Booz | Allen | Hamilton

delivering results that endure

Federal Supply Service
Authorized Federal Supply Schedule Price List

Multiple Award Schedule

FSC Group: Professional Services
FSC Class: R499
Contract Number: GS-00F-008DA
Mod: PS-0015 Effective 09/28/2020
Contract Period: October 1, 2020 through September 30, 2025

http://boozallen.com

For more information on ordering from Federal Supply Schedules,
go to http://www.gsa.gov/schedules.

For more information, please contact:
Michael Mangan (Program Manager): 703/902-5537
Toby Heffernan (Contracts Contract Manager): 703/377-4359

RFP_services@bah.com Email
888/224-7041 Phone
703/902-3200 Fax

Booz Allen Hamilton Inc.
8283 Greensboro Drive
McLean, VA 22102

Business Size: Large

Prices Shown Herein are Net (discount deducted)

Customer Information

1a. Awarded Special Item Numbers:

SIN	SIN Title
512110:	Video/Film Production
522310:	Financial Advising, Loan Servicing and Asset Management Services
541211:	Auditing Services
541214:	Payroll Services
541219:	Budget and Financial Management Services
541330ENG:	Engineering Services
541370GIS:	Geographic Information Systems (GIS) Services
541380:	Testing Laboratory Services
541420:	Engineering System Design and Integration Services
541611:	Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services
541613:	Marketing Consulting Services
541614:	Deployment, Distribution and Transportation Logistics Services
541614SVC:	Supply and Value Chain Management
541620:	Environmental Consulting Services
541715:	Engineering Research and Development and Strategic Planning
541810:	Advertising Services
541810ODC:	Other Direct Costs for Marketing and Public Relations Services
541820:	Public Relations Services
541850:	Exhibit Design and Advertising Services
541910:	Marketing Research and Analysis
611430:	Professional and Management Development Training
611512:	Flight Training
ANCILLARY:	Ancillary Supplies and Services
OLM:	Order-Level Materials (OLM)

1b. Please see **Appendices A and F for Price Lists.**

1c. **Labor Category Descriptions**: Please see **Appendix G** for Labor Category Descriptions.

2. **Maximum Order Threshold:** $1,000,000.

3. **Minimum Order:** $100.

4. **Geographic Coverage (Delivery Area):** Worldwide.

5. **Point of Production:** Mclean, VA and Booz Allen offices worldwide.

6. **Discount from List Prices:** Government Net Prices (discounts already deducted.)

7. **Quantity Discounts:** The discount is based upon annual sales of an individual task order and is based upon the order's funded value at time of award.

- **Orders ranging from $1Mto $4M receive a .5% discount.**

- **Orders ranging from $4M to $10M receive a 1% discount.**
- **Orders exceeding $10M receive a 1.5% discount.**

Quantity discounts apply to services delivered under the following SINS only:

SIN: 541611
SIN: 611430
SIN: 541512

8. **Prompt Payment Terms:** None Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions.

9. **Foreign Items:** Not Applicable.

10a. **Time of Delivery:** Specified in each task order.

10b. **Expedited Delivery:** Items available for expedited delivery are noted in this price list.

10c. **Overnight and 2-Day Delivery:** Specified in each task order.

10d. **Urgent Requirements**: Not Applicable.

11. **F.O.B. Points(s):** Destination.

12a. **Ordering Address:**

Booz Allen Hamilton, Inc.
Attention: Contracts*
8283 Greensboro Drive
McLean, VA 22102-
888/224-7041 phone
703/902-3200 facsimile
RFP_services@bah.com

* Please mail to the attention of the Contract Administrator identified in the task order proposal.

12b. **Ordering Procedures:** For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPAs) are found in Federal Acquisition Regulation (FAR) 8.405-3.

13. **Payment Address is as Follows:**

Payment via Wire Transfer	**Payment via Check/U.S. Mail**
Financial Institution:	Booz Allen Hamilton Inc.
Wachovia Bank	Wachovia Bank
9-Digit ABA routing number: see invoice	P.O. Box 8500 (S-2725)
Telegraphic abbreviation: PNB	Philadelphia, PA 19178-2725
Account number: see invoice	
ACH Payments:	**International Funds:**

Booz Allen Hamilton Inc.	Booz Allen Hamilton Inc.
Wachovia Bank	CHIPS Participant number:0509
9-Digit ABA routing number: see invoice	SWIFT TID: PNBPUS33
Account number: see invoice	

14. **Warranty Provision:** Not applicable.

15. **Export Packing Charges:** Not applicable.

16. **Terms and Conditions of Rental, Maintenance, and Repair:** Not applicable.

17. **Terms and Conditions of Installation:** Not applicable.

28a. **Terms and Conditions of Repair Parts Indicating Date of Parts Price List and Any Discounts from List Prices:** Not applicable.

18b. **Terms and Conditions for Any Other Services:** Not applicable.

19. **List of Service and Distribution Points:** Not applicable.

20. **List of Participating Dealers:** Not applicable.

21. **Preventive Maintenance:** Not applicable.

22a. **Special Attributes:** Not applicable.

22b. **Section 508:** Not Applicable

23. **Data Universal Numbering System (DUNS) Number:** 00-692-8857

24. **Notification regarding registration in The System for Award Management:** Booz Allen is registered in SAM.

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THE BOOZ ALLEN ADVANTAGE

Why choose Booz Allen for Mission Oriented Business Integrated Services? Booz Allen brings unparalleled resources to its clients.

Quality—Booz Allen is the consultant of choice for the full range of mission oriented business integrated projects in both the public and private sectors. We are recognized for the quality of our services and have won numerous awards across the government for business improvement initiatives, including multiple Hammer Awards, the National Intelligence Meritorious Unit Citation, the Top Contractor Award from the Defense Information Systems Agency, and the Federal Technology Leadership Award. A majority of our clients engage us for additional work, offering further testament to our strong reputation and the value we provide to our customers.

Experience—With its breadth and depth of experience, Booz Allen offers a rich consulting skill base and management commitment to apply its world-recognized capability to innovatively resolve program objectives. Our insights and understanding of requirements regularly translate into cost savings and performance efficiencies measurable in terms of reduced learning curves, quality of service, and effective use of leading-edge information technologies. We strive to hire and maintain professional information technology staff, allowing Booz Allen to be a premier provider of quality services to our customers. We have served civilian, military, and intelligence agencies, state and local governments, and not-for-profit agencies in projects covering a wide range of consultation, facilitation, survey, and training services. These services are described in more detail in the following sections.

Skilled Professionals—Booz Allen's large, multidisciplinary consulting team works with clients on business improvement initiatives on a day-to-day basis. We provide a wide range of services such as business process reengineering (BPR), front-end analysis, statistical analysis, business case analysis, activity-based costing, war gaming, systems evaluation, and requirements analysis, among others. Our team includes several hundred distinguished organizational scientists, research and policy analysts, industrial and organizational psychologists, financial analysts, instructional technologists, multimedia and training development specialists, facilitators, and other professionals with experience in performance improvement and change initiatives. These consultants call upon the firm's large cadre of subject-matter specialists with expertise in more than 60 distinct professional areas.

Well-Defined Management Practices— Booz Allen has spent years refining our management practices with the goal of developing a quality product that meets or exceeds client expectation, delivered on time and in budget. Our efforts have not gone without reward: much of our business is follow-on tasks for existing clients. This proves that Booz Allen delivers what we promise and achieves superior customer satisfaction. Our management approach is to provide a single point of responsibility, the task manager, with the charter of delivering the final product. That is not to say that the task manager works alone but that the manager has the full complement of Booz Allen resources available to assemble the right team to deliver the right results. Attention is paid to quality at Booz Allen with defined standards and processes used throughout the firm.

Proven Development Methodology— Booz Allen has developed a methodology that has reliably been used to deliver Internet systems on time. The key to this methodology is constant communication with the client. An informed client will have no surprises at the end of the project. Communication is key in validating requirements to reach a mutual understanding of functionality required in the final system. Having the client review prototypes and providing status updates regularly also reinforce the partnership we strive to develop with our client. We use working prototypes to develop the solution that not only proves concepts but also allows the client to tangibly measure progress. We build in time for user assessments.

Special Item Number (SIN) Descriptions

Professional Services – Business Administrative Services

Category	Description
541611	Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services - Provide operating advice and assistance on administrative and management issues. Examples include: strategic and organizational planning, business process improvement, acquisition and grants management support, facilitation, surveys, assessment and improvement of financial management systems, financial reporting and analysis, due diligence in validating an agency's portfolio of assets and related support services, strategic financial planning, financial policy formulation and development, special cost studies, actuarial services, economic and regulatory analysis, benchmarking and program metrics, and business program and project management. **Inherently Governmental services as identified in FAR 7.503 or by the ordering agency are prohibited. It is the responsibility of the Contracting Officer placing the order to make this determination. Ordering activities must require prospective contractors to identify potential conflicts of interest and address those, prior to task order award.

Professional Services – Environmental Services

Category	Description
541620	Environmental Consulting Services - Services include providing advice and assistance to businesses and other organizations on environmental issues, such as the control of environmental contamination from pollutants, toxic substances, and hazardous materials; Endangered species, wetland, watershed, and other natural resource management plans; Archeological and/or cultural resource management plans. This includes identifying problems (e.g., inspect buildings for hazardous materials), measure and evaluate risks, and recommend solutions. Multi-disciplined staff of scientists, engineers, and other technicians with expertise in areas, such as air and water quality, asbestos contamination, remediation, ecological restoration, and environmental law such as Planning and Documentation Services for the development, planning, facilitation, coordination, and documentation of and/or for environmental initiatives (or mandates such as Executive Order 13693 in areas of chemical, radiological, and/or hazardous materials; ISO 14001 Environmental Management System (EMS) and sustainable performance measure development; Environmental Assessment (EA) and Environmental Impact Statement (EIS) preparation under the National Environmental Policy Act (NEPA).

Professional Services - Financial Services

Category	Description

522310	Financial Advising, Loan Servicing and Asset Management Services - Services include assisting agencies on cross-cutting issues, asset marketability, equity monitoring, originations, and addressing any other considerations regarding the acquisition, management and/or resolution of an asset; assisting agencies in servicing, monitoring and maintaining loan assets such as establishing loan database, remittance processing, processing loan cancellations and consolidations, billing services, and servicing troubled loans which may include borrower negotiations, restructuring, foreclosure and supervision of the sale of the collateral and workout agreements.
541211	Auditing Services - Perform financial-related audits, performance audits, recovery audits, transportation audits, and contract audits in accordance with Generally Accepted Government Auditing Standards (GAGAS) and non-GAGAS. Perform an independent assessment of an audited entity's financial statements in conformity with generally accepted accounting principles, financial information, adherence to financial compliance requirements and internal controls, or organization or program performance to identify areas for improvement. Recovery audits: identify recoverable funds resulting from overpayments, duplicate payments and underpayments under the authority of public law and regulation, e.g., Section 354 of the National Defense Authorization Act for FY 96 (Public Law 104-106; 110 Stat. 268; 10 U.S.C. 2461),. Transportation audits: perform administrative reviews and rate examinations on prepayment and post payment transportation bills to ensure accuracy, completeness, and compliance with established rates, tariffs, quotations, agreements, tenders or other applicable rate authority. Note: Inherently Governmental services as identified in the Federal Acquisition Regulation (FAR) 7.503 or by the ordering agency are prohibited under this SIN. It is the responsibility of the Contracting Officer placing the order to make this determination. Ordering activities must require prospective contractors to identify potential conflicts of interest and address those, prior to task order award.
541214	Payroll Services - Services include those that an agency identifies as recurring commercial activities such as billing, payroll processing that includes collecting information on hours worked, pay rates, deductions, and other payroll-related data using that information to generate paychecks, payroll reports, and tax filings. These establishments may use data processing and tabulating techniques as part of providing their services.
541219	Budget and Financial Management Services - Services include accounting, budgeting, and complementary financial services such as: transaction analysis, transaction processing, data analysis and summarization, technical assistance in devising new or revised accounting policies and procedures, classifying accounting transactions, special studies to improve accounting operations, assessment and improvement of budget formulation and execution processes, special reviews to resolve budget formulation or budget execution issues, and technical assistance to improve budget preparation or execution processes.

Professional Services - Logistical Services

Category	Description

541614	Deployment, Distribution and Transportation Logistics Services: - Services include the following: Deployment Logistics such as contingency planning, identifying/utilizing regional or global resources, integrating public/private sector resources, inventory/property planning, movement, storage, end-to-end industrial relocation/expansion services, and deploying communications and logistics systems to permit rapid deployment and management of supplies and equipment; Distribution and Transportation Logistics Services such as Planning and designing, implementing, or operating systems or facilities for the movement of supplies, equipment or people by road, air, water, rail, or pipeline.
541614SVC	Supply and Value Chain Management - Includes supply and value chain management, which involves all phases of the planning, acquisition, and management of logistics systems.

Professional Services - Marketing and Public Relations

Category	Description
512110	Video/Film Production - Services include writing, directing, shooting, arranging for talent / animation, narration, music and sound effects, duplication, distribution, video scoring; and editing. Videotape and film production services will be provided to inform the public and Government agencies about the latest products, services, and/or issues in various outputs such as: industry standard formats, accessibility and video streaming development. Filming in studios, on location, live shows or events may also be required. NOTE: Any commissions received for media placement will either (a) be returned to the ordering agency or (b) applied as a credit to the cost of the project, whichever the ordering agency prefers.
541613	Marketing Consulting Services - Services include providing operating advice and assistance on marketing issues, such as developing marketing objectives and policies, sales forecasting, marketing planning and strategy, and development of multi-media campaigns. Services relating to providing assistance with challenges, contests, and competitions, such as providing marketing and advertising support, assistance with conducting the challenge / contest / competition, facilitating events; and supporting the judging of events are included. The challenge / contest / competition may be to identify a solution to a particular problem or to accomplish a particular goal. Prizes or other incentives may be offered by customers to find innovative or cost-effective solutions to improving open government. Solutions may be ideas, designs, proofs of concept or finished products. SIN 541810ODC must be used in conjunction with the payment for prizes or other incentives. NOTE: Any commissions received for media placement, conference planning, etc. will either (a) be returned to the ordering agency or (b) applied as a credit to the cost of the project, whichever the ordering agency prefers.

541810

Advertising Services - Services provided under this SIN will promote public awareness of an agency's mission and initiatives, enable public understanding of complex technical and social issues, disseminate information to industry and consumer advocacy groups and engage in recruitment campaigns. Services include, but are not limited to, the following components: advertising objective determination, message decision / creation, media selection, outdoor marketing and media services, broadcast media (radio, TV, internet and public service announcements), direct mail services, media planning, media placement services, advertising evaluation, related activities to advertising services.

NOTE: Any commissions received for advertising agencies will either (a) be returned to the ordering agency or (b) applied as a credit to the cost of the project, whichever the ordering agency prefers.

541820

Public Relations Services - Services provided include providing customized media and public relation services such as the development of media messages and strategies; providing recommendations of media sources for placement of campaigns; preparing media materials such as, background materials, press releases, speeches and presentations and press kits: executing media programs, conducting press conferences, scheduling broadcast and/or print interviews, media alerts and press clipping services related activities to public relations services.

NOTE: Any commissions received for media placement, conference planning, etc. will either (a) be returned to the ordering agency or (b) applied as a credit to the cost of the project, whichever the ordering agency prefers.

541850

Exhibit Design and Advertising Services - Services include conceptualizing, designing and producing exhibits and their accompanying materials, providing and/or making recommendations for carpet and padding installation for exhibit property; preview, set-up and dismantling of exhibit property, cleaning, prepping and storing exhibit property for future use, shipping exhibit property to and from designated site(s); and media illumination services.

NOTE: Any commissions received for media placement, conference planning, etc. will either (a) be returned to the ordering agency or (b) applied as a credit to the cost of the project, whichever the ordering agency prefers.

541910

Marketing Research and Analysis - Services include customizing strategic marketing plans, branding initiatives, creating public awareness of products, services, and issues; targeting market identification and analysis, establishing measurable marketing objectives; determining market trends and conditions, identifying and implementing appropriate strategies, conducting focus groups, telemarketing, individual interviews, preparing/distributing surveys, and compiling/analyzing results, establishing call centers (in relation to services provided under this schedule).

NOTE: Any commissions received for media placement, conference planning, etc. will either (a) be returned to the ordering agency or (b) applied as a credit to the cost of the project, whichever the ordering agency prefers.

541810ODC	Other Direct Costs for Marketing and Public Relations Services - All Other Direct Costs (ODCs) proposed must be directly related and only purchased in conjunction with Marketing and Public Relations Subcategory services offered under these SINS: 512110, 541430, 541511, 541613, 541810, 541820, 541850, 541910, 541922, and 561920. ODCs shall be an integral part of the total marketing consulting services solution and shall not be the primary purpose of the work ordered. Items awarded under SIN 541810 ODC are not Order-Level Materials (OLMs). ODC's are defined, priced, and awarded at the FSS contract level, whereas OLMs are unknown before an order is placed. Possible ODCs may include: funding for payment of media spots on television/radio/social media, conference meeting space, prize payments, etc. Travel and per diem are not considered ODCs. NOTE: Any commissions received for Marketing and Public Relations Subcategory will either (a) be returned to the ordering agency or (b) applied as a credit to the cost of the project, whichever the ordering agency prefers.

Professional Services - Technical and Engineering Services (non-IT)

Category	Description
541330ENG	Engineering Services - Services include: applying physical laws and principles of engineering in the design, development, and utilization of machines, materials, instruments, processes, and systems. Services may involve any of the following activities: provision of advice, concept development, requirements analysis, preparation of feasibility studies, preparation of preliminary and final plans and designs, provision of technical services during the construction or installation phase, inspection and evaluation of engineering projects, and related services. NOTE: Services under this SIN cannot include architect-engineer services as defined in the Brooks Act and FAR Part 2, or construction services as defined in FAR Parts 2 and 36.
541370GIS	Geographic Information Systems (GIS) Services - Geographic Information Services (GIS) provided in support of environmental program include: cultural resource GIS (CRGIS); groundwater monitoring; growth forecast modeling; habitat conservation plans; habitat modeling; image analysis support for emergency response; mapping, cartography, and mashups (e.g., combining data from more than one source into a single integrated tool to include aerial mapping); migration pattern analysis; natural resource planning; remote sensing for environmental studies; terrestrial, marine, and/or atmospheric measuring/management; vegetation mapping; and watershed characterization for mitigation planning. NOTE: The services offered under this scope shall NOT include surveying and mapping services as set forth in FAR Part 36, and defined under the Brooks Act of 1972 (Public Law 92-582, 40 U.S. 1102 et seq.).

541420	Engineering System Design and Integration Services - Services include creating and developing designs and specifications that optimize the use, value, and appearance of their products. These services can include determination of the materials, construction, mechanisms, shape, color, and surface finishes of the product, taking into consideration human characteristics and needs, safety, market appeal, and efficiency in production, distribution, use, and maintenance. Associated tasks include, but are not limited to computer-aided design, e.g. CADD, risk reduction strategies and recommendations to mitigate identified risk conditions, fire modeling, performance-based design reviews, high level detailed specification and scope preparation, configuration, management and document control, fabrication, assembly and simulation, modeling, training, consulting, analysis of single or multi spacecraft missions and mission design analysis. NOTE: Services under this NAICs cannot include architect-engineer services as defined in the Brooks Act and FAR Part 2 or construction services as defined in the Federal Acquisition Regulation Part 36 and Part 2. An implementation guide for Space launch Integration Services (SLIS) can be found at www.gsa.gov/psschedule - click on "Professional Engineering Solutions".
541715	Engineering Research and Development and Strategic Planning - Service include conducting research and experimental development (except nanotechnology and biotechnology research and experimental development) in the physical, engineering and life sciences such as; such as agriculture, electronics, environmental, biology, botany, computers, chemistry, food, fisheries, forests, geology, health, mathematics, medicine, oceanography, pharmacy, physics, veterinary and other allied subjects. Typical tasks include, but are not limited to, analysis of mission, program goals and objectives, program evaluations, analysis of program effectiveness, requirements analysis, organizational performance assessment, special studies and analysis, training, and consulting; requirements analysis, cost/cost performance trade-off analysis, feasibility analysis, developing and completing fire safety evaluation worksheets as they relate to professional engineering services; operation and maintenance, evaluation of inspection, testing, and maintenance program for fire protection and life safety systems, program/project management, technology transfer/insertion, training and consulting. NOTE: Services under this NAICs cannot include architect-engineer services as defined in the Brooks Act and FAR Part 2 or construction services as defined in the Federal Acquisition Regulation Part 36 and Part 2.

Professional Services – Training

Category	Description

611430	Professional and Management Development Training - Services include offering an array of short duration courses and seminars for management and professional development. Training for career development may be provided directly to individuals or through employers' training programs, and courses may be customized or modified to meet the special needs of customers. Instruction may be provided in diverse settings, such as the establishment's or agency's training facilities, and through diverse means, such as correspondence, television, the Internet, or other electronic and distance-learning methods. The training provided may include the use of simulators and simulation methods. Examples include Training Services that are instructor led Training or Web Based Training of Education Courses, Course Development and Test Administration, Learning Management, and Internships; Environmental Training Services in order to meet Federal mandates and Executive Orders; training of agency personnel to deal with media and media responses; Logistics Training Services related to system operations, automated tools for supply and value chain management, property and inventory management, distribution and transportation management, and maintenance of equipment and facilities; Audit & Financial training services related to course development and instruction required to support audit, review, financial assessment and financial management activities. Any firm offering Defense Acquisition Workforce Improvement Act (DAWIA) and Federal Acquisition Certification in Contracting (FAC-C) Training for Acquisition Workforce Personnel will include an identify only DAWIA and FAC-C courses that have been deemed DAU equivalent or approved by the Federal Acquisition Institute (FAI). NOTE: In accordance with OMB Policy Letter 05-01, civilian agencies must follow the course equivalency determinations accepted by the Defense Acquisition University (DAU) to ensure that core training is comparable across the workforce and qualifies for certification. When procuring FAC-C and DAWIA training for the audience identified below, the task order level Contracting Officer shall confirm that the courses being acquired are listed on one of the following websites: https://www.fai.gov/drupal/certification/verified-contracting-course-vendor-listing OR http://icatalog.dau.mil/appg.aspx (click on commercial vendors).
611512	Flight Training - Includes aviation and flight training

Scientific Management and Solutions - Testing and Analysis

Category	Description
541380	Testing Laboratory Services - Includes testing laboratory services and veterinary, natural, and life sciences; testing services and laboratories; and other professional, scientific, and technical consulting services. Testing and services include, but are not limited to: physical, chemical, analytical, or other testing services; quality assurance; fire safety inspections; training; safety audits; relying upon experimental, empirical, quantifiable data, relying on the scientific method, and professional services, tasks, and labor categories in the fields of biology, chemistry, physics, earth sciences, atmospheric science, oceanography, materials sciences, mathematics, geology, astronomy, veterinary medicine, statistics, systems science, etc., (excludes social and behavioral sciences). Examples of labor categories include, but are not limited to, Scientific Researchers, Biologists, Physicists, Mathematicians, Statisticians, Research Engineers, Meteorologists, Lab Technicians, Veterinarians and Veterinary Services, Chemists, Biochemical Engineers, Research Nurses.

