32	\$ 80.12	\$ 83.20	\$ 87.07	\$ 90.25	\$ 93.56
13	Administrative Assistant	\$ 32.53	\$ 33.58	\$ 34.67	\$ 35.74	\$ 36.87	\$ 38.10	\$ 39.47	\$ 41.23	\$ 42.64	\$ 44.10
14	Administrative Operations Specialist	\$ 37.33	\$ 38.56	\$ 39.85	\$ 41.10	\$ 42.44	\$ 43.89	\$ 45.49	\$ 47.54	\$ 49.19	\$ 50.90
15	Computer Systems Analyst I	\$ 46.79	\$ 48.40	\$ 50.06	\$ 51.69	\$ 53.43	\$ 55.30	\$ 57.37	\$ 59.99	\$ 62.13	\$ 64.34
16	Computer Systems Analyst II	\$ 55.85	\$ 57.81	\$ 59.83	\$ 61.83	\$ 63.94	\$ 66.22	\$ 68.73	\$ 71.91	\$ 74.50	\$ 77.20
17	Computer Systems Analyst III	\$ 59.66	\$ 61.76	\$ 63.94	\$ 66.08	\$ 68.36	\$ 70.81	\$ 73.51	\$ 76.91	\$ 79.70	\$ 82.60
18	Configuration Data Mgmt. Analyst	\$ 52.69	\$ 54.52	\$ 56.42	\$ 58.29	\$ 60.27	\$ 62.41	\$ 64.77	\$ 67.75	\$ 70.18	\$ 72.71
19	Programmer	\$ 57.98	\$ 60.01	\$ 62.12	\$ 64.20	\$ 66.41	\$ 68.78	\$ 71.40	\$ 74.70	\$ 77.40	\$ 80.21
20	Systems Programmer	\$ 67.04	\$ 69.42	\$ 71.90	\$ 74.33	\$ 76.92	\$ 79.70	\$ 82.77	\$ 86.61	\$ 89.78	\$ 93.07
21	ISO/Quality Assurance Engineer	\$ 46.73	\$ 48.33	\$ 49.99	\$ 51.62	\$ 53.36	\$ 55.22	\$ 57.29	\$ 59.91	\$ 62.04	\$ 64.25
22	Software Design Engineer	\$ 65.18	\$ 67.49	\$ 69.89	\$ 72.26	\$ 74.76	\$ 77.46	\$ 80.44	\$ 84.17	\$ 87.25	\$ 90.44
23	Technical Writer	\$ 38.95	\$ 40.24	\$ 41.59	\$ 42.92	\$ 44.32	\$ 45.84	\$ 47.52	\$ 49.67	\$ 51.40	\$ 53.20
24	Training Coordinator	\$ 37.56	\$ 38.81	\$ 40.10	\$ 41.37	\$ 42.72	\$ 44.17	\$ 45.78	\$ 47.85	\$ 49.51	\$ 51.24

**Regional Professional Engineering GSA Rates – Off Site (Award through 31 Dec 2003)**

Award through Dec. 31, 2003											
	Labor Category	2 months									
		1	Engineer/Designer Associate Sr.	\$ 44.91	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
2	Engineer/Designer	\$ 54.57	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
3	Engineer/Designer Sr.	\$ 56.22	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
4	Engineer Principal I	\$ 60.48	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
5	Engineer Principal II	\$ 64.56	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
6	Engineer Staff I	\$ 67.05	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
7	Engineer Staff II	\$ 73.07	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
8	Systems Analyst I	\$ 50.61	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
9	Systems Analyst II	\$ 60.49	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
10	Systems Analyst III	\$ 64.65	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
11	Program Manager	\$ 80.06	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
12	Project Leader	\$ 73.07	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
13	Administrative Assistant	\$ 35.04	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
14	Administrative Operations Specialist	\$ 40.28	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
15	Computer Systems Analyst I	\$ 50.61	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
16	Computer Systems Analyst II	\$ 60.49	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
17	Computer Systems Analyst III	\$ 64.65	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
18	Configuration Data Mgmt. Analyst	\$ 57.04	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
19	Programmer	\$ 62.81	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
20	Systems Programmer	\$ 72.70	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
21	ISO/Quality Assurance Engineer	\$ 50.54	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
22	Software Design Engineer	\$ 70.67	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
23	Technical Writer	\$ 42.04	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
24	Training Coordinator	\$ 40.53	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