Miscellaneous - Complementary Special Item Numbers (SINs)

Category	Description
ANCILLARY	Ancillary Supplies and Services - Ancillary supplies and/or services are support supplies and/or services which are not within the scope of any other SIN on this schedule. These supplies and/or services are necessary to complement a contractor's offerings to provide a solution to a customer requirement. This SIN may be used for orders and blanket purchase agreements that involve work or a project that is solely associated with the supplies and/or services purchased under this schedule. NOTE: When used in conjunction with a Cooperative Purchasing eligible SIN, this SIN is Cooperative Purchasing Eligible.
OLM	Order-Level Materials (OLM) - OLMs are supplies and/or services acquired in direct support of an individual task or delivery order placed against a Schedule contract or BPA. OLM pricing is not established at the Schedule contract or BPA level, but at the order level. Since OLMs are identified and acquired at the order level, the ordering contracting officer (OCO) is responsible for making a fair and reasonable price determination for all OLMs. OLMs are procured under a special ordering procedure that simplifies the process for acquiring supplies and services necessary to support individual task or delivery orders placed against a Schedule contract or BPA. Using this new procedure, ancillary supplies and services not known at the time of the Schedule award may be included and priced at the order level. OLM SIN-Level Requirements/Ordering Instructions: OLMs are: - Purchased under the authority of the FSS Program - Unknown until an order is placed - Defined and priced at the ordering activity level in accordance with GSAR clause 552.238-115 Special Ordering Procedures for the Acquisition of Order-Level Materials. (Price analysis for OLMs is not conducted when awarding the FSS contract or FSS BPA; therefore, GSAR 538.270 and 538.271 do not apply to OLMs) - Only authorized for use in direct support of another awarded SIN. - Only authorized for inclusion at the order level under a Time-and-Materials (T&M) or Labor-Hour (LH) Contract Line Item Number (CLIN) - Subject to a Not To Exceed (NTE) ceiling price OLMs are not: Open Market Items. - Items awarded under ancillary supplies/services or other direct cost (ODC) SINs (these items are defined, priced, and awarded at the FSS contract level) OLM Pricing: - Prices for items provided under the Order-Level Materials SIN must be inclusive of the Industrial Funding Fee (IFF). - The value of OLMs in a task or delivery order, or the cumulative value of OLMs in orders against an FSS BPA awarded under an FSS contract, cannot exceed 30% of the order value less travel expenses.

Appendix A

Labor Category SINs Awarded 541611	Site	10/1/2020 - 9/30/2021	10/1/2021 - 9/30/2022	10/1/2022 - 9/30/2023	10/1/2023 - 9/30/2024	10/1/2024 - 9/30/2025
Executive/Strategy Associate	Both	$420.27	$429.09	$438.10	$447.30	$456.70
Executive/Strategy Officer	Both	$972.60	$993.02	$1,013.87	$1,035.17	$1,056.90
Executive/Strategy Principal	Both	$762.46	$778.47	$794.82	$811.51	$828.55
Executive/Strategy Sr. Associate	Both	$594.37	$606.85	$619.59	$632.61	$645.89
Analyst	Both	$118.93	$121.43	$123.98	$126.58	$129.24
Analyst 1	Both	$160.04	$163.40	$166.83	$170.33	$173.91
Analyst 2	Both	$219.69	$224.30	$229.01	$233.82	$238.73
Analyst Junior	Both	$65.78	$67.16	$68.57	$70.01	$71.48
Business Analyst 1	Both	$72.00	$73.51	$75.05	$76.63	$78.24
Business Analyst 2	Both	$101.77	$103.90	$106.09	$108.31	$110.59
Business Analyst 3	Both	$131.57	$134.34	$137.16	$140.04	$142.98
Business Analyst 4	Both	$167.55	$171.07	$174.66	$178.33	$182.07
Business Analyst 5	Both	$200.20	$204.40	$208.69	$213.08	$217.55
Consultant	Both	$92.17	$94.11	$96.09	$98.10	$100.16
Functional / Subject Matter Expert	Both	$493.26	$503.61	$514.19	$524.99	$536.01
Functional Specialist	Both	$209.96	$214.37	$218.87	$223.47	$228.16
Functional Specialist 1	Both	$268.68	$274.32	$280.08	$285.96	$291.97
Functional Specialist 2	Both	$380.31	$388.30	$396.45	$404.78	$413.28
Management Consultant	Both	$118.93	$121.43	$123.98	$126.58	$129.24
Management Consultant 1	Both	$195.28	$199.39	$203.57	$207.85	$212.21
Management Consultant 2	Both	$252.55	$257.85	$263.26	$268.79	$274.44
Process Improvement Analyst 1	Both	$85.64	$87.44	$89.28	$91.15	$93.07
Process Improvement Analyst 2	Both	$112.96	$115.33	$117.75	$120.22	$122.75
Process Improvement Analyst 3	Both	$142.74	$145.74	$148.80	$151.93	$155.12
Process Improvement Analyst 4	Both	$178.72	$182.47	$186.30	$190.22	$194.21
Process Improvement Analyst 5	Both	$215.35	$219.87	$224.49	$229.20	$234.02
Program Director / Senior Advisor	Both	$458.10	$467.72	$477.54	$487.57	$497.81
Program Manager	Both	$360.42	$367.99	$375.71	$383.60	$391.66
Project Manager	Both	$319.98	$326.70	$333.56	$340.56	$347.71
Senior Task Lead	Both	$311.26	$317.80	$324.47	$331.29	$338.24
Support Staff	Both	$79.04	$80.70	$82.40	$84.13	$85.90
Task Lead	Both	$230.51	$235.35	$240.29	$245.34	$250.49

Labor Category SINs Awarded 611430, 611512, 541380	Site	10/1/2020 - 9/30/2021	10/1/2021 - 9/30/2022	10/1/2022 - 9/30/2023	10/1/2023 - 9/30/2024	10/1/2024 - 9/30/2025
Senior Program Manager	Contractor Facility	$306.04	$312.46	$319.03	$325.72	$332.57
Senior Program Manager	Customer Facility	$228.50	$233.30	$238.20	$243.20	$248.31
Junior Program Manager	Contractor Facility	$260.34	$265.81	$271.39	$277.09	$282.91
Junior Program Manager	Customer Facility	$195.25	$199.35	$203.54	$207.82	$212.18
Instructional Systems Designer - III	Contractor Facility	$211.86	$216.31	$220.85	$225.49	$230.23
Instructional Systems Designer - III	Customer Facility	$164.78	$168.24	$171.77	$175.38	$179.06
Instructional Systems Designer - II	Contractor Facility	$156.48	$159.77	$163.12	$166.55	$170.04
Instructional Systems Designer - II	Customer Facility	$120.48	$123.01	$125.59	$128.23	$130.92
Instructional Systems Designer - I	Contractor Facility	$121.85	$124.41	$127.02	$129.69	$132.41
Instructional Systems Designer - I	Customer Facility	$101.09	$103.21	$105.38	$107.59	$109.85
Programmer/Multimedia Developer - III	Contractor Facility	$211.86	$216.31	$220.85	$225.49	$230.23
Programmer/Multimedia Developer - III	Customer Facility	$164.78	$168.24	$171.77	$175.38	$179.06
Programmer/Multimedia Developer - II	Contractor Facility	$156.48	$159.77	$163.12	$166.55	$170.04
Programmer/Multimedia Developer - II	Customer Facility	$120.48	$123.01	$125.59	$128.23	$130.92
Programmer/Multimedia Developer - I	Contractor Facility	$121.85	$124.41	$127.02	$129.69	$132.41
Programmer/Multimedia Developer - I	Customer Facility	$101.09	$103.21	$105.38	$107.59	$109.85

Labor Category SINs Awarded 611430, 611512, 541380	Site	10/1/2020 - 9/30/2021	10/1/2021 - 9/30/2022	10/1/2022 - 9/30/2023	10/1/2023 - 9/30/2024	10/1/2024 - 9/30/2025
Graphics Artist - III	Contractor Facility	$182.80	$186.64	$190.56	$194.56	$198.65
Graphics Artist - III	Customer Facility	$141.26	$144.22	$147.25	$150.35	$153.50
Graphics Artist - II	Contractor Facility	$146.79	$149.87	$153.02	$156.23	$159.51
Graphics Artist - II	Customer Facility	$113.55	$115.94	$118.37	$120.86	$123.40
Graphics Artist - I	Contractor Facility	$121.85	$124.41	$127.02	$129.69	$132.41
Graphics Artist - I	Customer Facility	$101.09	$103.21	$105.38	$107.59	$109.85
Quality Assurance Specialist - III	Contractor Facility	$199.41	$203.60	$207.87	$212.24	$216.69
Quality Assurance Specialist - III	Customer Facility	$155.11	$158.36	$161.69	$165.08	$168.55
Quality Assurance Specialist - II	Contractor Facility	$146.79	$149.87	$153.02	$156.23	$159.51
Quality Assurance Specialist - II	Customer Facility	$113.55	$115.94	$118.37	$120.86	$123.40
Quality Assurance Specialist - I	Contractor Facility	$106.64	$108.88	$111.16	$113.50	$115.88
Quality Assurance Specialist - I	Customer Facility	$90.01	$91.90	$93.83	$95.80	$97.81
Content Subject Matter Expert/Instructor - III	Contractor Facility	$289.42	$295.50	$301.70	$308.04	$314.51
Content Subject Matter Expert/Instructor - III	Customer Facility	$214.64	$219.15	$223.75	$228.45	$233.25
Content Subject Matter Expert/Instructor - II	Contractor Facility	$211.86	$216.31	$220.85	$225.49	$230.23
Content Subject Matter Expert/Instructor - II	Customer Facility	$164.78	$168.24	$171.77	$175.38	$179.06
Content Subject Matter Expert/Instructor - I	Contractor Facility	$159.25	$162.59	$166.01	$169.49	$173.05
Content Subject Matter Expert/Instructor - I	Customer Facility	$123.25	$125.83	$128.48	$131.17	$133.93
Training Software Architect - III	Contractor Facility	$271.42	$277.12	$282.94	$288.88	$294.94
Training Software Architect - III	Customer Facility	$203.57	$207.85	$212.21	$216.67	$221.22
Training Software Architect - II	Contractor Facility	$204.94	$209.24	$213.64	$218.12	$222.70
Training Software Architect - II	Customer Facility	$159.25	$162.59	$166.01	$169.49	$173.05
Training Software Architect - I	Contractor Facility	$144.01	$147.03	$150.12	$153.27	$156.49
Training Software Architect - I	Customer Facility	$113.55	$115.94	$118.37	$120.86	$123.40
Training Data Engineer - III	Contractor Facility	$216.03	$220.56	$225.19	$229.92	$234.75
Training Data Engineer - III	Customer Facility	$167.55	$171.07	$174.66	$178.33	$182.07
Training Data Engineer - II	Contractor Facility	$153.72	$156.95	$160.25	$163.61	$167.05
Training Data Engineer - II	Customer Facility	$119.09	$121.59	$124.15	$126.75	$129.41
Training Data Engineer - I	Contractor Facility	$113.55	$115.94	$118.37	$120.86	$123.40
Training Data Engineer - I	Customer Facility	$95.54	$97.55	$99.59	$101.69	$103.82
Administrative/Clerical	Contractor Facility	$105.25	$107.46	$109.72	$112.02	$114.38
Administrative/Clerical	Customer Facility	$77.55	$79.18	$80.84	$82.54	$84.27

Labor Category SINs Awarded 512110, 541613, 541810, 541820, 541850, 541910	Site	10/1/2020 - 9/30/2021	10/1/2021 - 9/30/2022	10/1/2022 - 9/30/2023	10/1/2023 - 9/30/2024	10/1/2024 - 9/30/2025
Administrative I	Contractor Facility	$98.32	$100.38	$102.49	$104.64	$106.84
Administrative I	Customer Facility	$68.55	$69.99	$71.46	$72.96	$74.49
Administrative II	Contractor Facility	$95.34	$97.34	$99.38	$101.47	$103.60
Administrative II	Customer Facility	$81.92	$83.64	$85.40	$87.19	$89.03
Administrative III	Contractor Facility	$123.63	$126.22	$128.87	$131.58	$134.34
Administrative III	Customer Facility	$99.81	$101.90	$104.04	$106.23	$108.46
Communications Specialist I	Contractor Facility	$73.01	$74.54	$76.11	$77.70	$79.34
Communications Specialist I	Customer Facility	$65.55	$66.93	$68.33	$69.77	$71.23
Communications Specialist II	Contractor Facility	$116.20	$118.64	$121.13	$123.67	$126.27
Communications Specialist II	Customer Facility	$95.34	$97.34	$99.38	$101.47	$103.60
Communications Specialist III	Contractor Facility	$175.78	$179.47	$183.24	$187.09	$191.02
Communications Specialist III	Customer Facility	$145.99	$149.05	$152.18	$155.38	$158.64
Communications Specialist IV	Contractor Facility	$211.54	$215.98	$220.51	$225.15	$229.87
Communications Specialist IV	Customer Facility	$178.77	$182.53	$186.36	$190.27	$194.27
Communications Specialist V	Contractor Facility	$244.31	$249.44	$254.68	$260.03	$265.49
Communications Specialist V	Customer Facility	$201.09	$205.31	$209.63	$214.03	$218.52

Labor Category SINs Awarded 512110, 541613, 541810, 541820, 541850, 541910	Site	10/1/2020 - 9/30/2021	10/1/2021 - 9/30/2022	10/1/2022 - 9/30/2023	10/1/2023 - 9/30/2024	10/1/2024 - 9/30/2025
Deputy Program Manager	Contractor Facility	$296.43	$302.65	$309.01	$315.50	$322.12
Deputy Program Manager	Customer Facility	$232.36	$237.24	$242.22	$247.31	$252.50
Editorial I	Contractor Facility	$78.95	$80.60	$82.30	$84.02	$85.79
Editorial I	Customer Facility	$70.01	$71.48	$72.98	$74.51	$76.08
Editorial II	Contractor Facility	$104.28	$106.47	$108.71	$110.99	$113.32
Editorial II	Customer Facility	$87.88	$89.73	$91.61	$93.53	$95.50
Editorial III	Contractor Facility	$123.63	$126.22	$128.87	$131.58	$134.34
Editorial III	Customer Facility	$99.81	$101.90	$104.04	$106.23	$108.46
Editorial IV	Contractor Facility	$138.52	$141.43	$144.40	$147.43	$150.53
Editorial IV	Customer Facility	$111.72	$114.07	$116.46	$118.91	$121.41
Editorial V	Contractor Facility	$160.89	$164.27	$167.72	$171.24	$174.84
Editorial V	Customer Facility	$132.56	$135.35	$138.19	$141.09	$144.05
Evaluation Specialist I	Contractor Facility	$93.84	$95.81	$97.82	$99.88	$101.97
Evaluation Specialist I	Customer Facility	$80.42	$82.11	$83.84	$85.60	$87.40
Evaluation Specialist II	Contractor Facility	$129.57	$132.29	$135.07	$137.91	$140.80
Evaluation Specialist II	Customer Facility	$104.28	$106.47	$108.71	$110.99	$113.32
Evaluation Specialist III	Contractor Facility	$168.33	$171.86	$175.47	$179.15	$182.92
Evaluation Specialist III	Customer Facility	$138.52	$141.43	$144.40	$147.43	$150.53
Evaluation Specialist IV	Contractor Facility	$236.85	$241.82	$246.90	$252.08	$257.38
Evaluation Specialist IV	Customer Facility	$195.12	$199.22	$203.41	$207.68	$212.04
Evaluation Specialist V	Contractor Facility	$271.11	$276.80	$282.62	$288.55	$294.61
Evaluation Specialist V	Customer Facility	$218.97	$223.57	$228.27	$233.06	$237.95
Executive Manager	Contractor Facility	$597.34	$609.88	$622.69	$635.76	$649.12
Executive Manager	Customer Facility	$538.32	$549.62	$561.17	$572.95	$584.98
Financial Analyst I	Contractor Facility	$102.77	$104.93	$107.14	$109.39	$111.68
Financial Analyst I	Customer Facility	$84.91	$86.70	$88.52	$90.38	$92.27
Financial Analyst II	Contractor Facility	$145.99	$149.05	$152.18	$155.38	$158.64
Financial Analyst II	Customer Facility	$119.16	$121.66	$124.21	$126.82	$129.49
Financial Analyst III	Contractor Facility	$198.14	$202.30	$206.55	$210.89	$215.32
Financial Analyst III	Customer Facility	$166.84	$170.34	$173.92	$177.57	$181.30
Functional Expert Consultant, Level I	Contractor Facility	$205.57	$209.89	$214.29	$218.79	$223.39
Functional Expert Consultant, Level I	Customer Facility	$172.79	$176.42	$180.13	$183.91	$187.77
Functional Expert Consultant, Level II	Contractor Facility	$329.20	$336.12	$343.18	$350.38	$357.74
Functional Expert Consultant, Level II	Customer Facility	$278.54	$284.39	$290.36	$296.46	$302.68
Functional Expert Consultant, Level III	Contractor Facility	$431.99	$441.06	$450.32	$459.78	$469.44
Functional Expert Consultant, Level III	Customer Facility	$390.28	$398.47	$406.84	$415.39	$424.11
Functional Expert Consultant, Level IV	Contractor Facility	$561.58	$573.38	$585.42	$597.71	$610.26
Functional Expert Consultant, Level IV	Customer Facility	$539.23	$550.56	$562.12	$573.92	$585.97
Functional Expert Consultant, Level V	Contractor Facility	$642.01	$655.49	$669.25	$683.31	$697.66
Functional Expert Consultant, Level V	Customer Facility	$633.10	$646.40	$659.97	$673.83	$687.98
Internet Media Specialist - I	Contractor Facility	$114.70	$117.11	$119.57	$122.08	$124.64
Internet Media Specialist - I	Customer Facility	$95.34	$97.34	$99.38	$101.47	$103.60
Internet Media Specialist - II	Contractor Facility	$168.33	$171.86	$175.47	$179.15	$182.92
Internet Media Specialist - II	Customer Facility	$138.52	$141.43	$144.40	$147.43	$150.53
Internet Media Specialist - III	Contractor Facility	$214.50	$219.00	$223.60	$228.29	$233.09
Internet Media Specialist - III	Customer Facility	$178.77	$182.53	$186.36	$190.27	$194.27
Internet Media Specialist - IV	Contractor Facility	$280.04	$285.92	$291.92	$298.05	$304.31
Internet Media Specialist - IV	Customer Facility	$229.41	$234.23	$239.15	$244.17	$249.29
Internet Media Specialist - V	Contractor Facility	$309.83	$316.34	$322.98	$329.77	$336.69
Internet Media Specialist - V	Customer Facility	$251.72	$257.01	$262.40	$267.91	$273.54
Media Specialist I	Contractor Facility	$113.20	$115.58	$118.00	$120.48	$123.01
Media Specialist I	Customer Facility	$93.84	$95.81	$97.82	$99.88	$101.97
Media Specialist II	Contractor Facility	$157.90	$161.22	$164.60	$168.06	$171.59
Media Specialist II	Customer Facility	$129.57	$132.29	$135.07	$137.91	$140.80
Media Specialist III	Contractor Facility	$187.72	$191.66	$195.68	$199.79	$203.99
Media Specialist III	Customer Facility	$162.36	$165.77	$169.25	$172.80	$176.43

Labor Category SINs Awarded 512110, 541613, 541810, 541820, 541850, 541910	Site	10/1/2020 - 9/30/2021	10/1/2021 - 9/30/2022	10/1/2022 - 9/30/2023	10/1/2023 - 9/30/2024	10/1/2024 - 9/30/2025
Media Specialist IV	Contractor Facility	$220.47	$225.10	$229.83	$234.66	$239.58
Media Specialist IV	Customer Facility	$181.75	$185.57	$189.46	$193.44	$197.50
Media Specialist V	Contractor Facility	$259.19	$264.63	$270.19	$275.86	$281.65
Media Specialist V	Customer Facility	$211.54	$215.98	$220.51	$225.15	$229.87
Media/Marketing Technology Specialist - I	Contractor Facility	$140.03	$142.97	$145.97	$149.04	$152.17
Media/Marketing Technology Specialist - I	Customer Facility	$114.70	$117.11	$119.57	$122.08	$124.64
Media/Marketing Technology Specialist - II	Contractor Facility	$190.65	$194.65	$198.74	$202.91	$207.17
Media/Marketing Technology Specialist - II	Customer Facility	$162.36	$165.77	$169.25	$172.80	$176.43
Media/Marketing Technology Specialist - III	Contractor Facility	$263.64	$269.18	$274.83	$280.60	$286.50
Media/Marketing Technology Specialist - III	Customer Facility	$216.01	$220.55	$225.18	$229.91	$234.74
Media/Marketing Technology Specialist - IV	Contractor Facility	$338.15	$345.25	$352.50	$359.90	$367.46
Media/Marketing Technology Specialist - IV	Customer Facility	$280.04	$285.92	$291.92	$298.05	$304.31
Media/Marketing Technology Specialist - V	Contractor Facility	$376.86	$384.78	$392.86	$401.11	$409.53
Media/Marketing Technology Specialist - V	Customer Facility	$315.80	$322.43	$329.20	$336.12	$343.18
Policy/Legislative Specialist I	Contractor Facility	$96.83	$98.86	$100.94	$103.06	$105.22
Policy/Legislative Specialist I	Customer Facility	$81.92	$83.64	$85.40	$87.19	$89.03
Policy/Legislative Specialist II	Contractor Facility	$141.51	$144.48	$147.51	$150.61	$153.77
Policy/Legislative Specialist II	Customer Facility	$113.20	$115.58	$118.00	$120.48	$123.01
Policy/Legislative Specialist III	Contractor Facility	$169.83	$173.39	$177.03	$180.75	$184.55
Policy/Legislative Specialist III	Customer Facility	$141.51	$144.48	$147.51	$150.61	$153.77
Policy/Legislative Specialist IV	Contractor Facility	$187.72	$191.66	$195.68	$199.79	$203.99
Policy/Legislative Specialist IV	Customer Facility	$162.36	$165.77	$169.25	$172.80	$176.43
Policy/Legislative Specialist V	Contractor Facility	$230.88	$235.73	$240.68	$245.73	$250.89
Policy/Legislative Specialist V	Customer Facility	$190.65	$194.65	$198.74	$202.91	$207.17
Program Manager	Contractor Facility	$351.54	$358.93	$366.46	$374.16	$382.02
Program Manager	Customer Facility	$323.18	$329.96	$336.89	$343.97	$351.19
Project Manager - I	Contractor Facility	$168.33	$171.86	$175.47	$179.15	$182.92
Project Manager - I	Customer Facility	$141.51	$144.48	$147.51	$150.61	$153.77
Project Manager - II	Contractor Facility	$201.09	$205.31	$209.63	$214.03	$218.52
Project Manager - II	Customer Facility	$169.83	$173.39	$177.03	$180.75	$184.55
Project Manager - III	Contractor Facility	$236.85	$241.82	$246.90	$252.08	$257.38
Project Manager - III	Customer Facility	$196.62	$200.75	$204.97	$209.27	$213.67
Project Manager - IV	Contractor Facility	$291.96	$298.09	$304.35	$310.74	$317.27
Project Manager - IV	Customer Facility	$230.88	$235.73	$240.68	$245.73	$250.89
Project Manager - V	Contractor Facility	$332.18	$339.16	$346.28	$353.55	$360.98
Project Manager - V	Customer Facility	$272.57	$278.29	$284.14	$290.10	$296.20
Researcher - I	Contractor Facility	$73.01	$74.54	$76.11	$77.70	$79.34
Researcher - I	Customer Facility	$65.55	$66.93	$68.33	$69.77	$71.23
Researcher - II	Contractor Facility	$99.81	$101.90	$104.04	$106.23	$108.46
Researcher - II	Customer Facility	$83.40	$85.15	$86.94	$88.77	$90.63
Researcher - III	Contractor Facility	$154.92	$158.18	$161.50	$164.89	$168.35
Researcher - III	Customer Facility	$126.62	$129.28	$132.00	$134.77	$137.60
Researcher - IV	Contractor Facility	$202.58	$206.83	$211.18	$215.61	$220.14
Researcher - IV	Customer Facility	$171.29	$174.89	$178.56	$182.31	$186.14
Researcher - V	Contractor Facility	$226.41	$231.16	$236.02	$240.98	$246.04
Researcher - V	Customer Facility	$189.19	$193.16	$197.22	$201.36	$205.59
Senior Program Manager	Contractor Facility	$415.59	$424.31	$433.22	$442.32	$451.61
Senior Program Manager	Customer Facility	$382.05	$390.07	$398.27	$406.63	$415.17
Subject Matter Expert I	Contractor Facility	$335.16	$342.20	$349.39	$356.72	$364.22
Subject Matter Expert I	Customer Facility	$274.10	$279.86	$285.73	$291.73	$297.86
Subject Matter Expert II	Contractor Facility	$381.33	$389.34	$397.52	$405.86	$414.39
Subject Matter Expert II	Customer Facility	$350.56	$357.92	$365.44	$373.11	$380.95

Labor Category SINs Awarded 512110, 541613, 541810, 541820, 541850, 541910	Site	10/1/2020 - 9/30/2021	10/1/2021 - 9/30/2022	10/1/2022 - 9/30/2023	10/1/2023 - 9/30/2024	10/1/2024 - 9/30/2025
Subject Matter Expert III	Contractor Facility	$448.37	$457.79	$467.40	$477.22	$487.24
Subject Matter Expert III	Customer Facility	$412.19	$420.85	$429.68	$438.71	$447.92
Subject Matter Expert IV	Contractor Facility	$487.10	$497.32	$507.77	$518.43	$529.32
Subject Matter Expert IV	Customer Facility	$447.79	$457.19	$466.79	$476.60	$486.60
Subject Matter Expert V	Contractor Facility	$531.78	$542.94	$554.34	$565.99	$577.87
Subject Matter Expert V	Customer Facility	$488.86	$499.13	$509.61	$520.31	$531.24
Visual Communications/Graphics Specialist - I	Contractor Facility	$81.92	$83.64	$85.40	$87.19	$89.02
Visual Communications/Graphics Specialist - I	Customer Facility	$71.48	$72.98	$74.51	$76.08	$77.68
Visual Communications/ Graphics Specialist - II	Contractor Facility	$126.62	$129.28	$131.99	$134.77	$137.60
Visual Communications/ Graphics Specialist - II	Customer Facility	$101.28	$103.41	$105.58	$107.80	$110.06
Visual Communications/Graphics Specialist - III	Contractor Facility	$150.44	$153.60	$156.83	$160.12	$163.48
Visual Communications/Graphics Specialist - III	Customer Facility	$122.15	$124.71	$127.33	$130.00	$132.73
Visual Communications/Graphics Specialist - IV	Contractor Facility	$193.64	$197.71	$201.86	$206.10	$210.43
Visual Communications/Graphics Specialist - IV	Customer Facility	$162.36	$165.77	$169.25	$172.80	$176.43
Visual Communications/Graphics Specialist - V	Contractor Facility	$208.54	$212.92	$217.39	$221.95	$226.61
Visual Communications/Graphics Specialist - V	Customer Facility	$174.29	$177.95	$181.69	$185.51	$189.40

Labor Categories SINs Awarded 541370GIS, 541620	Site	10/1/2020 - 9/30/2021	10/1/2021 - 9/30/2022	10/1/2022 - 9/30/2023	10/1/2023 - 9/30/2024	10/1/2024 - 9/30/2025
Analyst Level I	Both	$67.57	$68.99	$70.44	$71.92	$73.43
Analyst Level II	Both	$83.17	$84.92	$86.70	$88.52	$90.38
Analyst Level III	Both	$105.27	$107.48	$109.73	$112.04	$114.39
Analyst Level IV	Both	$126.06	$128.71	$131.41	$134.17	$136.99
Analyst Level V	Both	$153.36	$156.59	$159.87	$163.23	$166.66
Clerical Jr Level	Both	$55.89	$57.06	$58.26	$59.49	$60.73
Clerical Mid Level	Both	$63.69	$65.03	$66.39	$67.79	$69.21
Clerical Sr Level	Both	$84.48	$86.25	$88.06	$89.91	$91.80
Env Specialist Level I	Both	$55.89	$57.06	$58.26	$59.49	$60.73
Env Specialist Level II	Both	$74.07	$75.63	$77.22	$78.84	$80.49
Env Specialist Level III	Both	$88.38	$90.23	$92.13	$94.06	$96.04
Env Specialist Level IV	Both	$110.47	$112.79	$115.16	$117.58	$120.05
Env Specialist Level V	Both	$133.85	$136.66	$139.53	$142.46	$145.46
Info Specialist Level I	Both	$61.07	$62.35	$63.66	$64.99	$66.36
Info Specialist Level II	Both	$90.97	$92.88	$94.83	$96.82	$98.86
Info Specialist Level III	Both	$122.17	$124.74	$127.36	$130.03	$132.76
Info Specialist Level IV	Both	$148.16	$151.27	$154.45	$157.69	$161.00
Info Specialist Level V	Both	$189.74	$193.73	$197.80	$201.95	$206.19
Manager Level III	Both	$167.66	$171.18	$174.77	$178.44	$182.19
Manager Level IV	Both	$214.43	$218.93	$223.53	$228.23	$233.02
Manager Level V	Both	$276.81	$282.63	$288.56	$294.62	$300.81
Program/Planning Specialist I	Both	$80.23	$81.92	$83.64	$85.39	$87.18
Program/Planning Specialist II	Both	$103.33	$105.50	$107.71	$109.97	$112.28
Program/Planning Specialist III	Both	$144.19	$147.21	$150.31	$153.46	$156.68
Program/Planning Specialist IV	Both	$177.48	$181.21	$185.01	$188.90	$192.87
Program/Planning Specialist V	Both	$213.08	$217.56	$222.13	$226.79	$231.55
Researcher Jr Level	Both	$42.89	$43.79	$44.71	$45.65	$46.61
Researcher Mid Level	Both	$51.98	$53.07	$54.19	$55.32	$56.48
Researcher Sr Level	Both	$59.78	$61.03	$62.32	$63.63	$64.96
Scientist Level I	Both	$94.88	$96.87	$98.91	$100.99	$103.11
Scientist Level II	Both	$115.80	$118.23	$120.71	$123.25	$125.84
Scientist Level III	Both	$141.54	$144.51	$147.55	$150.65	$153.81
Scientist Level IV	Both	$189.12	$193.09	$197.15	$201.29	$205.51
Scientist Level V	Both	$218.72	$223.31	$228.00	$232.79	$237.68
Subject Matter Expert II	Both	$186.68	$190.60	$194.60	$198.69	$202.86
Subject Matter Expert III	Both	$204.45	$208.74	$213.13	$217.60	$222.17
Subject Matter Expert IV	Both	$247.50	$252.70	$258.00	$263.42	$268.95
Subject Matter Expert V	Both	$262.52	$268.03	$273.66	$279.41	$285.28
Subject Matter Expert VI	Both	$347.88	$355.19	$362.64	$370.26	$378.04
Technician Jr Level	Both	$44.20	$45.13	$46.07	$47.04	$48.03
Technician Mid Level	Both	$46.78	$47.76	$48.77	$49.79	$50.84
Technician Sr Level	Both	$63.69	$65.03	$66.39	$67.79	$69.21

Labor Category SINs Awarded 541611, 522310, 541211, 541214, 541219	Site	10/1/2020 - 9/30/2021	10/1/2021 - 9/30/2022	10/1/2022 - 9/30/2023	10/1/2023 - 9/30/2024	10/1/2024 - 9/30/2025
Accounting Analyst	Contractor Facility	$139.32	$142.24	$145.23	$148.28	$151.40
Accounting Analyst	Customer Facility	$119.44	$121.95	$124.51	$127.12	$129.79
Cost Analyst	Contractor Facility	$141.97	$144.95	$147.99	$151.10	$154.27
Cost Analyst	Customer Facility	$122.09	$124.65	$127.27	$129.94	$132.67

Labor Category SINs Awarded 541611, 522310, 541211, 541214, 541219	Site	10/1/2020 - 9/30/2021	10/1/2021 - 9/30/2022	10/1/2022 - 9/30/2023	10/1/2023 - 9/30/2024	10/1/2024 - 9/30/2025
Document Specialist	Contractor Facility	$70.35	$71.83	$73.33	$74.87	$76.45
Document Specialist	Customer Facility	$57.04	$58.24	$59.47	$60.71	$61.99
Entry Level Analyst	Contractor Facility	$90.24	$92.14	$94.07	$96.05	$98.06
Entry Level Analyst	Customer Facility	$75.65	$77.24	$78.86	$80.51	$82.20
Financial Analyst	Contractor Facility	$130.05	$132.78	$135.57	$138.42	$141.33
Financial Analyst	Customer Facility	$112.79	$115.16	$117.58	$120.05	$122.57
Financial Manager	Contractor Facility	$260.09	$265.55	$271.12	$276.82	$282.63
Financial Manager	Customer Facility	$228.24	$233.03	$237.93	$242.92	$248.02
Financial Systems Analyst	Contractor Facility	$136.68	$139.55	$142.48	$145.47	$148.53
Financial Systems Analyst	Customer Facility	$116.79	$119.24	$121.75	$124.30	$126.91
Information Technology Researcher	Contractor Facility	$69.00	$70.45	$71.93	$73.44	$74.98
Information Technology Researcher	Customer Facility	$55.74	$56.91	$58.10	$59.32	$60.57
Junior Accounting Analyst	Contractor Facility	$119.44	$121.95	$124.51	$127.12	$129.79
Junior Accounting Analyst	Customer Facility	$106.16	$108.39	$110.67	$112.99	$115.37
Junior Cost Analyst	Contractor Facility	$122.09	$124.65	$127.27	$129.94	$132.67
Junior Cost Analyst	Customer Facility	$107.48	$109.74	$112.04	$114.40	$116.80
Junior Financial Analyst	Contractor Facility	$104.82	$107.03	$109.27	$111.57	$113.91
Junior Financial Analyst	Customer Facility	$90.24	$92.14	$94.07	$96.05	$98.06
Junior Financial Systems Analyst	Contractor Facility	$112.79	$115.16	$117.58	$120.05	$122.57
Junior Financial Systems Analyst	Customer Facility	$99.53	$101.62	$103.75	$105.93	$108.15
Junior Procurement Analyst	Contractor Facility	$96.89	$98.92	$101.00	$103.12	$105.29
Junior Procurement Analyst	Customer Facility	$80.95	$82.65	$84.39	$86.16	$87.97
Junior Program Manager	Contractor Facility	$191.08	$195.09	$199.19	$203.37	$207.64
Junior Program Manager	Customer Facility	$160.56	$163.93	$167.37	$170.89	$174.48
Procurement Specialist	Contractor Facility	$131.37	$134.13	$136.95	$139.82	$142.76
Procurement Specialist	Customer Facility	$114.14	$116.54	$118.98	$121.48	$124.03
Program Manager	Contractor Facility	$279.98	$285.86	$291.86	$297.99	$304.25
Program Manager	Customer Facility	$249.47	$254.71	$260.06	$265.52	$271.09
Project Manager	Contractor Facility	$220.29	$224.92	$229.64	$234.46	$239.39
Project Manager	Customer Facility	$188.43	$192.38	$196.42	$200.55	$204.76
Research Specialist	Contractor Facility	$70.35	$71.83	$73.33	$74.87	$76.45
Research Specialist	Customer Facility	$57.04	$58.24	$59.47	$60.71	$61.99
Senior Accounting Analyst	Contractor Facility	$183.12	$186.96	$190.89	$194.90	$198.99
Senior Accounting Analyst	Customer Facility	$152.59	$155.80	$159.07	$162.41	$165.82
Senior Cost Analyst	Contractor Facility	$184.44	$188.31	$192.27	$196.30	$200.43
Senior Cost Analyst	Customer Facility	$153.93	$157.16	$160.47	$163.83	$167.28
Senior Financial Analyst	Contractor Facility	$183.12	$186.96	$190.89	$194.90	$198.99
Senior Financial Analyst	Customer Facility	$152.59	$155.80	$159.07	$162.41	$165.82
Senior Financial Systems Analyst	Contractor Facility	$191.08	$195.09	$199.19	$203.37	$207.64
Senior Financial Systems Analyst	Customer Facility	$160.56	$163.93	$167.37	$170.89	$174.48
Senior Procurement Specialist	Contractor Facility	$183.12	$186.96	$190.89	$194.90	$198.99
Senior Procurement Specialist	Customer Facility	$152.59	$155.80	$159.07	$162.41	$165.82
Senior Training Specialist	Contractor Facility	$173.82	$177.47	$181.20	$185.01	$188.89
Senior Training Specialist	Customer Facility	$139.32	$142.24	$145.23	$148.28	$151.40
Subject Matter Expert, Level I	Contractor Facility	$196.38	$200.51	$204.72	$209.02	$213.41
Subject Matter Expert, Level I	Customer Facility	$165.88	$169.36	$172.92	$176.55	$180.26
Subject Matter Expert, Level II	Contractor Facility	$252.12	$257.41	$262.82	$268.34	$273.97
Subject Matter Expert, Level II	Customer Facility	$220.29	$224.92	$229.64	$234.46	$239.39
Subject Matter Expert, Level III	Contractor Facility	$277.34	$283.16	$289.11	$295.18	$301.38
Subject Matter Expert, Level III	Customer Facility	$246.82	$252.00	$257.30	$262.70	$268.22
Technical Writer	Contractor Facility	$70.35	$71.83	$73.33	$74.87	$76.45
Technical Writer	Customer Facility	$57.04	$58.24	$59.47	$60.71	$61.99
Training Specialist	Contractor Facility	$124.75	$127.37	$130.05	$132.78	$135.57
Training Specialist	Customer Facility	$99.53	$101.62	$103.75	$105.93	$108.15

Labor Category SINs Awarded 541330ENG, 541420, 541715	Site	10/1/2020 - 9/30/2021	10/1/2021 - 9/30/2022	10/1/2022 - 9/30/2023	10/1/2023 - 9/30/2024	10/1/2024 - 9/30/2025
Administrative Specialist	Contractor Facility	$64.45	$65.80	$67.19	$68.60	$70.04
Administrative Specialist	Customer Facility	$52.96	$54.07	$55.21	$56.37	$57.55
Design Engineer	Contractor Facility	$153.13	$156.35	$159.63	$162.98	$166.40
Design Engineer	Customer Facility	$129.19	$131.90	$134.67	$137.50	$140.39
Engineer	Contractor Facility	$170.57	$174.15	$177.81	$181.54	$185.36
Engineer	Customer Facility	$136.65	$139.52	$142.45	$145.44	$148.50
Financial Analyst	Contractor Facility	$104.58	$106.78	$109.02	$111.31	$113.65
Financial Analyst	Customer Facility	$83.23	$84.98	$86.76	$88.58	$90.44
Functional Expert Consultant Level I	Contractor Facility	$175.02	$178.69	$182.45	$186.28	$190.19
Functional Expert Consultant Level I	Customer Facility	$174.63	$178.30	$182.05	$185.87	$189.77
Functional Expert Consultant Level II	Contractor Facility	$255.48	$260.84	$266.32	$271.91	$277.62
Functional Expert Consultant Level II	Customer Facility	$254.91	$260.27	$265.73	$271.31	$277.01
Functional Expert Consultant Level III	Contractor Facility	$347.74	$355.04	$362.50	$370.11	$377.88
Functional Expert Consultant Level III	Customer Facility	$346.97	$354.26	$361.70	$369.29	$377.05
Functional Expert Consultant Level IV	Contractor Facility	$444.71	$454.05	$463.59	$473.32	$483.26
Functional Expert Consultant Level IV	Customer Facility	$443.74	$453.06	$462.58	$472.29	$482.21
Functional Expert Consultant Level V	Contractor Facility	$508.58	$519.26	$530.17	$541.30	$552.67
Functional Expert Consultant Level V	Customer Facility	$507.47	$518.12	$529.01	$540.11	$551.46
Homeland Security Expert	Contractor Facility	$232.82	$237.71	$242.70	$247.80	$253.00
Homeland Security Expert	Customer Facility	$181.38	$185.19	$189.08	$193.05	$197.10
Homeland Security Specialist	Contractor Facility	$145.67	$148.73	$151.85	$155.04	$158.30
Homeland Security Specialist	Customer Facility	$116.77	$119.22	$121.73	$124.28	$126.89
Information Specialist	Contractor Facility	$90.88	$92.79	$94.74	$96.73	$98.76
Information Specialist	Customer Facility	$74.54	$76.11	$77.70	$79.34	$81.00
Jr. Homeland Security Specialist	Contractor Facility	$103.33	$105.50	$107.72	$109.98	$112.29
Jr. Homeland Security Specialist	Customer Facility	$85.71	$87.51	$89.35	$91.22	$93.14
Junior Design Engineer	Contractor Facility	$93.37	$95.33	$97.33	$99.38	$101.46
Junior Design Engineer	Customer Facility	$79.51	$81.18	$82.88	$84.63	$86.40
Junior Engineer	Contractor Facility	$105.83	$108.05	$110.32	$112.64	$115.00
Junior Engineer	Customer Facility	$84.48	$86.25	$88.07	$89.91	$91.80
Junior Financial Analyst	Contractor Facility	$87.15	$88.98	$90.85	$92.76	$94.70
Junior Financial Analyst	Customer Facility	$70.82	$72.31	$73.83	$75.38	$76.96
Junior Information Specialist	Contractor Facility	$72.22	$73.74	$75.29	$76.87	$78.48
Junior Information Specialist	Customer Facility	$63.35	$64.68	$66.04	$67.43	$68.84
Junior Logistics Engineer	Contractor Facility	$75.95	$77.54	$79.17	$80.84	$82.53
Junior Logistics Engineer	Customer Facility	$65.83	$67.21	$68.62	$70.06	$71.54
Junior Management Analyst	Contractor Facility	$79.60	$81.27	$82.98	$84.72	$86.50
Junior Management Analyst	Customer Facility	$66.82	$68.22	$69.66	$71.12	$72.61
Junior Mission Analyst	Contractor Facility	$160.61	$163.98	$167.43	$170.94	$174.53
Junior Mission Analyst	Customer Facility	$134.17	$136.99	$139.86	$142.80	$145.80
Junior Operations/Research Analyst	Contractor Facility	$83.42	$85.17	$86.96	$88.79	$90.65
Junior Operations/Research Analyst	Customer Facility	$70.82	$72.31	$73.83	$75.38	$76.96
Junior Project Control Specialist	Contractor Facility	$51.81	$52.90	$54.01	$55.14	$56.30
Junior Project Control Specialist	Customer Facility	$50.44	$51.50	$52.58	$53.68	$54.81
Junior Project Manager	Contractor Facility	$107.07	$109.32	$111.61	$113.96	$116.35
Junior Project Manager	Customer Facility	$89.44	$91.32	$93.24	$95.19	$97.19
Junior Requirements Engineer	Contractor Facility	$90.88	$92.79	$94.74	$96.73	$98.76
Junior Requirements Engineer	Customer Facility	$77.02	$78.64	$80.29	$81.97	$83.70
Junior Test Engineer	Contractor Facility	$80.92	$82.62	$84.35	$86.13	$87.93
Junior Test Engineer	Customer Facility	$68.33	$69.76	$71.23	$72.73	$74.25
Junior Trainer	Contractor Facility	$79.60	$81.27	$82.98	$84.72	$86.50
Junior Trainer	Customer Facility	$68.09	$69.52	$70.98	$72.47	$73.99
Lead Design Engineer	Contractor Facility	$199.21	$203.39	$207.66	$212.03	$216.48
Lead Design Engineer	Customer Facility	$177.64	$181.37	$185.18	$189.07	$193.04
Lead Engineer	Contractor Facility	$263.94	$269.48	$275.14	$280.92	$286.82
Lead Engineer	Customer Facility	$249.71	$254.95	$260.31	$265.77	$271.36

Labor Category SINs Awarded 541330ENG, 541420, 541715	Site	10/1/2020 - 9/30/2021	10/1/2021 - 9/30/2022	10/1/2022 - 9/30/2023	10/1/2023 - 9/30/2024	10/1/2024 - 9/30/2025
Lead Homeland Security Expert	Contractor Facility	$301.30	$307.63	$314.09	$320.68	$327.42
Lead Homeland Security Expert	Customer Facility	$255.91	$261.28	$266.77	$272.37	$278.09
Lead Information Specialist	Contractor Facility	$155.62	$158.89	$162.22	$165.63	$169.11
Lead Information Specialist	Customer Facility	$113.05	$115.42	$117.85	$120.32	$122.85
Lead Logistics Engineer	Contractor Facility	$174.31	$177.97	$181.71	$185.52	$189.42
Lead Logistics Engineer	Customer Facility	$120.50	$123.03	$125.61	$128.25	$130.95
Lead Management Analyst	Contractor Facility	$175.54	$179.23	$182.99	$186.83	$190.76
Lead Management Analyst	Customer Facility	$141.62	$144.59	$147.63	$150.73	$153.90
Lead Mission Analyst	Contractor Facility	$240.28	$245.33	$250.48	$255.74	$261.11
Lead Mission Analyst	Customer Facility	$195.04	$199.14	$203.32	$207.59	$211.95
Lead Operations/Research Analyst	Contractor Facility	$164.34	$167.79	$171.31	$174.91	$178.59
Lead Operations/Research Analyst	Customer Facility	$134.17	$136.99	$139.86	$142.80	$145.80
Lead Program Manager	Contractor Facility	$241.54	$246.61	$251.79	$257.08	$262.48
Lead Program Manager	Customer Facility	$208.70	$213.08	$217.56	$222.13	$226.79
Lead Requirements Engineer	Contractor Facility	$211.66	$216.10	$220.64	$225.28	$230.01
Lead Requirements Engineer	Customer Facility	$177.64	$181.37	$185.18	$189.07	$193.04
Lead Scientist	Contractor Facility	$280.13	$286.01	$292.02	$298.15	$304.41
Lead Scientist	Customer Facility	$222.36	$227.03	$231.80	$236.66	$241.63
Lead Test Engineer	Contractor Facility	$174.31	$177.97	$181.71	$185.52	$189.42
Lead Test Engineer	Customer Facility	$120.50	$123.03	$125.61	$128.25	$130.95
Logistics Engineer	Contractor Facility	$95.86	$97.87	$99.93	$102.03	$104.17
Logistics Engineer	Customer Facility	$79.51	$81.18	$82.88	$84.63	$86.40
Management Analyst	Contractor Facility	$124.50	$127.11	$129.78	$132.51	$135.29
Management Analyst	Customer Facility	$98.14	$100.20	$102.31	$104.45	$106.65
Mission Analyst	Contractor Facility	$191.73	$195.76	$199.87	$204.06	$208.35
Mission Analyst	Customer Facility	$156.53	$159.82	$163.17	$166.60	$170.10
Operations/Research Analyst	Contractor Facility	$97.12	$99.16	$101.24	$103.37	$105.54
Operations/Research Analyst	Customer Facility	$83.23	$84.98	$86.76	$88.58	$90.44
Program Manager	Contractor Facility	$155.62	$158.89	$162.22	$165.63	$169.11
Program Manager	Customer Facility	$126.72	$129.38	$132.10	$134.87	$137.70
Project Control Specialist	Contractor Facility	$61.92	$63.22	$64.55	$65.90	$67.29
Project Control Specialist	Customer Facility	$56.75	$57.94	$59.16	$60.40	$61.67
Project Manager	Contractor Facility	$148.16	$151.27	$154.45	$157.69	$161.00
Project Manager	Customer Facility	$119.25	$121.75	$124.31	$126.92	$129.59
Requirements Engineer	Contractor Facility	$155.62	$158.89	$162.22	$165.63	$169.11
Requirements Engineer	Customer Facility	$126.72	$129.38	$132.10	$134.87	$137.70
Scientist	Contractor Facility	$178.03	$181.77	$185.59	$189.48	$193.46
Scientist	Customer Facility	$135.42	$138.26	$141.17	$144.13	$147.16
Senior Design Engineer	Contractor Facility	$186.76	$190.68	$194.69	$198.77	$202.95
Senior Design Engineer	Customer Facility	$160.26	$163.63	$167.06	$170.57	$174.15
Senior Engineer	Contractor Facility	$220.37	$225.00	$229.72	$234.55	$239.47
Senior Engineer	Customer Facility	$192.54	$196.58	$200.71	$204.93	$209.23
Senior Financial Analyst	Contractor Facility	$151.90	$155.09	$158.35	$161.67	$165.07
Senior Financial Analyst	Customer Facility	$120.50	$123.03	$125.61	$128.25	$130.95
Senior Information Specialist	Contractor Facility	$124.50	$127.11	$129.78	$132.51	$135.29
Senior Information Specialist	Customer Facility	$100.63	$102.74	$104.90	$107.10	$109.35
Senior Logistics Engineer	Contractor Facility	$129.47	$132.19	$134.96	$137.80	$140.69
Senior Logistics Engineer	Customer Facility	$105.60	$107.82	$110.08	$112.39	$114.75
Senior Management Analyst	Contractor Facility	$156.88	$160.17	$163.54	$166.97	$170.48
Senior Management Analyst	Customer Facility	$122.98	$125.56	$128.20	$130.89	$133.64
Senior Mission Analyst	Contractor Facility	$217.87	$222.45	$227.12	$231.89	$236.76
Senior Mission Analyst	Customer Facility	$178.89	$182.65	$186.48	$190.40	$194.40
Senior Operations/Research Analyst	Contractor Facility	$143.17	$146.18	$149.25	$152.38	$155.58
Senior Operations/Research Analyst	Customer Facility	$114.29	$116.69	$119.14	$121.64	$124.20
Senior Program Manager	Contractor Facility	$215.38	$219.90	$224.52	$229.24	$234.05
Senior Program Manager	Customer Facility	$182.61	$186.44	$190.36	$194.36	$198.44