## Regional Professional Engineering GSA Rates Off Site (Years 1 through 10)

Years 1 through Year 10, IFF 0.75%											
	Labor Category	Year 1	Year 2	Year 3	Year 4	Year 5	Option 6	Option 7	Option 8	Option 9	Option 10
1	Engineer/Designer Associate Sr.	\$ 44.80	\$ 46.25	\$ 47.77	\$ 49.26	\$ 50.84	\$ 52.54	\$ 54.40	\$ 56.99	\$ 59.02	\$ 61.12
2	Engineer/Designer	\$ 54.44	\$ 56.24	\$ 58.13	\$ 59.99	\$ 61.95	\$ 64.07	\$ 66.38	\$ 69.57	\$ 72.09	\$ 74.71
3	Engineer/Designer Sr.	\$ 56.08	\$ 57.95	\$ 59.90	\$ 61.82	\$ 63.85	\$ 66.03	\$ 68.42	\$ 71.71	\$ 74.32	\$ 77.02
4	Engineer Principal I	\$ 60.33	\$ 62.35	\$ 64.46	\$ 66.54	\$ 68.75	\$ 71.11	\$ 73.70	\$ 77.26	\$ 80.08	\$ 83.01
5	Engineer Principal II	\$ 64.40	\$ 66.57	\$ 68.84	\$ 71.08	\$ 73.44	\$ 75.99	\$ 78.76	\$ 82.57	\$ 85.60	\$ 88.75
6	Engineer Staff I	\$ 66.88	\$ 69.15	\$ 71.51	\$ 73.84	\$ 76.31	\$ 78.96	\$ 81.85	\$ 85.81	\$ 88.97	\$ 92.25
7	Engineer Staff II	\$ 72.89	\$ 75.38	\$ 77.97	\$ 80.53	\$ 83.24	\$ 86.14	\$ 89.32	\$ 93.66	\$ 97.12	\$ 100.72
8	Systems Analyst I	\$ 50.48	\$ 52.14	\$ 53.88	\$ 55.59	\$ 57.39	\$ 59.34	\$ 61.47	\$ 64.41	\$ 66.73	\$ 69.13
9	Systems Analyst II	\$ 60.34	\$ 62.37	\$ 64.48	\$ 66.56	\$ 68.77	\$ 71.13	\$ 73.72	\$ 77.28	\$ 80.10	\$ 83.03
10	Systems Analyst III	\$ 64.49	\$ 66.66	\$ 68.94	\$ 71.18	\$ 73.54	\$ 76.09	\$ 78.87	\$ 82.69	\$ 85.72	\$ 88.87
11	Program Manager	\$ 79.86	\$ 82.60	\$ 85.46	\$ 88.29	\$ 91.27	\$ 94.48	\$ 97.98	\$ 102.75	\$ 106.57	\$ 110.54
12	Project Leader	\$ 72.89	\$ 75.38	\$ 77.97	\$ 80.53	\$ 83.24	\$ 86.14	\$ 89.32	\$ 93.66	\$ 97.12	\$ 100.72
13	Administrative Assistant	\$ 34.96	\$ 36.05	\$ 37.19	\$ 38.30	\$ 39.48	\$ 40.76	\$ 42.17	\$ 44.14	\$ 45.66	\$ 47.25
14	Administrative Operations Specialist	\$ 40.18	\$ 41.46	\$ 42.80	\$ 44.11	\$ 45.51	\$ 47.01	\$ 48.66	\$ 50.95	\$ 52.75	\$ 54.61
15	Computer Systems Analyst I	\$ 50.48	\$ 52.14	\$ 53.88	\$ 55.59	\$ 57.39	\$ 59.34	\$ 61.47	\$ 64.41	\$ 66.73	\$ 69.13
16	Computer Systems Analyst II	\$ 60.34	\$ 62.37	\$ 64.48	\$ 66.56	\$ 68.77	\$ 71.13	\$ 73.72	\$ 77.28	\$ 80.10	\$ 83.03
17	Computer Systems Analyst III	\$ 64.49	\$ 66.66	\$ 68.94	\$ 71.18	\$ 73.54	\$ 76.09	\$ 78.87	\$ 82.69	\$ 85.72	\$ 88.87
18	Configuration Data Mgmt. Analyst	\$ 56.90	\$ 58.80	\$ 60.78	\$ 62.73	\$ 64.80	\$ 67.02	\$ 69.44	\$ 72.79	\$ 75.43	\$ 78.18
19	Programmer	\$ 62.65	\$ 64.76	\$ 66.97	\$ 69.14	\$ 71.43	\$ 73.90	\$ 76.59	\$ 80.30	\$ 83.23	\$ 86.29
20	Systems Programmer	\$ 72.52	\$ 74.99	\$ 77.57	\$ 80.11	\$ 82.80	\$ 85.69	\$ 88.85	\$ 93.17	\$ 96.61	\$ 100.19
21	ISO/Quality Assurance Engineer	\$ 50.41	\$ 52.07	\$ 53.81	\$ 55.51	\$ 57.31	\$ 59.25	\$ 61.38	\$ 64.32	\$ 66.63	\$ 69.04
22	Software Design Engineer	\$ 70.50	\$ 72.89	\$ 75.40	\$ 77.86	\$ 80.47	\$ 83.28	\$ 86.34	\$ 90.53	\$ 93.87	\$ 97.34
23	Technical Writer	\$ 41.94	\$ 43.29	\$ 44.70	\$ 46.08	\$ 47.54	\$ 49.12	\$ 50.85	\$ 53.26	\$ 55.14	\$ 57.09
24	Training Coordinator	\$ 40.43	\$ 41.73	\$ 43.08	\$ 44.40	\$ 45.80	\$ 47.31	\$ 48.97	\$ 51.29	\$ 53.10	\$ 54.97