Labor Category SINs Awarded 541330ENG, 541420, 541715	Site	10/1/2020 - 9/30/2021	10/1/2021 - 9/30/2022	10/1/2022 - 9/30/2023	10/1/2023 - 9/30/2024	10/1/2024 - 9/30/2025
Senior Project Control Specialist	Contractor Facility	$88.40	$90.26	$92.15	$94.09	$96.06
Senior Project Control Specialist	Customer Facility	$74.54	$76.11	$77.70	$79.34	$81.00
Senior Project Manager	Contractor Facility	$187.99	$191.94	$195.97	$200.08	$204.29
Senior Project Manager	Customer Facility	$155.28	$158.54	$161.87	$165.27	$168.74
Senior Requirements Engineer	Contractor Facility	$195.47	$199.57	$203.77	$208.05	$212.41
Senior Requirements Engineer	Customer Facility	$162.73	$166.15	$169.64	$173.20	$176.84
Senior Scientist	Contractor Facility	$220.37	$225.00	$229.72	$234.55	$239.47
Senior Scientist	Customer Facility	$168.96	$172.51	$176.13	$179.83	$183.61
Senior Support Specialist	Contractor Facility	$75.60	$77.19	$78.81	$80.46	$82.15
Senior Support Specialist	Customer Facility	$65.71	$67.09	$68.50	$69.94	$71.41
Senior Test Engineer	Contractor Facility	$137.79	$140.68	$143.64	$146.65	$149.73
Senior Test Engineer	Customer Facility	$107.07	$109.32	$111.61	$113.96	$116.35
Senior Trainer	Contractor Facility	$134.47	$137.29	$140.18	$143.12	$146.13
Senior Trainer	Customer Facility	$106.84	$109.08	$111.37	$113.71	$116.10
Sr. Homeland Security Specialist	Contractor Facility	$185.51	$189.41	$193.38	$197.44	$201.59
Sr. Homeland Security Specialist	Customer Facility	$145.35	$148.40	$151.52	$154.70	$157.95
Support Specialist	Contractor Facility	$69.50	$70.96	$72.45	$73.97	$75.52
Support Specialist	Customer Facility	$61.79	$63.09	$64.41	$65.77	$67.15
Test Engineer	Contractor Facility	$104.58	$106.78	$109.02	$111.31	$113.65
Test Engineer	Customer Facility	$85.71	$87.51	$89.35	$91.22	$93.14
Trainer	Contractor Facility	$102.10	$104.24	$106.43	$108.67	$110.95
Trainer	Customer Facility	$83.23	$84.98	$86.76	$88.58	$90.44

Labor Category SINs Awarded 541614, 541614SVC	Site	10/1/2020 - 9/30/2021	10/1/2021 - 9/30/2022	10/1/2022 - 9/30/2023	10/1/2023 - 9/30/2024	10/1/2024 - 9/30/2025
ACQUISITION SPECIALIST, LEVEL I	Contractor Facility	$159.47	$162.82	$166.24	$169.73	$173.29
ACQUISITION SPECIALIST, LEVEL I	Customer Facility	$131.31	$134.07	$136.89	$139.76	$142.69
ACQUISITION SPECIALIST, LEVEL II	Contractor Facility	$199.65	$203.84	$208.13	$212.50	$216.96
ACQUISITION SPECIALIST, LEVEL II	Customer Facility	$164.83	$168.29	$171.82	$175.43	$179.12
ACQUISITION SUPPORT SPECIALIST, LEVEL I	Contractor Facility	$75.95	$77.54	$79.17	$80.83	$82.53
ACQUISITION SUPPORT SPECIALIST, LEVEL I	Customer Facility	$63.20	$64.53	$65.88	$67.27	$68.68
ACQUISITION SUPPORT SPECIALIST, LEVEL II	Contractor Facility	$103.40	$105.58	$107.79	$110.06	$112.37
ACQUISITION SUPPORT SPECIALIST, LEVEL II	Customer Facility	$81.36	$83.07	$84.82	$86.60	$88.42
ACQUISITION SUPPORT SPECIALIST, LEVEL III	Contractor Facility	$98.00	$100.05	$102.16	$104.30	$106.49
ACQUISITION SUPPORT SPECIALIST, LEVEL III	Customer Facility	$90.09	$91.98	$93.91	$95.88	$97.90
ADMINISTRATIVE SPECIALIST	Contractor Facility	$83.09	$84.84	$86.62	$88.44	$90.30
ADMINISTRATIVE SPECIALIST	Customer Facility	$69.68	$71.14	$72.64	$74.16	$75.72
BUDGET ANALYST, LEVEL I	Contractor Facility	$63.46	$64.79	$66.16	$67.54	$68.96
BUDGET ANALYST, LEVEL I	Customer Facility	$52.80	$53.91	$55.04	$56.19	$57.37
BUDGET ANALYST, LEVEL II	Contractor Facility	$100.13	$102.23	$104.38	$106.57	$108.81
BUDGET ANALYST, LEVEL II	Customer Facility	$77.62	$79.25	$80.91	$82.61	$84.34
BUDGET ANALYST, LEVEL III	Contractor Facility	$161.35	$164.74	$168.20	$171.73	$175.34
BUDGET ANALYST, LEVEL III	Customer Facility	$131.58	$134.35	$137.17	$140.05	$142.99
BUSINESS PROCESS ANALYST	Contractor Facility	$114.24	$116.64	$119.09	$121.59	$124.14
BUSINESS PROCESS ANALYST	Customer Facility	$88.95	$90.82	$92.73	$94.67	$96.66
DEPLOYMENT OPERATIONS SPECIALIST	Contractor Facility	$216.31	$220.86	$225.50	$230.23	$235.07
DEPLOYMENT OPERATIONS SPECIALIST	Customer Facility	$181.53	$185.34	$189.23	$193.21	$197.27
DESIGN CONFIGURTION MANAGER	Contractor Facility	$139.63	$142.56	$145.55	$148.61	$151.73
DESIGN CONFIGURTION MANAGER	Customer Facility	$116.50	$118.95	$121.44	$123.99	$126.60
EXECUTIVE MANAGER	Contractor Facility	$509.20	$519.89	$530.81	$541.95	$553.33
EXECUTIVE MANAGER	Customer Facility	$442.24	$451.53	$461.01	$470.69	$480.57
FACILITY PLANNER, LEVEL I	Contractor Facility	$114.30	$116.70	$119.15	$121.65	$124.21
FACILITY PLANNER, LEVEL I	Customer Facility	$93.86	$95.83	$97.84	$99.90	$101.99
FACILITY PLANNER, LEVEL II	Contractor Facility	$172.93	$176.57	$180.27	$184.06	$187.92
FACILITY PLANNER, LEVEL II	Customer Facility	$158.98	$162.32	$165.73	$169.21	$172.76
FINANCIAL ANALYST, LEVEL I	Contractor Facility	$131.31	$134.07	$136.89	$139.76	$142.69
FINANCIAL ANALYST, LEVEL I	Customer Facility	$113.90	$116.29	$118.73	$121.23	$123.77
FINANCIAL ANALYST, LEVEL II	Contractor Facility	$194.29	$198.37	$202.54	$206.79	$211.14
FINANCIAL ANALYST, LEVEL II	Customer Facility	$166.16	$169.65	$173.21	$176.85	$180.56

Labor Category SINs Awarded 541614, 541614SVC	Site	10/1/2020 - 9/30/2021	10/1/2021 - 9/30/2022	10/1/2022 - 9/30/2023	10/1/2023 - 9/30/2024	10/1/2024 - 9/30/2025
GRAPHICS SPECIALIST	Contractor Facility	$67.53	$68.95	$70.40	$71.87	$73.38
GRAPHICS SPECIALIST	Customer Facility	$57.53	$58.74	$59.97	$61.23	$62.52
ILS SPECIALIST	Contractor Facility	$184.49	$188.36	$192.32	$196.36	$200.48
ILS SPECIALIST	Customer Facility	$146.52	$149.59	$152.73	$155.94	$159.22
INFORMATION TECHNOLOGY ARCHITECT	Contractor Facility	$377.87	$385.81	$393.91	$402.18	$410.63
INFORMATION TECHNOLOGY ARCHITECT	Customer Facility	$309.53	$316.03	$322.67	$329.45	$336.36
INFORMATION TECHNOLOGY ENGINEER, LEVEL I	Contractor Facility	$226.47	$231.23	$236.08	$241.04	$246.10
INFORMATION TECHNOLOGY ENGINEER, LEVEL I	Customer Facility	$178.22	$181.96	$185.79	$189.69	$193.67
INFORMATION TECHNOLOGY ENGINEER, LEVEL II	Contractor Facility	$324.27	$331.08	$338.03	$345.13	$352.38
INFORMATION TECHNOLOGY ENGINEER, LEVEL II	Customer Facility	$257.30	$262.70	$268.22	$273.85	$279.60
INFORMATION TECHNOLOGY SPECIALIST	Contractor Facility	$100.14	$102.24	$104.39	$106.58	$108.82
INFORMATION TECHNOLOGY SPECIALIST	Customer Facility	$92.06	$93.99	$95.96	$97.98	$100.04
INSTRUCTOR, LEVEL I	Customer Facility	$75.44	$77.02	$78.64	$80.29	$81.98
INSTRUCTOR, LEVEL II	Contractor Facility	$119.29	$121.79	$124.35	$126.96	$129.63
INSTRUCTOR, LEVEL II	Customer Facility	$99.56	$101.65	$103.78	$105.96	$108.19
JUNIOR ACQUISITION SUBJECT MATTER EXPERT	Contractor Facility	$209.03	$213.42	$217.90	$222.48	$227.15
JUNIOR ACQUISITION SUBJECT MATTER EXPERT	Customer Facility	$179.55	$183.32	$187.17	$191.10	$195.11
JUNIOR ANALYST	Contractor Facility	$138.02	$140.92	$143.88	$146.90	$149.98
JUNIOR ANALYST	Customer Facility	$108.54	$110.82	$113.15	$115.52	$117.95
JUNIOR INFORMATION TECHNOLOGY ARCHITECT	Contractor Facility	$269.57	$275.23	$281.01	$286.91	$292.94
JUNIOR INFORMATION TECHNOLOGY ARCHITECT	Customer Facility	$215.49	$220.02	$224.64	$229.36	$234.17
JUNIOR LOGISTICS STRATEGIST	Contractor Facility	$397.96	$406.32	$414.85	$423.57	$432.46
JUNIOR LOGISTICS STRATEGIST	Customer Facility	$364.64	$372.30	$380.11	$388.10	$396.25
JUNIOR LOGISTICS SUBJECT MATTER EXPERT (SME)	Contractor Facility	$247.89	$253.10	$258.41	$263.84	$269.38
JUNIOR LOGISTICS SUBJECT MATTER EXPERT (SME)	Customer Facility	$183.57	$187.42	$191.36	$195.38	$199.48
JUNIOR PACKAGING, HANDLING, STORAGE SME	Contractor Facility	$277.38	$283.20	$289.15	$295.22	$301.42
JUNIOR PACKAGING, HANDLING, STORAGE SME	Customer Facility	$202.34	$206.59	$210.93	$215.36	$219.88
JUNIOR PROCESS TRANSFORMATION SPECIALIST	Contractor Facility	$277.38	$283.20	$289.15	$295.22	$301.42
JUNIOR PROCESS TRANSFORMATION SPECIALIST	Customer Facility	$202.33	$206.58	$210.92	$215.35	$219.87
JUNIOR TRANSPORTATION SUBJECT MATTER EXPERT	Contractor Facility	$359.12	$366.66	$374.36	$382.22	$390.25
JUNIOR TRANSPORTATION SUBJECT MATTER EXPERT	Customer Facility	$328.91	$335.82	$342.87	$350.07	$357.42
LOGISTICIAN	Contractor Facility	$82.42	$84.15	$85.92	$87.73	$89.57
LOGISTICIAN	Customer Facility	$75.77	$77.36	$78.99	$80.65	$82.34
LOGISTICS DOCUMENTATION SPECIALIST	Contractor Facility	$138.02	$140.92	$143.88	$146.90	$149.98
LOGISTICS DOCUMENTATION SPECIALIST	Customer Facility	$112.56	$114.92	$117.34	$119.80	$122.32
LOGISTICS ENGINEER	Contractor Facility	$121.21	$123.75	$126.35	$129.00	$131.71
LOGISTICS ENGINEER	Customer Facility	$102.38	$104.53	$106.73	$108.97	$111.26
LOGISTICS ENGINEER, LEVEL I	Contractor Facility	$129.28	$132.00	$134.77	$137.60	$140.49
LOGISTICS ENGINEER, LEVEL I	Customer Facility	$109.32	$111.62	$113.96	$116.35	$118.80
LOGISTICS ENGINEER, LEVEL II	Contractor Facility	$165.32	$168.79	$172.33	$175.95	$179.65
LOGISTICS ENGINEER, LEVEL II	Customer Facility	$151.98	$155.17	$158.43	$161.75	$165.15
LOGISTICS ENGINEER, LEVEL III	Contractor Facility	$256.39	$261.77	$267.27	$272.88	$278.61
LOGISTICS ENGINEER, LEVEL III	Customer Facility	$201.09	$205.31	$209.63	$214.03	$218.52
LOGISTICS SME	Contractor Facility	$210.04	$214.45	$218.95	$223.55	$228.24
LOGISTICS SME	Customer Facility	$165.40	$168.87	$172.42	$176.04	$179.73
LOGISTICS SPECIALIST, LEVEL I	Contractor Facility	$148.73	$151.86	$155.05	$158.30	$161.63
LOGISTICS SPECIALIST, LEVEL I	Customer Facility	$121.93	$124.49	$127.10	$129.77	$132.50
LOGISTICS SPECIALIST, LEVEL II	Contractor Facility	$195.64	$199.75	$203.95	$208.23	$212.60
LOGISTICS SPECIALIST, LEVEL II	Customer Facility	$162.15	$165.55	$169.03	$172.58	$176.20
LOGISTICS SPECIALIST, LEVEL III	Contractor Facility	$237.47	$242.45	$247.54	$252.74	$258.05
LOGISTICS SPECIALIST, LEVEL III	Customer Facility	$187.12	$191.05	$195.06	$199.16	$203.34
MANAGEMENT ANALYST	Contractor Facility	$77.46	$79.08	$80.74	$82.44	$84.17
MANAGEMENT ANALYST	Customer Facility	$65.14	$66.51	$67.91	$69.33	$70.79
MECHANIC (GENERAL), LEVEL I	Contractor Facility	$67.63	$69.05	$70.50	$71.98	$73.49
MECHANIC (GENERAL), LEVEL I	Customer Facility	$56.25	$57.43	$58.63	$59.86	$61.12
MECHANIC (GENERAL), LEVEL II	Contractor Facility	$71.15	$72.64	$74.17	$75.73	$77.32

Labor Category SINs Awarded 541614, 541614SVC	Site	10/1/2020 - 9/30/2021	10/1/2021 - 9/30/2022	10/1/2022 - 9/30/2023	10/1/2023 - 9/30/2024	10/1/2024 - 9/30/2025
MECHANIC (GENERAL), LEVEL II	Customer Facility	$62.35	$63.66	$65.00	$66.36	$67.76
MECHANIC (GENERAL), LEVEL III	Contractor Facility	$85.17	$86.96	$88.79	$90.65	$92.56
MECHANIC (GENERAL), LEVEL III	Customer Facility	$68.58	$70.02	$71.49	$72.99	$74.52
MECHANIC (GENERAL), LEVEL IV	Contractor Facility	$98.22	$100.28	$102.39	$104.54	$106.73
MECHANIC (GENERAL), LEVEL IV	Customer Facility	$75.44	$77.02	$78.64	$80.29	$81.98
OPERATIONS/RESEARCH ANALYST	Contractor Facility	$168.36	$171.89	$175.50	$179.19	$182.95
OPERATIONS/RESEARCH ANALYST	Customer Facility	$136.44	$139.31	$142.23	$145.22	$148.27
PACKAGING, HANDLING, AND STORAGE ENGINEER, LEVEL I	Contractor Facility	$138.01	$140.91	$143.87	$146.89	$149.97
PACKAGING, HANDLING, AND STORAGE ENGINEER, LEVEL I	Customer Facility	$112.56	$114.92	$117.34	$119.80	$122.32
PACKAGING, HANDLING, AND STORAGE SPECIALIST, LEVEL II	Contractor Facility	$172.87	$176.50	$180.21	$184.00	$187.86
PACKAGING, HANDLING, AND STORAGE SPECIALIST, LEVEL II	Customer Facility	$142.06	$145.04	$148.09	$151.20	$154.37
PROCESS TRANSFORMATION ANALYST, LEVEL I	Contractor Facility	$138.02	$140.92	$143.88	$146.90	$149.98
PROCESS TRANSFORMATION ANALYST, LEVEL I	Customer Facility	$108.54	$110.82	$113.15	$115.52	$117.95
PROCESS TRANSFORMATION ANALYST, LEVEL II	Contractor Facility	$187.61	$191.55	$195.57	$199.68	$203.87
PROCESS TRANSFORMATION ANALYST, LEVEL II	Customer Facility	$143.39	$146.40	$149.47	$152.61	$155.82
PROGRAM MANAGER	Contractor Facility	$423.43	$432.33	$441.40	$450.67	$460.14
PROGRAM MANAGER	Customer Facility	$389.95	$398.14	$406.50	$415.03	$423.75
PROGRAM SPECIALIST	Contractor Facility	$98.49	$100.55	$102.67	$104.82	$107.02
PROGRAM SPECIALIST	Customer Facility	$79.64	$81.32	$83.03	$84.77	$86.55
PROJECT LEAD	Contractor Facility	$158.88	$162.22	$165.62	$169.10	$172.65
PROJECT LEAD	Customer Facility	$127.89	$130.58	$133.32	$136.12	$138.98
PROJECT LEAD, LEVEL I	Contractor Facility	$180.40	$184.19	$188.06	$192.01	$196.04
PROJECT LEAD, LEVEL I	Customer Facility	$165.84	$169.33	$172.88	$176.51	$180.22
PROJECT MANAGER	Contractor Facility	$308.19	$314.67	$321.27	$328.02	$334.91
PROJECT MANAGER	Customer Facility	$242.55	$247.65	$252.85	$258.16	$263.58
PROPERTY MANAGEMENT SPECIALIST, LEVEL I	Contractor Facility	$80.12	$81.81	$83.53	$85.28	$87.07
PROPERTY MANAGEMENT SPECIALIST, LEVEL I	Customer Facility	$66.33	$67.72	$69.15	$70.60	$72.08
PROPERTY MANAGEMENT SPECIALIST, LEVEL II	Contractor Facility	$98.13	$100.19	$102.29	$104.44	$106.63
PROPERTY MANAGEMENT SPECIALIST, LEVEL II	Customer Facility	$75.33	$76.91	$78.52	$80.17	$81.86
PROPERTY MANAGEMENT SPECIALIST, LEVEL III	Contractor Facility	$111.68	$114.03	$116.42	$118.87	$121.36
PROPERTY MANAGEMENT SPECIALIST, LEVEL III	Customer Facility	$90.85	$92.76	$94.71	$96.69	$98.73
PROPERTY MANAGEMENT SPECIALIST, LEVEL IV	Contractor Facility	$121.21	$123.75	$126.35	$129.00	$131.71
PROPERTY MANAGEMENT SPECIALIST, LEVEL IV	Customer Facility	$101.78	$103.91	$106.09	$108.32	$110.60
QUALITY ASSURANCE MANAGER	Contractor Facility	$210.03	$214.44	$218.94	$223.54	$228.23
QUALITY ASSURANCE MANAGER	Customer Facility	$165.79	$169.27	$172.82	$176.45	$180.16
RISK MANAGER, LEVEL I	Contractor Facility	$162.14	$165.54	$169.02	$172.57	$176.19
RISK MANAGER, LEVEL I	Customer Facility	$134.30	$137.12	$140.00	$142.94	$145.94
RISK MANAGER, LEVEL II	Contractor Facility	$181.23	$185.04	$188.92	$192.89	$196.94
RISK MANAGER, LEVEL II	Customer Facility	$147.75	$150.86	$154.03	$157.26	$160.56
SENIOR ACQUISITION SUBJECT MATTER EXPERT	Contractor Facility	$284.07	$290.04	$296.13	$302.35	$308.70
SENIOR ACQUISITION SUBJECT MATTER EXPERT	Customer Facility	$242.55	$247.65	$252.85	$258.16	$263.58
SENIOR ANALYST	Contractor Facility	$158.12	$161.44	$164.83	$168.29	$171.83
SENIOR ANALYST	Customer Facility	$123.29	$125.87	$128.52	$131.22	$133.97
SENIOR INFORMATION TECHNOLOGY SPECIALIST	Contractor Facility	$141.81	$144.79	$147.83	$150.93	$154.10
SENIOR INFORMATION TECHNOLOGY SPECIALIST	Customer Facility	$130.36	$133.10	$135.90	$138.75	$141.66
SENIOR LOGISTICS STRATEGIST	Contractor Facility	$661.96	$675.86	$690.05	$704.54	$719.34
SENIOR LOGISTICS STRATEGIST	Customer Facility	$607.31	$620.06	$633.09	$646.38	$659.95
SENIOR LOGISTICS SUBJECT MATTER EXPERT (SME)	Contractor Facility	$324.27	$331.08	$338.03	$345.13	$352.38
SENIOR LOGISTICS SUBJECT MATTER EXPERT (SME)	Customer Facility	$262.63	$268.15	$273.78	$279.53	$285.40
SENIOR PACKAGING, HANDLING, STORAGE SME	Contractor Facility	$355.10	$362.56	$370.17	$377.95	$385.88
SENIOR PACKAGING, HANDLING, STORAGE SME	Customer Facility	$302.85	$309.21	$315.70	$322.33	$329.10
SENIOR PROCESS TRANSFORMATION SPECIALIST	Contractor Facility	$355.10	$362.56	$370.17	$377.95	$385.88
SENIOR PROCESS TRANSFORMATION SPECIALIST	Customer Facility	$302.85	$309.21	$315.70	$322.33	$329.10
SENIOR TRANSPORTATION SUBJECT MATTER EXPERT	Contractor Facility	$582.89	$595.13	$607.63	$620.39	$633.42
SENIOR TRANSPORTATION SUBJECT MATTER EXPERT	Customer Facility	$534.63	$545.86	$557.32	$569.03	$580.98
SUPPLY AND PARTS MANAGEMETN SPECIALIST	Contractor Facility	$45.08	$46.03	$46.99	$47.98	$48.99

Labor Category SINs Awarded 541614, 541614SVC	Site	10/1/2020 - 9/30/2021	10/1/2021 - 9/30/2022	10/1/2022 - 9/30/2023	10/1/2023 - 9/30/2024	10/1/2024 - 9/30/2025
SUPPLY AND PARTS MANAGEMETN SPECIALIST	Customer Facility	$38.33	$39.14	$39.96	$40.80	$41.66
SUPPLY AND PARTS MANAGEMETN SPECIALIST, LEVEL I	Contractor Facility	$50.76	$51.82	$52.91	$54.02	$55.16
SUPPLY AND PARTS MANAGEMETN SPECIALIST, LEVEL I	Customer Facility	$44.14	$45.07	$46.01	$46.98	$47.97
SUPPLY AND PARTS MANAGEMETN SPECIALIST, LEVEL II	Contractor Facility	$56.44	$57.62	$58.83	$60.07	$61.33
SUPPLY AND PARTS MANAGEMETN SPECIALIST, LEVEL II	Customer Facility	$49.08	$50.11	$51.16	$52.24	$53.33
SUPPLY AND PARTS MANAGEMETN SPECIALIST, LEVEL III	Contractor Facility	$62.39	$63.70	$65.04	$66.41	$67.80
SUPPLY AND PARTS MANAGEMETN SPECIALIST, LEVEL III	Customer Facility	$53.10	$54.21	$55.35	$56.51	$57.70
SUPPLY AND PARTS MANAGEMETN SPECIALIST, LEVEL IV	Contractor Facility	$86.07	$87.88	$89.73	$91.61	$93.53
SUPPLY AND PARTS MANAGEMETN SPECIALIST, LEVEL IV	Customer Facility	$79.13	$80.79	$82.48	$84.22	$85.99
TASK MANAGER	Contractor Facility	$277.36	$283.18	$289.13	$295.20	$301.40
TASK MANAGER	Customer Facility	$202.34	$206.59	$210.93	$215.36	$219.88
TASK MANAGER, LEVEL I	Contractor Facility	$213.15	$217.62	$222.19	$226.86	$231.62
TASK MANAGER, LEVEL I	Customer Facility	$195.95	$200.06	$204.26	$208.55	$212.93
TECHNICAL WRITER	Contractor Facility	$71.57	$73.07	$74.61	$76.17	$77.77
TECHNICAL WRITER	Customer Facility	$65.79	$67.17	$68.59	$70.03	$71.50
TECHNICAL WRITER, LEVEL I	Contractor Facility	$115.05	$117.47	$119.93	$122.45	$125.02
TECHNICAL WRITER, LEVEL I	Customer Facility	$89.82	$91.71	$93.63	$95.60	$97.61
TECHNICAL WRITER, LEVEL II	Contractor Facility	$130.21	$132.95	$135.74	$138.59	$141.50
TECHNICAL WRITER, LEVEL II	Customer Facility	$105.28	$107.49	$109.75	$112.06	$114.41
TRAINING DESIGN SPECIALIST/INSTRUCTOR, LEVEL I	Contractor Facility	$170.17	$173.75	$177.40	$181.12	$184.93
TRAINING DESIGN SPECIALIST/INSTRUCTOR, LEVEL I	Customer Facility	$131.31	$134.07	$136.89	$139.76	$142.69
TRAINING DESIGN SPECIALIST/INSTRUCTOR, LEVEL II	Contractor Facility	$233.16	$238.05	$243.05	$248.16	$253.37
TRAINING DESIGN SPECIALIST/INSTRUCTOR, LEVEL II	Customer Facility	$174.21	$177.87	$181.61	$185.42	$189.31
TRANSPORTATION SPECIALIST, LEVEL I	Contractor Facility	$230.47	$235.31	$240.25	$245.29	$250.45
TRANSPORTATION SPECIALIST, LEVEL I	Customer Facility	$211.87	$216.32	$220.86	$225.50	$230.24
TRANSPORTATION SPECIALIST, LEVEL II	Contractor Facility	$257.30	$262.70	$268.22	$273.85	$279.60
TRANSPORTATION SPECIALIST, LEVEL II	Customer Facility	$235.29	$240.23	$245.28	$250.43	$255.69
TRANSPORTATION/PACKAGING SPECIALIST, LEVEL I	Contractor Facility	$65.46	$66.84	$68.24	$69.67	$71.14
TRANSPORTATION/PACKAGING SPECIALIST, LEVEL I	Customer Facility	$54.44	$55.58	$56.75	$57.94	$59.15
TRANSPORTATION/PACKAGING SPECIALIST, LEVEL II	Contractor Facility	$71.15	$72.64	$74.17	$75.73	$77.32
TRANSPORTATION/PACKAGING SPECIALIST, LEVEL II	Customer Facility	$62.35	$63.66	$65.00	$66.36	$67.76
WEB APPLICATION DEVELOPER	Contractor Facility	$116.40	$118.84	$121.34	$123.89	$126.49
WEB APPLICATION DEVELOPER	Customer Facility	$89.14	$91.01	$92.92	$94.88	$96.87

Professional Services - Marketing and Public Relations SIN 541810ODC: Other Direct Costs for Marketing and Public Relations Services		
SUPPORT PRODUCT/ LABOR (ODCs)	**UNIT OF ISSUE**	**CEILING PRICE**
Newspaper Advertising	Any	$ 304,597.92
Mazagine Advertising	Any	$ 356,767.16
Brochures (pamphlets, booklets, catalogs, postcard	Brochure	$ 6,601.96
Newsletter	Each	$ 3,773.53
Billboard Advertising	Each	$ 2,828,151.12
Mall Poster Advertising	Poster	$ 143,801.11
Subway Station Posters	Poster	$ 325,362.82
Subway Station Clocks	Display	$ 200,678.33
Bus Shelters	Panel	$ 660,736.81
Airport Billboards	Each	$ 291,395.40
Bus Advertising	Panel	$ 345,163.31
Taxi Top Advertising	Taxi	$ 194,188.11
Commuter Rail Car Cards	Cards	$ 131,624.05
Poster	Poster	$ 1,359.17
Exhibits	Exhibit	$ 182,299.04
Signage - Banners	Banner	$ 1,701.90
Signage - Window	Letter	$ 12.83
Awnings	Awning	$ 1,982.89
Table Skirts	Skirt	$ 676.83
Items/Giveaways	Item	$ 859.14
Photography	Shoot	$ 12,583.84
Internet Advertising	Banner	$ 430,024.99
Radio (production only)	30 Seconds	$ 4,336.93
Television/Video (production only)	All	$ 56,613.48
Tracking Software/Hardware	Copy	$ 385.66
Lexis Nexis	Month	$ 4,569.87
Content Analysis	3 Months	$ 22,752.64
Online Survey	Survey	$ 786.94
Custom Telephone Survey Questions	Question	$ 1,706.45
Roper Green Gauge Report	Semi-annual Report	$ 19,908.56
iTracks Online Focus Group	National Group	$ 2,844.08
Direct Mail (postage and handling)	Piece	$ 9,359.87
Staging	Stage	$ 985.79
Transcripts (TV & Radio coverage)		$ -
Videotape	0 Min	$ 226.46
Written Transcript	Per Page	$ 28.44
Podium Rental	Podium	$ 152.86
Multi Box Rental (audio feed)	Each (Daily)	$ 214.00
Audio Rental		$ -
Microphones	each	$ 107.57
Mixer Console	each	$ 107.57
Amplifier	each	$ 84.92
Speakers	each	$ 367.99
Postage (Standard Rates)	Each (1st ounce)	$ 0.42
FedEx	Each	$ 193.40

Professional Services - Marketing and Public Relations SIN 541810ODC: Other Direct Costs for Marketing and Public Relations Services		
SUPPORT PRODUCT/ LABOR (ODCs)	**UNIT OF ISSUE**	**CEILING PRICE**
Graphic Supplies and Services		$ -
a. Disk Mailers	1 case (500)	$ 452.96
b. Photo Mailers	1 each	$ 2.52
c. Disks (Zip 100MB)	10 pack	$ 108.71
c. Disks (Floppy Disks)	box 100	$ 80.34
d. CD-R Duplication (CDR Business Cards)	each	$ 3.25
d. CD-R Duplication (50 Disks, each)	each	$ 3.13
d. CDR Set up Fee	per set up	$ 30.20
e. DVD-R Duplication 50 Discs (each)	each	$ 8.56
e. DVD Packaging Pricing (50 each)	50 each	$ 6.75
f. Video Tapes (VHS)	1 each	$ 15.03
f. Video Tapes (SVHS) (20 tapes)	20 tapes	$ 151.01
f. Video Tape DVC Pro-24M (12 Pk)	12-Pk	$ 217.44
f. Video Tape DVC Pro-33M (10 Pk)	10-Pk	$ 276.65
f. Video Tape DVC Pro-66L (10 Pk)	10-Pk	$ 353.83
f. Video Tape DVC Pro-126L (10 Pk)	10-Pk	$ 765.29
g. CDs (CD-RW-10 Pk)	10-Pk	$ 28.06
g. DVDs (15-pack)	15-Pk	$ 41.06
g. CD/DVD duplication (stand alone duplicator per	Per Unit	$ 3,014.11
g. CD Jewel Cases (10-pk)	10-Pk	$ 15.35
g. CD clam Shells (400- pk)	400-Pk	$ 99.07
g. CD Paper tray inserts (100 Sheet Pack)	100 Sheet pack	$ 25.37
Color Plots:		$ -
h. Coated Paper	26lbs	$ 39.85
h. Photo Base Paper	Pack of 100 Sheets	$ 32.07
h. Opaque Adhesive Vinyl - EPSS041438		$ 270.61
h. Clear Film	40ft. 131lbs per roll	$ 107.64
h. Scrim Vinyl	20lbs	$ 345.73
h. Poster Boards	Box of 50	$ 67.65
h. Banner Paper with Tyvek		$ 380.53
Equipment Rentals		$ -
a. Laptop Rental	monthly, 1 each	$ 991.89
b, Fax Rental	weekly	$ 181.21
c. LCD Projector	weekly	$ 678.24
d. Projection Screen Rental	daily	$ 254.77
e. Printer Rental	weekly	$ 1,316.79
f. Copier Rental	monthly rate	$ 1,396.64
Video Production Producers Video		$ -
Shoot		$ -
a. EFP Package with 3 person crew	day	$ 2,036.31
a. Teleprompter with Operator	day	$ 452.51
a. Wireless Mic		$ 141.41
Motion Control Effects:		$ -
a. 16mm film	day	$ 2,715.08
Scan Conversion:		$ -
a. Digital Betacam	day	$ 226.26
Sound Stage:		$ -
b. Pre-Light & Construction	day	$ 452.51
b. Shoot Day w/Power	8 hours	$ 791.90

Professional Services - Marketing and Public Relations SIN 541810ODC: Other Direct Costs for Marketing and Public Relations Services		
SUPPORT PRODUCT/ LABOR (ODCs)	**UNIT OF ISSUE**	**CEILING PRICE**
Stock:		$ -
b. Digital Betacam	30 min	$ 67.87
Video Editing		$ -
c. Digitize from Digital Beta	hour	$ 169.69
c. On-Line Editorial w/PVC Editor	hour	$ 282.82
c Digital Effects	hour	$ 622.21
c. Motion Graphics		$ 509.08
c. Master Stock	90 min	$ 367.67
Sound Editing		$ -
d. Surround Sound Mix	hour	$ 339.39
d. Location Production	day	$ 735.34
d. Eigital Layback		$ 339.39
d. Music & SFX Search	hour	$ 96.16
Duplication:		$ -
d. CD-R	up to 74 min	$ 28.28
d. DAT	under 10 min	$ 42.25
Program Duplication:		$ -
e. Analog	$150 per/hr + Stock	$ 169.69
Miscellaneous		$ -
a. Mannequin	month	$ 860.54
Conference Set-Up		$ -
a. Polycom SoundStation Premier with Mics	Conference Telephone	$ 1,932.88
b. Telephone		$ 362.41
Facility Rental		$ -
c. Conference meeting space for up to 100 guests		$ 1,449.67
c. Catering		$ 4,107.41
c. Table rental each	6' round seats 10-12	$ 10.87
c. Chairs with Resin	each	$ 3.62
d. Mile		$ 136.51
Facilities:	Square Foot per Year	$ 182.07
Email Lists		$ -
a. Targeted email Lists	list	$ 4,228.21
In-Person focus group	Group	$ 3,775.19
Online Focus Group	Goup	$ 2,778.54
TV Spot Buy	30-second spot	$ 169,843.83
Radio Spot Buy	60-second spot	$ 1,471.98
PoP Display Production	each	$ 1,287.20
PSA Distribution		$ 45,178.46
PSA Talent Costs		$ 644.27

ANCILLARY

SIN	Service Proposed (e.g. Labor Category or Job Title/Task)	GSA Price
Ancillary	Communications	$ 0.12

Appendix B
SCA Matrix

SCLS Matrix			
SINS	**SCA Eligible Contract Labor Category**	**SCA Equivalent Code - Title**	**WD**
541620, 541370GIS	Clerical Jr Level	01111 – General Clerk I	2015-4281
541620, 541370GIS	Clerical Mid Level	01112 – General Clerk II	2015-4281
541620, 541370GIS	Researcher Jr Level	01051 – Data Entry Operator I	2015-4281
541620, 541370GIS	Researcher Mid Level	01052 – Data Entry Operator II	2015-4281
541620, 541370GIS	Technician Mid Level	30090 – Environmental Technician	2015-4281
541620, 541370GIS	Technician Jr Level	30090 – Environmental Technician	2015-4281
541614, 541614SVC	Technical Writer, Level II	30642 - Technical Writer II	2015-4281
541614, 541614SVC	Technical Writer, Level I	30641 - Technical Writer I	2015-4281
541614, 541614SVC	Technical Writer	30641 - Technical Writer I	2015-4281
541614, 541614SVC	Supply and Parts Management Specialist, Level IV	01410 - Supply Technician	2015-4281
541614, 541614SVC	Supply and Parts Management Specialist, Level III	01410 - Supply Technician	2015-4281
541614, 541614SVC	Supply and Parts Management Specialist, Level II	01410 - Supply Technician	2015-4281
541614, 541614SVC	Supply and Parts Management Specialist, Level I	01410 - Supply Technician	2015-4281
541614, 541614SVC	Supply and Parts Management Specialist	01410 - Supply Technician	2015-4281
541614, 541614SVC	Instructor, Level II	15060 - Educational Technologist	2015-4281
541614, 541614SVC	Instructor, Level I	15060 - Educational Technologist	2015-4281
541614, 541614SVC	Graphics Specialist	15080 - Graphic Artist	2015-4281
541614, 541614SVC	Mechanic (General), Level IV	23530 - Mechinery Maintenance Mechanic	2015-4281
541614, 541614SVC	Mechanic (General), Level III	23530 - Mechinery Maintenance Mechanic	2015-4281
541614, 541614SVC	Mechanic (General), Level II	23530 - Mechinery Maintenance Mechanic	2015-4281
541614, 541614SVC	Mechanic (General), Level I	23530 23530 - Mechinery Maintenance Mechanic	2015-4281
541614, 541614SVC	Training Design Specialist, Instructor, Level I	15095 – Technical Instructor / Course Develope	2015-4281
541614, 541614SVC	Logistics Documentation Specialist	30463 –Technical Writer III	2015-4281
541614, 541614SVC	Administrative Support	01020 – Administrative Assistant	2015-4281
541611	Support Staff	01020 – Administrative Assistant	2015-4281
541330ENG, 541420, 541715	Administrative Specialist	01020 – Administrative Assistant	2015-4281
***Service Contract Labor Standards: The Service Contract Labor Standards (SCLS) are applicable to this contract and it includes SCLS applicable labor categories. The prices for the cited SCLS labor categories are based on the U.S. Department of Labor Wage Determination Number(s) identified in the SCLS matrix. The prices offered are in line with the geographic scope of the contract (i.e. nationwide).			

Appendix C
Labor Categories

Labor Category Title	Description
541611- Management & Financial Consulting, Acquisition & Grants Management Support, Business & Project Management Services	
Executive/Strategy Associate	EDUCATION: Masters EXPERIENCE: 12 Years DESCRIPTION: Significant experience in multiple domains across a broad range of clients; Held consulting or leadership positions in major private or public organizations in areas such as Business Strategy, Manufacturing and Supply Chain Strategy, IT Architecture Strategy, Platform Strategy, Go-to Market Effectiveness, Global Sourcing Strategy, and Innovation Strategy. Thought: Works directly with senior level clients to set the project strategic agenda. Leadership: Drives the project team toward desired outcomes to achieve results for clients. Analysis: Ensures project objectives are delivered in the context of industry best practices. Value: Develops new knowledge and capabilities derived from a broad range of cross industry/functional experiences within commercial clients
Executive/Strategy Officer	EDUCATION: Masters EXPERIENCE: 8 Years DESCRIPTION: Extensive client/industry experience; Specialist in multiple functional/industry domains; Demonstrated leadership of consulting engagements in areas such as Business Strategy, Manufacturing and Supply Chain Strategy, IT Architecture Strategy, Platform Strategy, Go-to Market Effectiveness, Global Sourcing Strategy, and Innovation Strategy. Thought: Defines agenda and project objectives. Leadership: Drives content and provides thought leadership. Manages execution of multiple, rapid hypothesis-based fact finding efforts; Balances potentially conflicting themes and objectives. Analysis: Generates innovative approaches to address business problems. Value: Ensures that appropriate structure is in place to support real and lasting change.
Executive/Strategy Principal	EDUCATION: Masters EXPERIENCE: 5 Years DESCRIPTION: Broad multi-client/industry experience in the industry areas of automotive, health and pharmaceuticals, transportation, energy/utilities, communications, financial services, or consumer/media; Specialist in at least one functional area such as Business Strategy, Manufacturing and Supply Chain Strategy, IT Architecture Strategy, Platform Strategy, Go-to Market Effectiveness, Global Sourcing Strategy, or Innovation Strategy
Executive/Strategy Sr. Associate	EDUCATION: Masters EXPERIENCE: 3 Years DESCRIPTION: Performing sophisticated hypothesis-driven analysis; possess significant knowledge of an industry such as automotive, health and pharmaceuticals, transportation, energy/utilities, communications, financial services, or consumer/media.
Analyst	EDUCATION: Bachelors EXPERIENCE: 1 Years DESCRIPTION: Possess knowledge of applying analytic methodologies and principles to address client's needs. Supports analyst functions including data collection, interviewing, data modeling, project testing, and creation of performance measurements to support project objectives. Conducts activities in support of project team's objectives. Works closely with

	senior Analysts or Team Leads.
Analyst 1	EDUCATION: Bachelors EXPERIENCE: 3 Years DESCRIPTION: Possesses demonstrated knowledge and experience applying analytic methodologies and principles to address client needs. Applies analytic techniques in the evaluation of project objectives and contributes to the implementation of strategic direction. Performs analyst functions including data collection, interviewing, data modeling, project testing, and creation of performance measurements to support project objectives. Conducts activities in support of project team's objectives. Works closely with Analyst 2, Task Leads, or Project Manager. Directs the activities of junior staff as necessary.
Analyst 2	EDUCATION: Bachelors EXPERIENCE: 5 Years DESCRIPTION: Senior expert with extensive knowledge and experience developing and applying analytic methodologies and principles, and is recognized as a leader within MOBIS functions. Leads the application of analytic techniques and helps define project objectives and strategic direction. Is responsible for providing leadership and vision to client and project teams around the methodology. Resolves complex problems, which require an in-depth knowledge of analytic methodologies and principles. Directs the activities of more junior Analysts or other staff as necessary on activities related to the application of analytical techniques and methodologies. Demonstrated managerial and supervisory skills.
Analyst Junior	EDUCATION: High School EXPERIENCE: 6 Months DESCRIPTION: Possess knowledge of applying analytic methodologies and principles to address client's needs. Supports analyst functions including data collection, interviewing, data modeling, project testing, and creation of performance measurements to support project objectives. Conducts activities in support of project team's objectives. Works closely with senior Analysts or Team Leads.
Business Analyst 1	EDUCATION: Bachelors EXPERIENCE: 6 Months DESCRIPTION: Prepares and conducts business analyses and studies, needs assessments, requirements analysis/definition and cost/benefit analyses in an effort to align business systems, solutions and initiatives. Prepares forecasts and analyzes trends, reporting regulations and business conditions. Develops and analyzes metrics, performance measurements, requirements, reports and recommendations related to management, organizational structure, policy/procedures and business systems. Identifies potential business risks. Areas of focus include but are not limited to business performance, business and economic case analysis, internal control and enterprise risk assessment.
Business Analyst 2	EDUCATION: Bachelors EXPERIENCE: 1 Years DESCRIPTION: Prepares and conducts business analyses and studies, needs assessments, requirements analysis/definition and cost/benefit analyses in an effort to align business systems, solutions and initiatives. Prepares forecasts and analyzes trends, reporting regulations and business conditions. Develops and analyzes metrics, performance measurements, requirements, reports and recommendations related to management, organizational structure, policy/procedures and business systems. Identifies potential business

	risks. Areas of focus include but are not limited to business performance, business and economic case analysis, internal control and enterprise risk assessment.
Business Analyst 3	EDUCATION: Bachelors EXPERIENCE: 2 Years DESCRIPTION: Prepares and conducts business analyses and studies, needs assessments, requirements analysis/definition and cost/benefit analyses in an effort to align business systems, solutions and initiatives. Prepares forecasts and analyzes trends, reporting regulations and business conditions. Develops and analyzes metrics, performance measurements, requirements, reports and recommendations related to management, organizational structure, policy/procedures and business systems. Identifies potential business risks. Areas of focus include but are not limited to business performance, business and economic case analysis, internal control and enterprise risk assessment.
Business Analyst 4	EDUCATION: Bachelors EXPERIENCE: 4 Years DESCRIPTION: Prepares and conducts business analyses and studies, needs assessments, requirements analysis/definition and cost/benefit analyses in an effort to align business systems, solutions and initiatives. Prepares forecasts and analyzes trends, reporting regulations and business conditions. Develops and analyzes metrics, performance measurements, requirements, reports and recommendations related to management, organizational structure, policy/procedures and business systems. Identifies potential business risks. Areas of focus include but are not limited to business performance, business and economic case analysis, internal control and enterprise risk assessment.
Business Analyst 5	EDUCATION: Bachelors EXPERIENCE: 5 Years DESCRIPTION: Prepares and conducts business analyses and studies, needs assessments, requirements analysis/definition and cost/benefit analyses in an effort to align business systems, solutions and initiatives. Prepares forecasts and analyzes trends, reporting regulations and business conditions. Develops and analyzes metrics, performance measurements, requirements, reports and recommendations related to management, organizational structure, policy/procedures and business systems. Identifies potential business risks. Areas of focus include but are not limited to business performance, business and economic case analysis, internal control and enterprise risk assessment.
Consultant	EDUCATION: Bachelors EXPERIENCE: 0 Years DESCRIPTION: Team member contributing to consulting staff client assignments within specified guidelines. Performs a variety of tasks that require both practical experience and theoretical, state-of-the-art, technical knowledge in specialty area. Understands overall purpose of task assignment.