**SECTION IVa**  
**RATES – Information Technology Services**  
**NATIONAL RATES**  
**ON-SITE**

	<b>Labor Category</b>	<b>Year 1</b>	<b>Option 2</b>	<b>Option 3</b>	<b>Option 4</b>	<b>Option 5</b>
1	Administrative Assistant	\$ 47.23	\$ 49.19	\$ 51.25	\$ 53.31	\$ 55.52
2	Administrative Operations Specialist	\$ 54.19	\$ 56.50	\$ 58.92	\$ 61.35	\$ 63.95
3	Computer Operator	\$ 75.40	\$ 78.76	\$ 82.29	\$ 85.84	\$ 89.62
4	Computer Programmer Associate	\$ 44.65	\$ 46.48	\$ 48.41	\$ 50.34	\$ 52.40
5	Computer Systems Analyst I	\$ 67.94	\$ 70.93	\$ 74.07	\$ 77.22	\$ 80.59
6	Computer Systems Analyst II	\$ 81.09	\$ 84.73	\$ 88.56	\$ 92.40	\$ 96.50
7	Computer Systems Analyst III	\$ 86.61	\$ 90.53	\$ 94.64	\$ 98.78	\$ 103.19
8	Configuration Data Mgmt. Analyst	\$ 76.50	\$ 79.91	\$ 83.50	\$ 87.10	\$ 90.95
9	Content Specialist	\$ 49.33	\$ 51.39	\$ 53.57	\$ 55.74	\$ 58.06
10	Data Manager	\$ 58.46	\$ 60.98	\$ 63.63	\$ 66.28	\$ 69.12
11	Data Processor Analyst	\$ 46.68	\$ 48.61	\$ 50.65	\$ 52.68	\$ 54.86
12	Engineer Principal I	\$ 81.07	\$ 84.71	\$ 88.53	\$ 92.37	\$ 96.48
13	Engineer Principal II	\$ 86.50	\$ 90.41	\$ 94.52	\$ 98.65	\$ 103.05
14	Engineer Staff I	\$ 89.81	\$ 93.89	\$ 98.17	\$ 102.47	\$ 107.06
15	Engineer Staff II	\$ 97.83	\$ 102.30	\$ 107.00	\$ 111.72	\$ 116.76
16	Engineer/Designer	\$ 73.21	\$ 76.46	\$ 79.88	\$ 83.31	\$ 86.97
17	Engineer/Designer Associate Sr.	\$ 60.36	\$ 62.97	\$ 65.72	\$ 68.47	\$ 71.41
18	Engineer/Designer Sr.	\$ 75.40	\$ 78.76	\$ 82.29	\$ 85.84	\$ 89.62
19	ISO/Quality Assurance Engineer	\$ 67.85	\$ 70.83	\$ 73.97	\$ 77.11	\$ 80.47
20	IT Specialist	\$ 61.91	\$ 64.60	\$ 67.43	\$ 70.26	\$ 73.29
21	Program Manager	\$ 107.12	\$ 112.05	\$ 117.23	\$ 122.45	\$ 128.01
22	Programmer	\$ 84.17	\$ 87.97	\$ 91.95	\$ 95.96	\$ 100.23
23	Project Leader	\$ 97.83	\$ 102.30	\$ 107.00	\$ 111.72	\$ 116.76
24	Software Design Engineer	\$ 94.63	\$ 98.94	\$ 103.47	\$ 108.03	\$ 112.89
25	Systems Analyst I	\$ 67.94	\$ 70.93	\$ 74.07	\$ 77.22	\$ 80.59
26	Systems Analyst II	\$ 81.09	\$ 84.73	\$ 88.56	\$ 92.40	\$ 96.50
27	Systems Analyst III	\$ 86.61	\$ 90.53	\$ 94.64	\$ 98.78	\$ 103.19
28	Systems Programmer	\$ 97.32	\$ 101.77	\$ 106.44	\$ 111.14	\$ 116.15
29	Technical Writer	\$ 56.54	\$ 58.97	\$ 61.52	\$ 64.07	\$ 66.80
30	Training Coordinator	\$ 54.53	\$ 56.86	\$ 59.30	\$ 61.75	\$ 64.36