Functional / Subject Matter Expert	EDUCATION: Masters EXPERIENCE: 12 Years DESCRIPTION: Senior expert with extensive, enterprise-wide knowledge and experience in one or more designated functional and/or domain areas. Provides insight and advice concerning strategic direction and applicability of up to date, industry standard solutions. Is responsible for providing high level vision to program/project manager or senior client leadership to influence objectives of complex efforts. The Functional/Subject Matter Expert is primarily utilized on projects for their specific expertise, not in a managerial capacity, in support of the creation of comprehensive methods for describing current and/or future structure and behavior of an organization's processes, systems, personnel and organizational sub-units, so that they align with the organization's core goals and strategic direction. The Functional/Subject Matter Expert is typically a former high ranking military or civilian official and recognized by industry as an expert in their specific field.
Functional Specialist	EDUCATION: Bachelors EXPERIENCE: 6 Years DESCRIPTION: Possesses knowledge in designated field or discipline. Supports assessments of organization's challenges using specializes skills and knowledge. Contributes to the execution of project or task plan and helps assess the impact of industry trends, policy or standard methodologies. Conducts activities in support of the project team's objectives. Works closed with senior Specialists or Task Leads.
Functional Specialist 1	EDUCATION: Masters EXPERIENCE: 8 Years DESCRIPTION: Possess demonstrated knowledge in designated field or discipline. Possesses significant experience providing solutions to an organization's challenges through the application of knowledge gained through similar prior engagements. Participates in the development of solutions by leveraging knowledge of the designated field or discipline. Contributes to the implementation of strategy and helps assess the impact of industry trends, policy, and/or standard methodologies. Directs the activities of Specialists or other staff as necessary on activities related to the specified field or discipline.
Functional Specialist 2	EDUCATION: Masters EXPERIENCE: 12 Years DESCRIPTION: Senior expert with extensive knowledge in designated field or discipline. Provides insight and advice concerning task or project strategic direction and outcomes. May contribute to the evaluation, analysis, and development of recommended solutions. Resolves complex problems, which require an in-depth knowledge of subject matter related to the designated field or discipline. Applies principles and methods of the subject matter to specialized solutions. Generally possess demonstrated ability and experience in management consulting and cross-team facilitation at the senior management level. Other areas of expertise may include, but is not limited to, business process reengineering, statistical process control, individual and organizational assessment and evaluation, process modeling and simulation, strategic and business planning, change management, organizational development, and the development of leadership/management skills. Directs the activities of Specialists 1 and Specialists, or other staff as necessary on activated related to the specified field or discipline.

Management Consultant	EDUCATION: Bachelors EXPERIENCE: 2 Years DESCRIPTION: Possesses knowledge, some experience, and capabilities in the development of solutions, recommendations, or outcomes across multiple tasks and/or organizations. Supports the development of solutions to address organization's challenges. Supports project objectives and helps assess the impact of industry trends, policy, or standard methodologies. Conducts activities in support of project team's objectives. Works closely with senior Management Consultants or Task Leads.
Management Consultant 1	EDUCATION: Bachelors EXPERIENCE: 5 Years DESCRIPTION: Possess demonstrated knowledge, experience, and ability in the development of solutions, recommendations, or outcomes across multiple complex tasks and/or organizations. Evaluates option in the context of project objectives and contributes to the implementation of strategic direction. Supports project objectives through activities such as conducting interviews, gathering data, and developing recommendations in support of project objectives. Directs the activities of Management Consultants or other staff as necessary.
Management Consultant 2	EDUCATION: Bachelors EXPERIENCE: 9 Years DESCRIPTION: Senior expert that possesses demonstrated knowledge, extensive experience in the development of solutions, recommendations, or outcomes across multiple complex tasks in multiple organizations. Defines project objectives and strategic direction. Is responsible for providing leadership and vision to client and project teams and serves as a key facilitator between multiple teams to achieve objectives of complex efforts. Directs the activities of more junior Management Consultants or other staff as necessary.
Process Improvement Analyst 1	EDUCATION: Bachelors EXPERIENCE: 6 Months DESCRIPTION: Guides and assists clients through a wide range of management, organizational and business improvement and modernization initiatives by applying continuous process improvement strategies, methodologies and principles. Develops business methods for problem solving, process change and solutions implementation ensuring enterprise-wide integration. Identifies best practices, assesses performance measurement and researches, collects and verifies data and translates it into strategic and operational guidance. Provides group facilitation, interviewing, training and other forms of knowledge transfer. Areas of focus include but are not limited to identifying and eliminating duplication, outsourcing opportunities, streamlining, centralizing, business transformation, business process redesign and modeling, quality improvement and lean six sigma.
Process Improvement Analyst 2	EDUCATION: Bachelors EXPERIENCE: 1 Years DESCRIPTION: Guides and assists clients through a wide range of management, organizational and business improvement and modernization initiatives by applying continuous process improvement strategies, methodologies and principles. Develops business methods for problem solving, process change and solutions implementation ensuring enterprise-wide integration. Identifies best practices, assesses performance measurement and researches, collects and verifies data and translates it into strategic and operational guidance. Provides group facilitation, interviewing, training and other forms of knowledge transfer. Areas of focus include but are not limited to identifying and eliminating duplication, outsourcing opportunities, streamlining, centralizing, business transformation, business process

	redesign and modeling, quality improvement and lean six sigma.
Process Improvement Analyst 3	EDUCATION: Bachelors EXPERIENCE: 2 Years DESCRIPTION: Guides and assists clients through a wide range of management, organizational and business improvement and modernization initiatives by applying continuous process improvement strategies, methodologies and principles. Develops business methods for problem solving, process change and solutions implementation ensuring enterprise-wide integration. Identifies best practices, assesses performance measurement and researches, collects and verifies data and translates it into strategic and operational guidance. Provides group facilitation, interviewing, training and other forms of knowledge transfer. Areas of focus include but are not limited to identifying and eliminating duplication, outsourcing opportunities, streamlining, centralizing, business transformation, business process redesign and modeling, quality improvement and lean six sigma.
Process Improvement Analyst 4	EDUCATION: Bachelors EXPERIENCE: 4 Years DESCRIPTION: Guides and assists clients through a wide range of management, organizational and business improvement and modernization initiatives by applying continuous process improvement strategies, methodologies and principles. Develops business methods for problem solving, process change and solutions implementation ensuring enterprise-wide integration. Identifies best practices, assesses performance measurement and researches, collects and verifies data and translates it into strategic and operational guidance. Provides group facilitation, interviewing, training and other forms of knowledge transfer. Areas of focus include but are not limited to identifying and eliminating duplication, outsourcing opportunities, streamlining, centralizing, business transformation, business process redesign and modeling, quality improvement and lean six sigma.
Process Improvement Analyst 5	EDUCATION: Bachelors EXPERIENCE: 7 Years DESCRIPTION: Guides and assists clients through a wide range of management, organizational and business improvement and modernization initiatives by applying continuous process improvement strategies, methodologies and principles. Develops business methods for problem solving, process change and solutions implementation ensuring enterprise-wide integration. Identifies best practices, assesses performance measurement and researches, collects and verifies data and translates it into strategic and operational guidance. Provides group facilitation, interviewing, training and other forms of knowledge transfer. Areas of focus include but are not limited to identifying and eliminating duplication, outsourcing opportunities, streamlining, centralizing, business transformation, business process redesign and modeling, quality improvement and lean six sigma.
Program Director / Senior Advisor	EDUCATION: Masters EXPERIENCE: 14 Years DESCRIPTION: Senior executive responsible for providing strategic direction, vision, leadership, and program management to the team. Contributes to organizational direction through regular involvement with senior level client leadership and team members. Maintains productive and effective client relationship with the most senior levels of the client organization.

Program Manager	EDUCATION: Bachelors EXPERIENCE: 14 Years DESCRIPTION: Provides oversight and executive level management to overall contract operations often involving multiple projects/tasks and groups of personnel at multiple locations. The Program Manager maintains and manages relationships with senior level management within the client organization. Responsible for ensuring senior level management within the client organization is aware of overall program status, including all relevant projects and their potential impact on higher level organizational strategic vision, this may include subject matter and unique technical knowledge. The Program Manager is responsible for managing multiple contract operations, ensure quality standards and work performance on all task orders and projects, plans, organizes and oversees work efforts, assigns resources, manages personnel, provides risk management, ensures quality management, monitors overall project and contract performance, etc.
Project Manager	EDUCATION: Bachelors EXPERIENCE: 12 Years DESCRIPTION: Performs day-to-day management of contract support operations, possibly involving multiple tasks and groups of personnel at multiple locations, on a single project. Demonstrates skills in the scope of work encompassed by the task order; provides technical guidance to the project team in performance of the work, and reviews the quality of all work products. Organizes, directs, and coordinates the planning and production of all contract support activities. Responsible for staffing, project planning, project financials, and staff direction and oversight. The Project Manager maintains and manages the client interface at the COTR levels of the client organization. Assists the Program Manager as required in managing contract performance.
Senior Task Lead	EDUCATION: Bachelors EXPERIENCE: 8 Years DESCRIPTION: Senior leader, experience in project and task management, responsible for ensuring successful task completion within the scheduled timeframe consistent with the established scope of work to include both the technical and financial solutions. Organizes, directs, and coordinates the planning and production of all activities associated with assigned tasks.
Support Staff	EDUCATION: High School EXPERIENCE: 0 Years DESCRIPTION: Depending on the functional specialty, support the program management staff in the preparation of deliverables, internal reports, briefings, and drawings associated with the project being supported.
Task Lead	EDUCATION: Bachelors EXPERIENCE: 7 Years DESCRIPTION: Experienced in task management, responsible for ensuring successful task completion within the scheduled timeframe consistent with the established scope of work to include both the technical and financial solutions. Organizes, directs, and coordinates the planning and production of all activities associated with assigned tasks.
611430 Professional and Management Development Training **611512 Flight Training 5** **41380 Testing Laboratories**	
Senior Program Manager	EDUCATION: Bachelors EXPERIENCE: 10 Years DESCRIPTION: Responsible for the oversight and management aspects of training development, including project budgets, delivery schedules, staff management, deliverables, etc.

Junior Program Manager	EDUCATION: Bachelors EXPERIENCE: 4 Years DESCRIPTION: Responsible for the oversight and management aspects of training development, including project budgets, delivery schedules, staff management, deliverables, etc.
Instructional Systems Designer - III	EDUCATION: Bachelors EXPERIENCE: 10 Years DESCRIPTION: Conducts training analysis, designs and develops training curricula, designs and develop multimedia/web storyboards and training, and measures and evaluates effectiveness of training.
Instructional Systems Designer - II	EDUCATION: Bachelors EXPERIENCE: 4 Years DESCRIPTION: Conducts training analysis, designs and develops training curricula, designs and develop multimedia/web story boards and training, and measures and evaluates effectiveness of training.
Instructional Systems Designer - I	EDUCATION: High School EXPERIENCE: 1 Years DESCRIPTION: Conducts training analysis, designs and develops training curricula, designs and develop multimedia/web storyboards and training, and measures and evaluates effectiveness of training.
Programmer/Multimedia Developer - III	EDUCATION: Bachelors EXPERIENCE: 10 Years DESCRIPTION: Provides programming and multimedia support for training projects, including authoring content in various authoring languages.
Programmer/Multimedia Developer - II	EDUCATION: Bachelors EXPERIENCE: 4 Years DESCRIPTION: Provides programming and multimedia support for training projects, including authoring content in various authoring languages.
Programmer/Multimedia Developer - I	EDUCATION: High School EXPERIENCE: 1 Years DESCRIPTION: Provides programming and multimedia support for training projects, including authoring content in various authoring languages.
Graphics Artist - III	EDUCATION: Bachelors EXPERIENCE: 10 Years DESCRIPTION: Designs and produces graphics in support of training development projects. Provides technical knowledge and expertise on computer graphics, digital photography, videography, Flash animations, etc.
Graphics Artist - II	EDUCATION: Bachelors EXPERIENCE: 4 Years DESCRIPTION: Designs and produces graphics in support of training development projects. Provides technical knowledge and expertise on computer graphics, digital photography, videography, Flash animations, etc.
Graphics Artist - I	EDUCATION: High School EXPERIENCE: 1 Years DESCRIPTION: Designs and produces graphics in support of training development projects. Provides technical knowledge and expertise on computer graphics, digital photography, videography, Flash animations, etc.
Quality Assurance Specialist - III	EDUCATION: Bachelors EXPERIENCE: 10 Years DESCRIPTION: Performs quality assurance reviews of all the types of training products, including instructional material, storyboards, multimedia products, etc.
Quality Assurance Specialist - II	EDUCATION: Bachelors EXPERIENCE: 4 Years DESCRIPTION: Performs quality assurance reviews of all the types of training products, including instructional material, storyboards, multimedia products, etc.
Quality Assurance Specialist - I	EDUCATION: High School EXPERIENCE: 1 Years DESCRIPTION: Performs quality assurance reviews of all the types of training products, including instructional material, storyboards, multimedia products, etc.

Content Subject Matter Expert/Instructor - III	EDUCATION: Bachelors EXPERIENCE: 10 Years DESCRIPTION: Provides subject matter expertise support to all types of training development projects, including content review and feedback to development staff, as well as delivery of the training.
Content Subject Matter Expert/Instructor - II	EDUCATION: Bachelors EXPERIENCE: 4 Years DESCRIPTION: Provides subject matter expertise support to all types of training development projects, including content review and feedback to development staff, as well as delivery of the training.
Content Subject Matter Expert/Instructor - I	EDUCATION: High School EXPERIENCE: 1 Years DESCRIPTION: Provides subject matter expertise support to all types of training development projects, including content review and feedback to development staff, as well as delivery of the training.
Training Software Architect - III	EDUCATION: Bachelors EXPERIENCE: 7 Years DESCRIPTION: Provides subject matter expertise to support all types of training development projects, including systems design, selection, development, integration, and support.
Training Software Architect - II	EDUCATION: Bachelors EXPERIENCE: 4 Years DESCRIPTION: Provides subject matter expertise to support all types of training development projects, including systems design, selection, development, integration, and support.
Training Software Architect - I	EDUCATION: High School EXPERIENCE: 1 Years DESCRIPTION: Provides subject matter expertise to support all types of training development projects, including systems design, selection, development, integration, and support.
Training Data Engineer - III	EDUCATION: Bachelors EXPERIENCE: 7 Years DESCRIPTION: Provides subject matter expertise and data engineering to support all types of training development projects, including systems design, selection, development, integration, and support.
Training Data Engineer - II	EDUCATION: Bachelors EXPERIENCE: 4 Years DESCRIPTION: Provides subject matter expertise and data engineering to support all types of training development projects, including systems design, selection, development, integration, and support.
Training Data Engineer - I	EDUCATION: High School EXPERIENCE: 1 Years DESCRIPTION: Provides subject matter expertise and data engineering to support all types of training development projects, including systems design, selection, development, integration, and support.
Administrative/Clerical	EDUCATION: High School EXPERIENCE: 1 Years DESCRIPTION: Provides general-purpose administrative and clerical support for project tasks. May include secretarial, word processing, graphics, desktop publishing, editing, and coordination.
512110: Video/ Film Production **541613: Marketing Consulting Services** **541810: Advertising Services** **541820: Public Relations Services** **541850: Exhibit Design & Advertising Services** **541910: Marketing Research & Analysis**	
Administrative I	EDUCATION: High School EXPERIENCE: 0 Years DESCRIPTION: Provides general administrative and clerical support for project tasks. Support may include word processing, filing, graphics, database maintenance, and quality assurance.
Administrative II	EDUCATION: High School EXPERIENCE: 2 Years DESCRIPTION: Provides general administrative and clerical support for project tasks. Support may include word processing, filing, graphics, database

	maintenance, and quality assurance.
Administrative III	EDUCATION: High School EXPERIENCE: 5 Years DESCRIPTION: Provides administrative, project assistant, and administrative oversight support. May provide secretarial, word processing, graphics, desktop publishing, and editing support.
Communications Specialist I	EDUCATION: Bachelors EXPERIENCE: 0 Years DESCRIPTION: Aids in developing and implementing targeted information campaigns. Contributes to the production of information products such as brochures, videos, media, and legislative analysis. Maintains contact lists
Communications Specialist II	EDUCATION: Bachelors EXPERIENCE: 2 Years DESCRIPTION: Leads and implements communication tasks. Conducts targeted information campaigns, arranges press briefings and interviews, coordinates editorial boards, monitors the news, and writes trends analysis. Meets with client on daily basis to relay progress, propose creative solutions to communication challenges, and establish priorities.
Communications Specialist III	EDUCATION: Bachelors EXPERIENCE: 6 Years DESCRIPTION: Manages team of communications specialists. Develops and directs strategic approach to information campaigns and strives to improve work processes, products, and services. Meets with client regularly to ensure work meets/exceeds client objectives, to propose initiatives, and to establish priorities.
Communications Specialist IV	EDUCATION: Bachelors EXPERIENCE: 8 Years DESCRIPTION: Leads communications program area, developing communications product and service strategy. Builds team capable of providing range of support services including media and legislative relations, news monitoring, evaluation, and trends analysis. Meets with client regularly to discuss performance, propose initiatives, and establish priorities
Communications Specialist V	EDUCATION: Bachelors EXPERIENCE: 12 Years DESCRIPTION: Oversees multi-faceted communications program area. Heads development of strategic, integrated product and service strategy. Lends support in building and sustaining successful cross-team management structure capable of providing broad range of media and legislative support services. Meets regularly with government program manager to discuss performance, propose initiatives, and establish priorities.
Deputy Program Manager	EDUCATION: Bachelors EXPERIENCE: 12 Years DESCRIPTION: Supports program manager in oversight of multi-level program. Handles cross-team subcontractor support and program financials. Meets with government program manager to discuss performance, propose initiative, and establish priorities as needed.
Editorial I	EDUCATION: Bachelors EXPERIENCE: 0 Years DESCRIPTION: Supports writing projects and aids in ensuring communications clearly relay client key messages and adhere to identified requirements. Performs document quality assurance and quality control reviews. Works with staff to improve writing flow and layout.

Editorial II	EDUCATION: Bachelors EXPERIENCE: 2 Years DESCRIPTION: Applies expertise in writing/editing to create and implement procedures for ensuring communications clearly relay client key messages and adhere to identified requirements. Performs document quality assurance and quality control reviews and works with staff to improve writing flow and layout.
Editorial III	EDUCATION: Bachelors EXPERIENCE: 4 Years DESCRIPTION: Leads multiple editorial initiatives. Manages document quality assurance and quality control procedures and works with staff to improve writing flow and layout
Editorial IV	EDUCATION: Bachelors EXPERIENCE: 6 Years DESCRIPTION: Establishes and manages process for ensuring communications clearly relay client key messages and adhere to identified requirements. Meets regularly with client to discuss performance, propose initiatives, and establish priorities.
Editorial V	EDUCATION: Bachelors EXPERIENCE: 8 Years DESCRIPTION: Oversees diverse editorial program area. Heads development of strategic integrated product and service strategy. Lends support in building and sustaining successful cross-team management structure capable of effectively communicating client key messages and directing quality assurance. Meets regularly with government program manager to discuss performance, propose initiatives, and establish priorities.
Evaluation Specialist I	EDUCATION: Bachelors EXPERIENCE: 0 Years DESCRIPTION: Supports evaluation efforts through extensive information gathering, report generation, and data analysis.
Evaluation Specialist II	EDUCATION: Bachelors EXPERIENCE: 4 Years DESCRIPTION: Leads evaluation tasks. Applies expertise in quantitative analysis to support the design and implementation of evaluation processes. Uses analytical reports to help refine and redefine program strategies. Meets with client on daily basis to relay progress, propose creative solutions to work challenges, and establish priorities.
Evaluation Specialist III	EDUCATION: Bachelors EXPERIENCE: 6 Years DESCRIPTION: Supports team of performance effectiveness specialists measuring program impact and activities. Develops and coordinates strategic integration of evaluation processes into program activities. Oversees performance report design and generation and communication and integration of findings into current strategies. Meets with client regularly to discuss progress, propose initiatives, and establish priorities.
Evaluation Specialist IV	EDUCATION: Bachelors EXPERIENCE: 10 Years DESCRIPTION: Leads design and implementation of evaluation and effectiveness systems, measuring program impact and activities. Manages team of experts skilled in content analysis, quantitative tracking, and qualitative assessment. Uses tools such as surveys, focus groups, structured interviews, and secondary research. Oversees performance report generation and communication and integration of findings into current strategies. Meets with client regularly to discuss progress, propose initiatives, and establish priorities.

Evaluation Specialist V	EDUCATION: Bachelors EXPERIENCE: 12 Years DESCRIPTION: Oversees multi-faceted evaluation and monitoring program area. Heads development of strategic product and service strategy. Lends support in building and sustaining successful cross-team management structure, managing integration of evaluation processes into crosscutting program activities. Meets regularly with government program manager to discuss performance, propose initiatives, and establish priorities.
Executive Manager	EDUCATION: Bachelors EXPERIENCE: 20 Years DESCRIPTION: Provides oversight for multiple client engagements by managing several multi-faceted programs and creating overarching vision. Is responsible for overseeing an integrated management structure, which evaluates overall performance. Meets with government program manager to discuss performance, initiatives, and priorities.
Financial Analyst I	EDUCATION: Bachelors EXPERIENCE: 2 Years DESCRIPTION: Determines the feasibility of automating government financial business practices. Supports definition of government financial business practices and incorporates processes into an automated solution. Assists in applying sound accounting and data processing principles.
Financial Analyst II	EDUCATION: Bachelors EXPERIENCE: 4 Years DESCRIPTION: Integrates government financial business practices. Identifies potential problems and solutions through analysis and recommends solutions. Works with functional specialists, vendors, and customers to effectively automate requirements. Acts as a focal point for coordinating all disciplines in the recommended solution. Applies applications, while adhering to established accounting principles and practices.
Financial Analyst III	EDUCATION: Bachelors EXPERIENCE: 8 Years DESCRIPTION: Serves as a group leader, ensuring that analysts are working in concert to automate complex business practices within the time frame specified by the customer and that all the requirements are met. Must be able to assess products and procedures for compliance with government standards, accounting principles, and multi-tiered system application standards. Prepares milestone status reports and presentations for colleagues, subordinates, and end user representatives. Coordinates all aspects of complex financial application automation. Completes objectives independently within negotiated budgets.
Functional Expert Consultant, Level I	EDUCATION: Bachelors EXPERIENCE: 4 Years DESCRIPTION: Assists with analysis, evaluation, and implementation of tasks, providing functional expertise and support.
Functional Expert Consultant, Level II	EDUCATION: Bachelors EXPERIENCE: 10 Years DESCRIPTION: Provides task unique functional expertise in support of contract requirements. Has technical knowledge of contract requirements. Assists with analysis, evaluation, and implementation of tasks.
Functional Expert Consultant, Level III	EDUCATION: Bachelors EXPERIENCE: 12 Years DESCRIPTION: Provides task unique functional expertise necessary to interpret requirements including managing a team of functional experts as needed. Has unique technical knowledge of contract requirements. Assists with analysis, evaluation, and implementation of tasks.