**INFORMATION TECHNOLOGY NATIONAL RATES  
OFF-SITE**

<b>Labor Category</b>	<b>Year 1</b>	<b>Option 2</b>	<b>Option 3</b>	<b>Option 4</b>	<b>Option 5</b>
Administrative Assistant	\$ 50.77	\$ 52.82	\$ 54.98	\$ 57.14	\$ 59.44
Administrative Operations Specialist	\$ 58.36	\$ 60.76	\$ 63.30	\$ 65.85	\$ 68.56
Computer Operator	\$ 81.45	\$ 84.96	\$ 88.65	\$ 92.36	\$ 96.32
Computer Programmer Associate	\$ 47.96	\$ 49.88	\$ 51.89	\$ 53.91	\$ 56.07
Computer Systems Analyst I	\$ 73.32	\$ 76.44	\$ 79.73	\$ 83.03	\$ 86.54
Computer Systems Analyst II	\$ 87.64	\$ 91.44	\$ 95.45	\$ 99.47	\$ 103.76
Computer Systems Analyst III	\$ 93.66	\$ 97.75	\$ 102.05	\$ 106.38	\$ 110.99
Configuration Data Mgmt. Analyst	\$ 82.65	\$ 86.21	\$ 89.96	\$ 93.74	\$ 97.75
Content Specialist	\$ 53.06	\$ 55.22	\$ 57.49	\$ 59.77	\$ 62.19
Data Manager	\$ 63.00	\$ 65.63	\$ 68.40	\$ 71.18	\$ 74.14
Data Processor Analyst	\$ 50.18	\$ 52.19	\$ 54.32	\$ 56.45	\$ 58.73
Engineer Principal I	\$ 87.62	\$ 91.42	\$ 95.42	\$ 99.44	\$ 103.73
Engineer Principal II	\$ 93.54	\$ 97.62	\$ 101.91	\$ 106.24	\$ 110.84
Engineer Staff I	\$ 97.14	\$ 101.39	\$ 105.87	\$ 110.38	\$ 115.17
Engineer Staff II	\$ 105.87	\$ 110.53	\$ 115.45	\$ 120.40	\$ 125.66
Engineer/Designer	\$ 79.07	\$ 82.46	\$ 86.03	\$ 89.62	\$ 93.45
Engineer/Designer Associate Sr.	\$ 65.07	\$ 67.79	\$ 70.67	\$ 73.55	\$ 76.62
Engineer/Designer Sr.	\$ 81.45	\$ 84.96	\$ 88.65	\$ 92.36	\$ 96.32
ISO/Quality Assurance Engineer	\$ 73.22	\$ 76.34	\$ 79.62	\$ 82.92	\$ 86.43
IT Specialist	\$ 66.76	\$ 69.57	\$ 72.52	\$ 75.49	\$ 78.66
Program Manager	\$ 115.99	\$ 121.13	\$ 126.55	\$ 132.02	\$ 137.82
Programmer	\$ 91.00	\$ 94.96	\$ 99.13	\$ 103.33	\$ 107.79
Project Leader	\$ 105.87	\$ 110.53	\$ 115.45	\$ 120.40	\$ 125.66
Software Design Engineer	\$ 102.39	\$ 106.89	\$ 111.63	\$ 116.40	\$ 121.48
Systems Analyst I	\$ 73.32	\$ 76.44	\$ 79.73	\$ 83.03	\$ 86.54
Systems Analyst II	\$ 87.64	\$ 91.44	\$ 95.45	\$ 99.47	\$ 103.76
Systems Analyst III	\$ 93.66	\$ 97.75	\$ 102.05	\$ 106.38	\$ 110.99
Systems Programmer	\$ 105.32	\$ 109.96	\$ 114.85	\$ 119.77	\$ 125.00
Technical Writer	\$ 60.92	\$ 63.45	\$ 66.11	\$ 68.79	\$ 71.63
Training Coordinator	\$ 58.73	\$ 61.15	\$ 63.71	\$ 66.27	\$ 69.00