Functional Expert Consultant, Level IV	EDUCATION: Bachelors EXPERIENCE: 15 Years DESCRIPTION: Coordinates and provides task-unique functional expertise. Has unique technical knowledge relevant to contract requirements. Manages analysis, evaluation, and implementation of tasks.
Functional Expert Consultant, Level V	EDUCATION: Bachelors EXPERIENCE: 20 Years DESCRIPTION: Provides task unique, functional expertise necessary to interpret requirements, ensure responsiveness, and achieve successful performance. May include unique technical knowledge. Leads analysis, evaluation, and implementation of tasks.
Internet Media Specialist - I	EDUCATION: Bachelors EXPERIENCE: 2 Years DESCRIPTION: Aids in design and development of Web sites. Contributes to the production of Web graphics and aids implementation of site layout using HTML, JavaScript, Cold Fusion, ASP, and/or other tools. Can assist in Web site testing and evaluation processes.
Internet Media Specialist - II	EDUCATION: Bachelors EXPERIENCE: 6 Years DESCRIPTION: Leads and implements Web design and development initiatives. Determines look and feel for Web sites including navigation and interface design. Possesses expertise in HTML, JavaScript, Cold Fusion, ASP, and/or other tools to execute Web design. Meets with client regularly to relay progress and establish priorities.
Internet Media Specialist - III	EDUCATION: Bachelors EXPERIENCE: 8 Years DESCRIPTION: Establishes conceptual and stylistic direction for Internet initiatives and orchestrates the work of a team of Web developers. Develops and directs strategic approach to Web campaigns including general planning for site architecture, rollout, and evaluation. Has expertise in numerous Web development tools. Meets with client as necessary to discuss progress, propose initiatives, and establish priorities.
Internet Media Specialist - IV	EDUCATION: Bachelors EXPERIENCE: 12 Years DESCRIPTION: Oversees multi-faceted, Internet media-based communications program area. Heads development of integral product and service strategy. Lends support in building and sustaining successful cross-team management structure capable of providing full range of integrated Internet and communications services. Meets regularly with government program manager to discuss performance, propose initiatives, and establish priorities.
Internet Media Specialist - V	EDUCATION: Bachelors EXPERIENCE: 15 Years DESCRIPTION: Oversees multi-faceted, Internet media-based communications program area. Heads development of integral product and service strategy. Lends support in building and sustaining successful cross-team management structure capable of providing full range of integrated Internet and communications services. Meets regularly with government program manager to discuss performance, propose initiatives, and establish priorities.
Media Specialist I	EDUCATION: Bachelors EXPERIENCE: 2 Years DESCRIPTION: Supports media initiatives by maintaining contact lists, tracking news coverage, and handling logistics.
Media Specialist II	EDUCATION: Bachelors EXPERIENCE: 4 Years DESCRIPTION: Leads and implements media relations initiatives. Builds long-term relationships with media outlets and writes and distributes information pieces and responses to queries. Organizes editorial boards, press conferences, and media trainings. Meets with client on daily basis to relay progress and establish priorities.

Media Specialist III	EDUCATION: Bachelors EXPERIENCE: 6 Years DESCRIPTION: Manages team of media specialists. Develops and directs approach to targeting media outlets and producing hard hitting information pieces such as press releases, Op/Ed pieces, and draft news stories. Evaluates public response and adjusts communication tactics accordingly. Meets with client regularly to discuss performance, propose initiatives, and establish priorities.
Media Specialist IV	EDUCATION: Bachelors EXPERIENCE: 10 Years DESCRIPTION: Leads media focused communications, heading support team structured to ensure client key messages are promoted effectively in print and electronic media. Develops strategy to build long-term relationships with media outlets and capitalize on paid and unpaid opportunities to highlight client work. Meets with client regularly to discuss performance, propose initiatives, and establish priorities.
Media Specialist V	EDUCATION: Bachelors EXPERIENCE: 12 Years DESCRIPTION: Oversees multi-faceted media/communications program area. Heads development of integral product and service strategy. Lends support in building and sustaining successful cross-team management structure, capable of providing integrated range of electronic and print media services. Meets regularly with government program manager to discuss performance, propose initiatives, and establish priorities.
Media/Marketing Technology Specialist - I	EDUCATION: Bachelors EXPERIENCE: 4 Years DESCRIPTION: Supports media/marketing tasks. Assists with systems development by writing reports, testing software-writing systems, documenting, and building basic queries.
Media/Marketing Technology Specialist - II	EDUCATION: Bachelors EXPERIENCE: 8 Years DESCRIPTION: Implements media/marketing initiatives, overseeing requirements gathering, systems development, and documentation. Works with client daily to relay progress and establish priorities.
Media/Marketing Technology Specialist - III	EDUCATION: Bachelors EXPERIENCE: 10 Years DESCRIPTION: Manages team of media/marketing technology specialists overseeing systems design, documentation, and development. Meets with client regularly to discuss progress, propose initiatives, and establish priorities.
Media/Marketing Technology Specialist - IV	EDUCATION: Bachelors EXPERIENCE: 15 Years DESCRIPTION: Leads strategic, long-term media/marketing program. Builds team structure for range of support services including systems architecture and development. Meets with client regularly to discuss performance, propose initiatives, and establish priorities.
Media/Marketing Technology Specialist - V	EDUCATION: Bachelors EXPERIENCE: 18 Years DESCRIPTION: Oversees multi-faceted information technology program area. Heads development of integral product and service strategy. Lends support in building and sustaining successful cross-team management structure capable of providing full range of integrated support services including systems architecture and development. Meets regularly with government program manager to discuss performance, propose initiatives, and establish priorities.
Policy/Legislative Specialist I	EDUCATION: Bachelors EXPERIENCE: 0 Years DESCRIPTION: Supports public policy initiatives by tracking legislation, performing research, and maintaining contact lists.

Policy/Legislative Specialist II	EDUCATION: Bachelors EXPERIENCE: 4 Years DESCRIPTION: Implements public policy initiatives. Support includes: assistance with long-term strategy development, tracking legislation, and making policy recommendations. Meets with client on daily basis to relay progress and establish priorities.
Policy/Legislative Specialist III	EDUCATION: Bachelors EXPERIENCE: 6 Years DESCRIPTION: Manages team of public policy specialists. Develops strategy dictating direction and management of support. Meets with client regularly to discuss performance, propose initiatives, and establish priorities.
Policy/Legislative Specialist IV	EDUCATION: Bachelors EXPERIENCE: 8 Years DESCRIPTION: Leads policy analysis, strategic planning, and communication initiatives. Creates team structure for range of support services. Meets with client regularly to discuss performance, propose initiatives, and establish priorities.
Policy/Legislative Specialist V	EDUCATION: Bachelors EXPERIENCE: 12 Years DESCRIPTION: Oversees multi-faceted, public policy, and legislative program areas. Heads development of integral product and service strategy. Lends support in building and sustaining successful cross-team management structure capable of providing range of support services including legislative relations and policy analysis. Meets regularly with government program manager to discuss performance, propose initiatives, and establish priorities.
Program Manager	EDUCATION: Bachelors EXPERIENCE: 15 Years DESCRIPTION: Strategically manages multi-faceted program, developing product and service vision. Is responsible for building and successfully maintaining integrated management structure and evaluating overall performance. Manages subcontractor and program financials. Meets regularly with government program manager to discuss performance, propose initiatives, and establish priorities.
Project Manager - I	EDUCATION: Bachelors EXPERIENCE: 6 Years DESCRIPTION: Performs program area work. Supports team in producing high quality deliverables. Meets with client as needed.
Project Manager - II	EDUCATION: Bachelors EXPERIENCE: 8 Years DESCRIPTION: Leads and performs program area work. Proposes and implements creative methods to complete work effectively and efficiently. Meets with client regularly, if not daily, to ensure work meets/exceeds client objectives.
Project Manager - III	EDUCATION: Bachelors EXPERIENCE: 10 Years DESCRIPTION: Manages team of program area experts. Develops, directs, and manages strategic approach and strives to improve work processes, products, and services. Meets with client regularly to ensure work meets/exceeds client objectives.
Project Manager - IV	EDUCATION: Bachelors EXPERIENCE: 12 Years DESCRIPTION: Strategically manages program area and develops product and service vision. Is responsible for building and successfully maintaining integrated project management structure and overseeing project financials. Meets regularly with government program manager to discuss performance, propose initiatives, and establish priorities.
Project Manager - V	EDUCATION: Bachelors EXPERIENCE: 15 Years DESCRIPTION: Oversees related program areas. Heads development of strategic, integrated product and service strategy. Lends support in building and sustaining successful cross-team management structure and evaluating work quality. Meets regularly with government program

	manager to discuss performance, propose initiatives, and establish priorities.
Researcher - I	EDUCATION: Bachelors EXPERIENCE: 0 Years DESCRIPTION: Supports research initiatives through data gathering via a variety of electronic search tools, as well as surveys, interviews, and other investigative methods.
Researcher - II	EDUCATION: Bachelors EXPERIENCE: 2 Years DESCRIPTION: Implements short- and long-term research tasks. Support includes conducting surveys and interviews, and generating reports. Contributes to data analysis initiatives and assists in the formulation of market positioning or product overviews. Meets with client daily to relay progress and establish priorities.
Researcher - III	EDUCATION: Bachelors EXPERIENCE: 4 Years DESCRIPTION: Coordinates and/or conducts research initiatives, developing innovative market positioning strategy that meets client requirements and industry standards. Builds relationships with technical experts in academia and contracts assistance when required. Meets with client regularly to discuss performance, propose initiatives, and establish priorities.
Researcher - IV	EDUCATION: Bachelors EXPERIENCE: 8 Years DESCRIPTION: Leads and manages multiple research initiatives, developing innovative market positioning strategy that meets client requirements and industry standards. Builds relationships with technical experts in academia and contracts assistance when required. Meets with client regularly to discuss performance, propose initiatives, and establish priorities.
Researcher - V	EDUCATION: Bachelors EXPERIENCE: 12 Years DESCRIPTION: Oversees long-term research program area. Heads development of strategic and integrated product and service strategy. Lends support in building and sustaining successful cross-team management structure capable of providing range of support services including technical research and market positioning. Meets regularly with government program manager to discuss performance, propose initiatives, and establish priorities.
Senior Program Manager	EDUCATION: Bachelors EXPERIENCE: 18 Years DESCRIPTION: Leads management of diverse program, providing broad-range service vision. Directs and supports management in development of integrated team structure, leading identification of mission objectives and performance evaluation. Meets with government program manager to discuss performance, propose initiatives, and establish priorities.
Subject Matter Expert I	EDUCATION: Bachelors EXPERIENCE: 8 Years DESCRIPTION: Performs directed subject matter work. Supports team in producing high-quality deliverable in time-efficient manner. Meets with client as needed.
Subject Matter Expert II	EDUCATION: Bachelors EXPERIENCE: 10 Years DESCRIPTION: Implements strategy dictating direction and management of support services in a specified field. Meets with client regularly to discuss performance, propose initiatives, and establish priorities.

Subject Matter Expert III	EDUCATION: Bachelors EXPERIENCE: 12 Years DESCRIPTION: Manages team of subject matter experts. Develops strategy, dictating direction and management of support services. Meets with client regularly to discuss performance, propose initiatives, and establish priorities.
Subject Matter Expert IV	EDUCATION: Bachelors EXPERIENCE: 15 Years DESCRIPTION: Leads strategic planning and communication initiatives in specified program area. Creates team structure for range of support services and meets with client regularly to discuss performance, propose initiatives, and establish priorities.
Subject Matter Expert V	EDUCATION: Bachelors EXPERIENCE: 20 Years DESCRIPTION: Oversees multi-faceted program area. Heads development of strategic integrated subject matter product and service strategy. Lends support in building and sustaining successful cross-team management structure capable of providing range of subject matter support services. Meets regularly with government program manager to discuss performance, propose initiatives, and establish priorities.
Visual Communications/Graphics Specialist - I	EDUCATION: Bachelors EXPERIENCE: 0 Years DESCRIPTION: Creates graphic materials based on pre-set standards. Responsible for design of projects from conception to completion. Possesses specialized skills in Web, multimedia, or video. Experienced in desktop layout, image manipulation, and some pre-press preparation.
Visual Communications/ Graphics Specialist - II	EDUCATION: Bachelors EXPERIENCE: 4 Years DESCRIPTION: Creates graphic materials based on pre-set standards. Supports design of projects from conception to completion. Experienced in desktop layout, image manipulation, and some pre-press preparation.
Visual Communications/Graphics Specialist - III	EDUCATION: Bachelors EXPERIENCE: 6 Years DESCRIPTION: Assists design team lead in establishing conceptual and stylistic direction for work of team. Designs materials and approves the work of other designers. Possesses specialized skills in Web, multimedia, or video expertise in using design software and pre-press production. Meets with client as necessary.
Visual Communications/Graphics Specialist - IV	EDUCATION: Bachelors EXPERIENCE: 10 Years DESCRIPTION: Leads design team by establishing conceptual and stylistic direction for work of team. Expertise in using design software and pre-press production. Acts as client liaison for design team.
Visual Communications/Graphics Specialist - V	EDUCATION: Bachelors EXPERIENCE: 12 Years DESCRIPTION: Oversees multi-faceted visual communications program area. Heads development of strategic integrated visual product and service strategy. Lends support in building and sustaining successful cross-team management structure capable of providing broad range of visual communications/graphic services. Meets regularly with government program manager to discuss performance, propose initiatives, and establish priorities.
541620: Environmental Services **541370 GIS**	
Analyst Level I	EDUCATION: High School EXPERIENCE: 0 Years DESCRIPTION: Gathers, compiles, and correlates data and performs routine analyses or activities. Works on less complicated assignments independently or on complex assignments under the direct supervision of a project or assignment manager.

Analyst Level II	EDUCATION: Bachelors EXPERIENCE: 2 Years DESCRIPTION: Serves as key contributor. Translates technical guidance and discretion into discrete tasks and manages the accomplishment of tasks. Collects, verifies, and analyzes data. Operates under the direction of a program, project, or assignment leader.
Analyst Level III	EDUCATION: Bachelors EXPERIENCE: 4 Years DESCRIPTION: Analyzes problems, requirements or systems pertaining to environmental services and organizations. Investigates and evaluates discreet components of problems or requirements as well as entire organizations or systems, identifies approaches and formalizes recommendations, and develops implementation strategies.
Analyst Level IV	EDUCATION: Bachelors EXPERIENCE: 6 Years DESCRIPTION: Senior expert with extensive knowledge and expertise. Analyzes problems, requirements or systems pertaining to environmental services and organizations. Investigates and evaluates discreet components of problems or requirements as well as entire organizations or systems, identifies approaches and formalizes recommendations, and develops implementation strategies.
Analyst Level V	EDUCATION: Bachelors EXPERIENCE: 8 Years DESCRIPTION: Senior expert with extensive knowledge and expertise. Analyzes problems, requirements or systems pertaining to environmental services and organizations. Investigates and evaluates discreet components of problems or requirements as well as entire organizations or systems, identifies approaches and formalizes recommendations, and develops implementation strategies. Supplies advice and counsel to other professionals.
Clerical Jr Level	EDUCATION: High School EXPERIENCE: 0 Years DESCRIPTION: Provides general administrative and secretarial support, including word processing, filing, graphics, database maintenance, and quality assurance. Performs simple and routine assignments under the close supervision of a project or assignment manager or Senior Technician.
Clerical Mid Level	EDUCATION: High School EXPERIENCE: 1 Years DESCRIPTION: Provides general administrative and secretarial support, including word processing, filing, graphics, database maintenance, and quality assurance. Performs assignments that are generally standardized under the general supervision of a project or assignment manager or Senior Technician. Familiarity with principles or precautions needed for the particular assignments.
Clerical Sr Level	EDUCATION: Associates EXPERIENCE: 1 Years DESCRIPTION: Provides general administrative and secretarial support, including word processing, filing, graphics, database maintenance, and quality assurance. Performs non-routine and complex assignments under the general supervision of a project or assignment manager. Familiarity with principles or precautions needed for the particular assignment. May supervise other Researcher, Technician, or Clerical personnel.
Env Specialist Level I	EDUCATION: Bachelors EXPERIENCE: 0 Years DESCRIPTION: Typical activities include but are not limited to supporting technical and public outreach meetings; supporting policy development; supporting regulatory reviews, compliance audits, and permit development and reviews; supporting waste management activities; and helping develop and maintain records centers or information systems and repositories. Typical backgrounds include but are not limited to environmental

	policy/studies, environmental management, natural resource management, geography, and information management.
Env Specialist Level II	EDUCATION: Bachelors EXPERIENCE: 1 Years DESCRIPTION: Typical activities include but are not limited to reviewing plans and reports; conducting planning and compliance activities; supporting technical and public outreach meetings; supporting policy development; conducting regulatory reviews, compliance audits, and permit development and reviews; supporting waste management activities; providing telephone advisory services; and developing and maintaining records centers or information systems and repositories. Typical backgrounds include but are not limited to environmental policy/studies, environmental management, natural resource management, geography, and information management.
Env Specialist Level III	EDUCATION: Bachelors EXPERIENCE: 2 Years DESCRIPTION: Provides environmental planning, policy, technical, regulatory, and information management support for the development, execution, and evaluation of environmental programs, projects, and systems. Typical activities include but are not limited to reviewing plans and reports; conducting planning and compliance activities; supporting technical and public outreach meetings; supporting policy development; conducting regulatory reviews, compliance audits, and permit development and reviews; supporting waste management activities; preparing and delivering training and facilitation/partnering services; providing telephone advisory services; and developing and maintaining records centers or information systems and repositories. Typical backgrounds include but are not limited to environmental policy/studies, environmental management, natural resource management, geography, and information management.
Env Specialist Level IV	EDUCATION: Bachelors EXPERIENCE: 4 Years DESCRIPTION: Provides environmental planning, policy, technical, regulatory, and information management support for the development, execution, and evaluation of environmental programs, projects, and systems. Typical activities include but are not limited to reviewing plans and reports; conducting planning and compliance activities; supporting technical and public outreach meetings; supporting policy development; conducting regulatory reviews, compliance audits, and permit development and reviews; supporting waste management activities; preparing and delivering training and facilitation/partnering services; providing telephone advisory services; and developing and maintaining records centers or information systems and repositories. Typical backgrounds include but are not limited to environmental policy/studies, environmental management, natural resource management, geography, and information management.

Env Specialist Level V	EDUCATION: Bachelors EXPERIENCE: 6 Years DESCRIPTION: Provides environmental planning, policy, technical, regulatory, and information management support for the development, execution, and evaluation of environmental programs, projects, and systems. Typical activities include but are not limited to reviewing plans and reports; conducting planning and compliance activities; supporting technical and public outreach meetings; supporting policy development; conducting regulatory reviews, compliance audits, and permit development and reviews; supporting waste management activities; preparing and delivering training and facilitation/partnering services; providing telephone advisory services; and developing and maintaining records centers or information systems and repositories. Typical backgrounds include but are not limited to environmental policy/studies, environmental management, natural resource management, geography, and information management.
Info Specialist Level I	EDUCATION: Bachelors EXPERIENCE: 0 Years DESCRIPTION: Provides support for compiling, storing, evaluating, and disseminating environmental data and information. May support entire systems lifecycle, including program management, systems design and development, systems analysis, systems engineering, systems implementation, systems operations and maintenance, and strategic management and planning. Areas of specialization may include but are not limited to systems integration; geographic information systems; world wide web applications; and database design, implementation, and maintenance. Provides technical, regulatory, or systems support to telephone advisory services and records management centers. Typical backgrounds include computer science, information systems or advisory services.
Info Specialist Level II	EDUCATION: Bachelors EXPERIENCE: 2 Years DESCRIPTION: Provides support for compiling, storing, evaluating, and disseminating environmental data and information. May support entire systems lifecycle, including program management, systems design and development, systems analysis, systems engineering, systems implementation, systems operations and maintenance, and strategic management and planning. Areas of specialization may include but are not limited to systems integration; geographic information systems; world wide web applications; and database design, implementation, and maintenance. Provides technical, regulatory, or systems support to telephone advisory services and records management centers. Typical backgrounds include computer science, information systems or advisory services.
Info Specialist Level III	EDUCATION: Bachelors EXPERIENCE: 4 Years DESCRIPTION: Provides support for compiling, storing, evaluating, and disseminating environmental data and information. May support entire systems lifecycle, including program management, systems design and development, systems analysis, systems engineering, systems implementation, systems operations and maintenance, and strategic management and planning. Areas of specialization may include but are not limited to systems integration; geographic information systems; world wide web applications; and database design, implementation, and maintenance. Provides technical, regulatory, or systems support to telephone advisory services and records

	management centers. Typical backgrounds include computer science, information systems or advisory services.
Info Specialist Level IV	EDUCATION: Bachelors EXPERIENCE: 6 Years DESCRIPTION: Provides support for compiling, storing, evaluating, and disseminating environmental data and information. May support entire systems lifecycle, including program management, systems design and development, systems analysis, systems engineering, systems implementation, systems operations and maintenance, and strategic management and planning. Areas of specialization may include but are not limited to systems integration; geographic information systems; world wide web applications; and database design, implementation, and maintenance. Provides technical, regulatory, or systems support to telephone advisory services and records management centers. Typical backgrounds include computer science, information systems or advisory services.
Info Specialist Level V	EDUCATION: Bachelors EXPERIENCE: 8 Years DESCRIPTION: Provides senior support for compiling, storing, evaluating, and disseminating environmental data and information. May support entire systems lifecycle, including program management, systems design and development, systems analysis, systems engineering, systems implementation, systems operations and maintenance, and strategic management and planning. Areas of specialization may include but are not limited to systems integration; geographic information systems; world wide web applications; and database design, implementation, and maintenance. Provides technical, regulatory, or systems support to telephone advisory services and records management centers. Typical backgrounds include computer science, information systems or advisory services.
Manager Level III	EDUCATION: Bachelors EXPERIENCE: 1 Years DESCRIPTION: Plans, conducts, and supervises programs, projects, or assignments. Obtains and coordinates resources to execute plans within cost and schedule restraints. Generally provides technical leadership and guidance on assignments. Collects, verifies and analyzes data and drafts reports of findings.
Manager Level IV	EDUCATION: Bachelors EXPERIENCE: 5 Years DESCRIPTION: Plans, conducts, and supervises programs, projects, or assignments of significant importance. Frequently manages multiple major projects or assignments concurrently. Selects and assigns staff, and estimates and schedules work to meet completion dates. Makes changes in methods, design, staff or equipment when necessary. May function as a technical expert on assignments.