**INFORMATION TECHNOLOGY REGIONAL RATES  
ON-SITE**

	<b>Labor Category</b>	<b>Year 1</b>	<b>Option 2</b>	<b>Option 3</b>	<b>Option 4</b>	<b>Option 5</b>
1	Administrative Assistant	\$ 32.62	\$ 33.97	\$ 35.40	\$ 36.82	\$ 38.35
2	Administrative Operations Specialist	\$ 37.43	\$ 39.02	\$ 40.70	\$ 42.38	\$ 44.17
3	Computer Operator	\$ 52.08	\$ 54.40	\$ 56.84	\$ 59.29	\$ 61.90
4	Computer Programmer Associate	\$ 30.84	\$ 32.10	\$ 33.44	\$ 34.77	\$ 36.19
5	Computer Systems Analyst I	\$ 46.92	\$ 48.99	\$ 51.16	\$ 53.33	\$ 55.66
6	Computer Systems Analyst II	\$ 56.01	\$ 58.52	\$ 61.17	\$ 63.82	\$ 66.66
7	Computer Systems Analyst III	\$ 59.83	\$ 62.53	\$ 65.37	\$ 68.23	\$ 71.27
8	Configuration Data Mgmt. Analyst	\$ 52.84	\$ 55.20	\$ 57.67	\$ 60.16	\$ 62.82
9	Content Specialist	\$ 34.07	\$ 35.50	\$ 37.00	\$ 38.50	\$ 40.10
10	Data Manager	\$ 40.38	\$ 42.12	\$ 43.95	\$ 45.78	\$ 47.74
11	Data Processor Analyst	\$ 32.24	\$ 33.58	\$ 34.98	\$ 36.39	\$ 37.89
12	Engineer Principal I	\$ 55.99	\$ 58.51	\$ 61.15	\$ 63.80	\$ 66.64
13	Engineer Principal II	\$ 59.75	\$ 62.45	\$ 65.28	\$ 68.13	\$ 71.18
14	Engineer Staff I	\$ 62.03	\$ 64.85	\$ 67.80	\$ 70.77	\$ 73.95
15	Engineer Staff II	\$ 67.57	\$ 70.66	\$ 73.90	\$ 77.16	\$ 80.65
16	Engineer/Designer	\$ 50.57	\$ 52.81	\$ 55.17	\$ 57.54	\$ 60.07
17	Engineer/Designer Associate Sr.	\$ 41.69	\$ 43.49	\$ 45.39	\$ 47.29	\$ 49.32
18	Engineer/Designer Sr.	\$ 52.08	\$ 54.40	\$ 56.84	\$ 59.29	\$ 61.90
19	ISO/Quality Assurance Engineer	\$ 46.86	\$ 48.92	\$ 51.09	\$ 53.26	\$ 55.58
20	IT Specialist	\$ 42.76	\$ 44.62	\$ 46.57	\$ 48.53	\$ 50.62
21	Program Manager	\$ 73.99	\$ 77.39	\$ 80.97	\$ 84.57	\$ 88.42
22	Programmer	\$ 58.14	\$ 60.76	\$ 63.51	\$ 66.28	\$ 69.23
23	Project Leader	\$ 67.57	\$ 70.66	\$ 73.90	\$ 77.16	\$ 80.65
24	Software Design Engineer	\$ 65.36	\$ 68.34	\$ 71.47	\$ 74.62	\$ 77.97
25	Systems Analyst I	\$ 46.92	\$ 48.99	\$ 51.16	\$ 53.33	\$ 55.66
26	Systems Analyst II	\$ 56.01	\$ 58.52	\$ 61.17	\$ 63.82	\$ 66.66
27	Systems Analyst III	\$ 59.83	\$ 62.53	\$ 65.37	\$ 68.23	\$ 71.27
28	Systems Programmer	\$ 67.22	\$ 70.29	\$ 73.52	\$ 76.76	\$ 80.23
29	Technical Writer	\$ 39.05	\$ 40.73	\$ 42.49	\$ 44.25	\$ 46.14
30	Training Coordinator	\$ 37.67	\$ 39.27	\$ 40.96	\$ 42.65	\$ 44.46

**INFORMATION TECHNOLOGY REGIONAL RATES  
OFF-SITE**

	<b>Labor Category</b>	<b>Year 1</b>	<b>Option 2</b>	<b>Option 3</b>	<b>Option 4</b>	<b>Option 5</b>
1	Administrative Assistant	\$ 35.07	\$ 36.48	\$ 37.97	\$ 39.47	\$ 41.06
2	Administrative Operations Specialist	\$ 40.31	\$ 41.97	\$ 43.72	\$ 45.48	\$ 47.35
3	Computer Operator	\$ 56.26	\$ 58.68	\$ 61.23	\$ 63.80	\$ 66.53
4	Computer Programmer Associate	\$ 33.13	\$ 34.45	\$ 35.84	\$ 37.24	\$ 38.73
5	Computer Systems Analyst I	\$ 50.64	\$ 52.80	\$ 55.07	\$ 57.35	\$ 59.78
6	Computer Systems Analyst II	\$ 60.54	\$ 63.16	\$ 65.92	\$ 68.71	\$ 71.66
7	Computer Systems Analyst III	\$ 64.69	\$ 67.51	\$ 70.49	\$ 73.48	\$ 76.66
8	Configuration Data Mgmt. Analyst	\$ 57.08	\$ 59.54	\$ 62.14	\$ 64.74	\$ 67.52
9	Content Specialist	\$ 36.65	\$ 38.14	\$ 39.71	\$ 41.28	\$ 42.96
10	Data Manager	\$ 43.52	\$ 45.33	\$ 47.25	\$ 49.17	\$ 51.21
11	Data Processor Analyst	\$ 34.66	\$ 36.05	\$ 37.52	\$ 38.99	\$ 40.56
12	Engineer Principal I	\$ 60.52	\$ 63.14	\$ 65.91	\$ 68.69	\$ 71.64
13	Engineer Principal II	\$ 64.61	\$ 67.42	\$ 70.39	\$ 73.38	\$ 76.56
14	Engineer Staff I	\$ 67.10	\$ 70.03	\$ 73.12	\$ 76.24	\$ 79.55
15	Engineer Staff II	\$ 73.12	\$ 76.35	\$ 79.74	\$ 83.16	\$ 86.79
16	Engineer/Designer	\$ 54.61	\$ 56.95	\$ 59.42	\$ 61.90	\$ 64.54
17	Engineer/Designer Associate Sr.	\$ 44.94	\$ 46.83	\$ 48.81	\$ 50.80	\$ 52.92
18	Engineer/Designer Sr.	\$ 56.26	\$ 58.68	\$ 61.23	\$ 63.80	\$ 66.53
19	ISO/Quality Assurance Engineer	\$ 50.58	\$ 52.73	\$ 54.99	\$ 57.27	\$ 59.69
20	IT Specialist	\$ 46.11	\$ 48.05	\$ 50.09	\$ 52.14	\$ 54.33
21	Program Manager	\$ 80.11	\$ 83.67	\$ 87.41	\$ 91.18	\$ 95.19
22	Programmer	\$ 62.86	\$ 65.59	\$ 68.47	\$ 71.37	\$ 74.45
23	Project Leader	\$ 73.12	\$ 76.35	\$ 79.74	\$ 83.16	\$ 86.79
24	Software Design Engineer	\$ 70.72	\$ 73.83	\$ 77.10	\$ 80.40	\$ 83.90
25	Systems Analyst I	\$ 50.64	\$ 52.80	\$ 55.07	\$ 57.35	\$ 59.78
26	Systems Analyst II	\$ 60.54	\$ 63.16	\$ 65.92	\$ 68.71	\$ 71.66
27	Systems Analyst III	\$ 64.69	\$ 67.51	\$ 70.49	\$ 73.48	\$ 76.66
28	Systems Programmer	\$ 72.75	\$ 75.95	\$ 79.33	\$ 82.72	\$ 86.34
29	Technical Writer	\$ 42.08	\$ 43.82	\$ 45.66	\$ 47.51	\$ 49.48
30	Training Coordinator	\$ 40.56	\$ 42.24	\$ 44.00	\$ 45.78	\$ 47.66