Manager Level V	EDUCATION: Bachelors EXPERIENCE: 8 Years DESCRIPTION: Performs program, operational, or technical management of large or complex, multi- discipline programs, projects or assignments. Advanced knowledge and the ability to originate and apply new and unique methods and procedures. Responsible for resources, technical direction, cost and schedule performance, and quality. Frequently manages multiple major programs or projects concurrently and supplies technical advice and counsel to other professionals.
Program/Planning Specialist I	EDUCATION: Bachelors EXPERIENCE: 0 Years DESCRIPTION: Provides environmental program management and planning support at both the programmatic and project-specific levels that deal with the full range of environmental activities. Activities include developing and implementing environmental program policies and procedures; preparing and interpreting rules and regulations; collecting data, reviewing alternatives, performing qualitative or quantitative policy studies; preparing technical or programmatic reports such as environmental assessments and environmental impact statements; developing, implementing, analyzing, and evaluating environmental programs; determining the environmental impacts associated with various projects; and assisting with the development of environmental public information communications and campaigns. Typical backgrounds include: environmental planning, environmental science or environmental studies; natural science; physical science; planning; public policy studies or public administration; landscape architecture; urban planning or urban studies.
Program/Planning Specialist II	EDUCATION: Bachelors EXPERIENCE: 2 Years DESCRIPTION: Provides environmental program management and planning support at both the programmatic and project-specific levels that deal with the full range of environmental activities. Activities include developing and implementing environmental program policies and procedures; preparing and interpreting rules and regulations; collecting data, reviewing alternatives, performing qualitative or quantitative policy studies; preparing technical or programmatic reports such as environmental assessments and environmental impact statements; developing, implementing, analyzing, and evaluating environmental programs; determining the environmental impacts associated with various projects; and assisting with the development of environmental public information communications and campaigns. Typical backgrounds include: environmental planning, environmental science or environmental studies; natural science; physical science; planning; public policy studies or public administration; landscape architecture; urban planning or urban studies.

Program/Planning Specialist III	EDUCATION: Bachelors EXPERIENCE: 4 Years DESCRIPTION: Provides environmental program management and planning support at both the programmatic and project-specific levels that deal with the full range of environmental activities. Activities include developing and implementing environmental program policies and procedures; preparing and interpreting rules and regulations; collecting data, reviewing alternatives, performing qualitative or quantitative policy studies; preparing technical or programmatic reports such as environmental assessments and environmental impact statements; developing, implementing, analyzing, and evaluating environmental programs; determining the environmental impacts associated with various projects; and assisting with the development of environmental public information communications and campaigns. Typical backgrounds include: environmental planning, environmental science or environmental studies; natural science; physical science; planning; public policy studies or public administration; landscape architecture; urban planning or urban studies.
Program/Planning Specialist IV	EDUCATION: Bachelors EXPERIENCE: 6 Years DESCRIPTION: Provides environmental program management and planning support at both the programmatic and project-specific levels that deal with the full range of environmental activities. Activities include developing and implementing environmental program policies and procedures; preparing and interpreting rules and regulations; collecting data, reviewing alternatives, performing qualitative or quantitative policy studies; preparing technical or programmatic reports such as environmental assessments and environmental impact statements; developing, implementing, analyzing, and evaluating environmental programs; determining the environmental impacts associated with various projects; and assisting with the development of environmental public information communications and campaigns. Typical backgrounds include: environmental planning, environmental science or environmental studies; natural science; physical science; planning; public policy studies or public administration; landscape architecture; urban planning or urban studies.
Program/Planning Specialist V	EDUCATION: Bachelors EXPERIENCE: 8 Years DESCRIPTION: Provides environmental program management and planning support at both the programmatic and project-specific levels that deal with the full range of environmental activities. Activities include leading the development and implementation of environmental program policies and procedures; preparing and interpreting rules and regulations; collecting data, reviewing alternatives, performing qualitative or quantitative policy studies; preparing technical or programmatic reports such as environmental assessments and environmental impact statements; developing, implementing, analyzing, and evaluating environmental programs; determining the environmental impacts associated with various projects; and assisting with the development of environmental public information communications and campaigns. Typical backgrounds include: environmental planning, environmental science or environmental studies; natural science; physical science; planning; public policy studies or public administration; landscape architecture; urban planning or urban studies.

Researcher Jr Level	EDUCATION: High School EXPERIENCE: 0 Years DESCRIPTION: Searches literature, information systems, and other information sources to gather data on environmental issues and topics. Collects, analyzes, and summarizes data to identify trends and relationships and their impacts on problems and organizations. Performs simple and routine assignments under the close supervision of a project or assignment manager or Senior Technician.
Researcher Mid Level	EDUCATION: High School EXPERIENCE: 1 Years DESCRIPTION: Searches literature, information systems, and other information sources to gather data on environmental issues and topics. Collects, analyzes, and summarizes data to identify trends and relationships and their impacts on problems and organizations. Performs assignments that are generally standardized under the general supervision of a project or assignment manager or Senior Technician. Familiarity with principles or precautions needed for the particular assignments.
Researcher Sr Level	EDUCATION: Associates EXPERIENCE: 1 Years DESCRIPTION: Searches literature, information systems, and other information sources to gather data on environmental issues and topics. Collects, analyzes, and summarizes data to identify trends and relationships and their impacts on problems and organizations. Performs non-routine and complex assignments under the general supervision of a project or assignment manager. Familiarity with principles or precautions needed for the particular assignment. May supervise other Researcher, Technician, or Clerical personnel.
Scientist Level I	EDUCATION: Bachelors EXPERIENCE: 0 Years DESCRIPTION: Provides scientific, engineering, industrial hygiene, and other technical support for the development, execution, and evaluation or environmental programs, projects, and systems. Typical activities include but are not limited to reviewing technical documents and plans; performing technology evaluations; conducting geological and hydrogeological studies and modeling; evaluating or performing human health and ecological risk assessments; reviewing sampling and analyses procedures and results; performing pollution prevention surveys; developing strategic and program management plans and guidance documents; supporting policy development; conducting audits and technical assessments; preparing and delivering training and facilitation/partnering services; developing and maintaining information systems; and supporting acquisition processes. Typical background include but are not limited to biology, geology, engineering, and computer and information sciences.

Scientist Level II	EDUCATION: Bachelors EXPERIENCE: 2 Years DESCRIPTION: Provides scientific, engineering, industrial hygiene, and other technical support for the development, execution, and evaluation or environmental programs, projects, and systems. Typical activities include but are not limited to reviewing technical documents and plans; performing technology evaluations; conducting geological and hydrogeological studies and modeling; evaluating or performing human health and ecological risk assessments; reviewing sampling and analyses procedures and results; performing pollution prevention surveys; developing strategic and program management plans and guidance documents; supporting policy development; conducting audits and technical assessments; preparing and delivering training and facilitation/partnering services; developing and maintaining information systems; and supporting acquisition processes. Typical background include but are not limited to biology, geology, engineering, and computer and information sciences.
Scientist Level III	EDUCATION: Bachelors EXPERIENCE: 4 Years DESCRIPTION: Provides scientific, engineering, industrial hygiene, and other technical support for the development, execution, and evaluation or environmental programs, projects, and systems. Typical activities include but are not limited to reviewing technical documents and plans; performing technology evaluations; conducting geological and hydrogeological studies and modeling; evaluating or performing human health and ecological risk assessments; reviewing sampling and analyses procedures and results; performing pollution prevention surveys; developing strategic and program management plans and guidance documents; supporting policy development; conducting audits and technical assessments; preparing and delivering training and facilitation/partnering services; developing and maintaining information systems; and supporting acquisition processes. Typical background include but are not limited to biology, geology, engineering, and computer and information sciences.
Scientist Level IV	EDUCATION: Bachelors EXPERIENCE: 6 Years DESCRIPTION: Provides scientific, engineering, industrial hygiene, and other technical support for the development, execution, and evaluation or environmental programs, projects, and systems.
Scientist Level V	EDUCATION: Bachelors EXPERIENCE: 8 Years DESCRIPTION: Provides scientific, engineering, industrial hygiene, and other technical support for the development, execution, and evaluation or environmental programs, projects, and systems.
Subject Matter Expert II	EDUCATION: Bachelors EXPERIENCE: 10 Years DESCRIPTION: Implements strategy dictating direction and management of support services in a specified field. Meets with client regularly to discuss performance, propose initiatives, and establish priorities.
Subject Matter Expert III	EDUCATION: Bachelors EXPERIENCE: 12 Years DESCRIPTION: Manages team of subject matter experts. Develops strategy, dictating direction and management of support services. Meets with client regularly to discuss performance, propose initiatives, and establish priorities.
Subject Matter Expert IV	EDUCATION: Bachelors EXPERIENCE: 15 Years DESCRIPTION: Leads strategic planning and communication initiatives in specified program area. Creates team structure for range of support services and meets with client regularly to discuss performance, propose initiatives, and

	establish priorities.
Subject Matter Expert V	EDUCATION: Bachelors EXPERIENCE: 20 Years DESCRIPTION: Oversees multi-faceted program area. Heads development of strategic integrated subject matter product and service strategy. Lends support in building and sustaining successful cross-team management structure capable of providing range of subject matter support services. Meets regularly with government program manager to discuss performance, propose initiatives, and establish priorities.
Subject Matter Expert VI	EDUCATION: Bachelors EXPERIENCE: 8 Years DESCRIPTION: Provides recognized expertise in a technical discipline. Provides technical and managerial direction for problem definition, approach methodology, analysis of findings, recommendations, and implementation for complex or extremely complex projects and assignments. Supports projects that have organization-wide impacts. Operates with wide latitude for non-reviewed action or decision.
Technician Jr Level	EDUCATION: High School EXPERIENCE: 0 Years DESCRIPTION: Supports a variety of environmental tasks, including performing sampling; testing or operating equipment or systems; performing quality assurance oversight; participating in equipment or systems; performing quality assurance oversight; participating in equipment or system installation and troubleshooting activities; and preparing sampling, quality assurance, and installation reports. May prepare charts and graphs for reports and assist in other functions, such as records management activities. Performs simple and routine assignments under the close supervision of a project or assignment manager or Senior Technician.
Technician Mid Level	EDUCATION: High School EXPERIENCE: 1 Years DESCRIPTION: Supports a variety of environmental tasks, including performing sampling; testing or operating equipment or systems; performing quality assurance oversight; participating in equipment or systems; performing quality assurance oversight; participating in equipment or system installation and troubleshooting activities; and preparing sampling, quality assurance, and installation reports. May prepare charts and graphs for reports and assist in other functions, such as records management activities. Performs assignments that are generally standardized under the general supervision of a project or assignment manager or Senior Technician. Familiarity with principles or precautions needed for the particular assignments.
Technician Sr Level	EDUCATION: Associates EXPERIENCE: 1 Years DESCRIPTION: Supports a variety of environmental tasks, including performing sampling; testing or operating equipment or systems; performing quality assurance oversight; participating in equipment or systems; performing quality assurance oversight; participating in equipment or system installation and troubleshooting activities; and preparing sampling, quality assurance, and installation reports. May prepare charts and graphs for reports and assist in other functions, such as records management activities. Performs non-routine and complex assignments under the general supervision of a project or assignment manager. Familiarity with principles or precautions needed for the

	particular assignment. May supervise other Researcher, Technician, or Clerical personnel.
541611: Management and Financial Consulting, Acquisition & Grants Management Support, Business & Project Management, 522310: Financial Advising, Loan servicing and Asset Management Services, 541211: Auditing Services, 541214: Payroll Services, 541219: Budget and Financial Management Services	
Accounting Analyst	EDUCATION: Bachelors EXPERIENCE: 4 Years DESCRIPTION: Serves as a team member, helping to ensure that a group of analysts are working in concert to systematically integrate business, cost accounting, and financial reporting with management processes to ensure the efficient stewardship of public funds. Can provide guidance on the accurate recording of complex accounting events, apply appropriate cost accounting techniques, and possess an understanding of the principles of financial statement compilation. Possess the ability to assess operational weaknesses, perform process improvement analysis, and craft corrective solutions. Is able to assess products and or procedures for compliance with government standards, accounting principles, internal controls, and multi-tiered system application standards. Understands the interrelationships between core accounting requirements and automated solutions, considering the current system environment and the potential integration of added systems. Completes work within the time frame specified by the client, ensuring that all requirements are met. Is familiar with activity based costing, business case analysis and outsourcing requirements.
Cost Analyst	EDUCATION: Bachelors EXPERIENCE: 5 Years DESCRIPTION: Must satisfy all cost analysis activities. Capable of leading a team of cost/junior cost analysts. Ensures that all task requirements have been satisfied. Responsible for reporting status of cost analysts/estimating activities to the Program Manager. Must be knowledgeable of common investment analysis practices including Life Cycle Cost Estimating, Cost Benefit Analysis, Cost Effectiveness Analysis and Business Case Analysis. Must have understanding of the Office of Management and Budget and Department of Defense cost estimating circulars including OMB A-11, OMB A-76, OMB A-94 and DoD 5000. May also have knowledge of cost estimating tools such as SEER, ACE-IT or their methodologies.
Document Specialist	EDUCATION: Associates EXPERIENCE: 3 Years DESCRIPTION: Gathers, analyzes, and composes technical information. Conducts research and ensures the use of proper technical terminology. Translates technical information into clear, readable documents to be used by technical and non-technical personnel.

Entry Level Analyst	EDUCATION: Bachelors EXPERIENCE: 0 Years DESCRIPTION: Serves as a junior member of group of analysts who are working in concert to systematically integrate business, cost estimating and financial management processes to ensure the efficient stewardship of public funds. Possesses a general understanding of business operations. Under supervision, must be able to assess products and procedures for compliance with government standards and sound financial management principles. May be familiar with government financial management, activity based costing, business case analysis and/or outsourcing requirements.
Financial Analyst	EDUCATION: Bachelors EXPERIENCE: 5 Years DESCRIPTION: Serves as a member of group of analysts who are working in concert to systematically integrate business, cost estimating and financial management processes to ensure the efficient stewardship of public funds. Must be able to support the formulation of strategic financial plans, prepare cost estimates, and correlate financing requirements into executable budgets. Possesses through knowledge of the allocation, execution, and administration of approved budgets. Must be able to assess products and procedures for compliance with government standards, accounting principles, internal controls, and multi-tiered system application standards. Must be able to grasp interrelationships between financial management requirements and automated solutions, considering the current system environment and the potential integration of added systems concurrently or later. Ensure that tasks are completed in the time frame specified by the client and assists in the preparation of milestone status reports and presentations for colleagues, subordinates, and end user representatives. Should be familiar with activity based costing, business case analysis and outsourcing requirements.
Financial Manager	EDUCATION: Masters EXPERIENCE: 12 Years DESCRIPTION: Serves as a leader ensuring that a group of financial management professionals are working in concert with automated complex business practices within the time frame specified by the customer and that all of the requirements are met. Must be able to assess products and procedures for compliance with government standards, accounting principles, and multi-tiered system application standards. Must be able to grasp interrelationships between financial management requirements and automated solutions, considering the current system environment and the potential integration of added systems concurrently or later. Prepares all milestone documentation and presentations for senior managers, colleagues, and subordinates. Can present material before outsight authority for the client and/or prepare Program Managers for briefings and presentations. Is thoroughly familiar with activity based costing, business case analysis and outsourcing requirements.

Financial Systems Analyst	EDUCATION: Bachelors EXPERIENCE: 5 Years DESCRIPTION: Leads small teams of analysts in optimizing and automating complex business practices given deadlines and milestones specified by the client. Capable of gathering user requirements and translating them into workable automated solutions. Familiar with database architectures, object oriented design, and systems implementation. Must be able to assess products and procedures for compliance with government standards, accounting principles, internal controls, and multi-tiered system application standards. Must have understanding of all stages of a project's life cycle, including the creation of schedules, requirements documents, system designs and specifications, and project status reports.
Information Technology Researcher	EDUCATION: Bachelors EXPERIENCE: 0 Years DESCRIPTION: Conducts research tasks assigned by more senior members of the consulting staff. Searches literature; conducts surveys and experimental tasks; collects analyzes and summarizes data. Contributes to client reports as directed including documentation preparation, writing, editing, production coordination, and graphics.
Junior Accounting Analyst	EDUCATION: Bachelors EXPERIENCE: 0 Years DESCRIPTION: Serves as a junior member of group of analysts who are working in concert to systematically integrate business, cost accounting, and financial reporting with management processes to ensure the efficient stewardship of public funds. In the performance of task work, applies an understanding of accounting practices and principles when conducts data gathering, analysis, and reconciliation. Provides support to process improvement analysis assessments. Cognizant of interrelationships between financial management requirements and automated solutions, considering the current system environment and the potential integration of added systems concurrently or later. May be familiar with activity based costing, business case analysis and outsourcing requirements.
Junior Cost Analyst	EDUCATION: Bachelors EXPERIENCE: 0 Years DESCRIPTION: Must be able to collect and analyze data and organize it in a standard work breakdown structure. Must be knowledgeable of cost methodologies and cost modeling applications, including Microsoft Excel. Must also be knowledgeable of time value of money, net present value, real US nominal dollars and other common cost estimating practices.
Junior Financial Analyst	EDUCATION: Bachelors EXPERIENCE: 0 Years DESCRIPTION: Serves as a junior member of group of analysts who are working in concert to systematically integrate business, cost estimating and financial management processes to ensure the efficient stewardship of public funds. Possesses an understanding of the budget allocation, execution, and administration process. Has the ability to monitor and track obligation and expenditure of funds, detect, reconcile and remedy fiscal discrepancies, and provide cost effective, insightful reporting to decision makers. Under supervision, must be able to assess products and procedures for compliance with government standards, accounting principles and multi-tiered system application standards. Cognizant of interrelationships between financial management requirements and automated solutions, considering the current system environment and the potential integration of added systems concurrently or later. May be familiar with activity based costing, business case analysis and outsourcing requirements.

Junior Financial Systems Analyst	EDUCATION: Bachelors EXPERIENCE: 0 Years DESCRIPTION: Works as a junior member of a team of analysts to optimize and automating business practices given deadlines and milestones specified by their supervisor. Must be able to research specifications and requirements and effectively report their findings. Must be able to execute individual phases of a projects life cycle.
Junior Procurement Analyst	EDUCATION: Bachelors EXPERIENCE: 0 Years DESCRIPTION: Coordinates with more senior procurement specialists and project managers to ensure timely processing and tracking of documents as they move through the acquisition process. Incorporates changes into existing documentation. Maintains contract files for procurement requests, funding documents, formal orders and contracts, and all official correspondence.
Junior Program Manager	EDUCATION: Bachelors EXPERIENCE: 6 Years DESCRIPTION: Performs day-to-day management of overall contract support operations, possibly involving multiple projects and groups of personnel at multiple locations. Organizes, directs and coordinates the planning and production of all contract support activities. Demonstrates written and oral communication skills. Has authority and responsibility to identify and commit resources required to support effort. Establishes and alters (as necessary) corporate management structure to direct effective contract support activities. Crafts and enforces quality control programs..
Procurement Specialist	EDUCATION: Bachelors EXPERIENCE: 4 Years DESCRIPTION: Develops Acquisition Plans and other procurement justification and approval documentation, Source Selection Plans including development of evaluation criteria, contract line item structures, statements of work, task statements, contract modifications, and contract correspondence. Performs contract administration.
Program Manager	EDUCATION: Bachelors EXPERIENCE: 15 Years DESCRIPTION: Strategically manages multi-faceted program, developing product and service vision. Is responsible for building and successfully maintaining integrated management structure and evaluating overall performance. Manages subcontractor and program financials. Meets regularly with government program manager to discuss performance, propose initiatives, and establish priorities.
Project Manager	EDUCATION: Bachelors EXPERIENCE: 10 Years DESCRIPTION: Under the guidance of the Program Manager, is responsible for the overall management of the specific task order(s) and insuring that the technical/financial solutions and schedules in the specific delivery orders are implemented in a timely manner. Organizes, directs and coordinates the planning and production of all activities associated with assigned delivery order projects. Demonstrates competent writing and oral communication skills. Ensures quality products and services are delivered.
Research Specialist	EDUCATION: High School EXPERIENCE: 0 Years DESCRIPTION: Collates information into meaningful reports and presentation material..

Senior Accounting Analyst	EDUCATION: Bachelors EXPERIENCE: 8 Years DESCRIPTION: Serves as a leader ensuring that a group of analysts are working in concert to systematically integrate business, cost accounting, and financial reporting with management processes to ensure the efficient stewardship of public funds. Will be able to provide guidance on the accurate recording of complex accounting events, apply appropriate cost accounting techniques, and possess an understanding of the principles of financial statement compilation. Must be able to assess operational weaknesses, perform process improvement analysis, and recommend corrective solutions. Is able to assess products and or procedures for compliance with government standards, accounting principles, internal controls, and multi-tiered system application standards. Has the ability to correlate the interrelationships between core accounting requirements and automated solutions, considering the current system environment and the potential integration of added systems. Manages completion of work within the time frame specified by the client, ensuring that all requirements are met. Prepares milestone status reports and presentations for colleagues, subordinates, and end user representatives. Is familiar with activity based costing, business case analysis and outsourcing requirements.
Senior Cost Analyst	EDUCATION: Bachelors EXPERIENCE: 8 Years DESCRIPTION: Must satisfy all cost analysis activities. Capable of leading a team of cost/junior cost analysts. Ensures that all task requirements have been satisfied. Responsible for reporting status of cost analysts/estimating activities to the Program Manager. Must be knowledgeable of common investment analysis practices including Life Cycle Cost Estimating, Cost Benefit Analysis, Cost Effectiveness Analysis and Business Case Analysis. Must have understanding of the Office of Management and Budget and Department of Defense cost estimating circulars including OMB A-11, OMB A-76, OMB A-94 and DoD 5000. May also have knowledge of cost estimating tools such as SEER, ACE-IT or their methodologies.
Senior Financial Analyst	EDUCATION: Bachelors EXPERIENCE: 8 Years DESCRIPTION: Serves as a leader ensuring that a group of analysts are working in concert to systematically integrate business, cost estimating and financial management processes to ensure the efficient stewardship of public funds. Must be able to formulate strategic financial plans, prepare cost estimates and correlate financing requirements into executable budgets. Must be able to assess products and or procedures for compliance with government standards, accounting principles, internal controls, and multi-tiered system application standards. Must be able to grasp interrelationships between financial management requirements and automated solutions, considering the current system environment and the potential integration of added systems. Manages completion of work within the time frame specified by the client, ensuring that all requirements are met. Prepares milestone status reports and presentations for colleagues, subordinates, and end user representatives. Is familiar with activity based costing, business case analysis and outsourcing requirements.

Senior Financial Systems Analyst	EDUCATION: Bachelors EXPERIENCE: 8 Years DESCRIPTION: Manages a team of analysts in optimizing and automating complex business practices given deadlines and milestones specified by the client. Directs the gathering of user requirements and translating them into workable automated solutions. In-depth knowledge of database architectures, object oriented design, and systems implementation. Capable of assessing products and procedures for compliance with government standards, accounting principles, internal controls, and multi-tiered system application standards. Must be able to lead all stages of a project's life cycle, including the creation and monitoring of schedules, requirements documentation, systems design and specifications, and project status reporting.
Senior Procurement Specialist	EDUCATION: Bachelors EXPERIENCE: 8 Years DESCRIPTION: Performs strategic planning on acquisition approaches, especially for complex and first time procurements. Participates in the structuring of RFPs for complex and technology procurements and develops RFP and contract documentation. For major procurements, develops contract line item structures, reduces technical requirements into logical frameworks and unambiguous specifications and statements of work, leads development of evaluation criteria and evaluation schemes, and crafts project unique contract clauses. Develops the requisite planning and justification documentation for approval of major procurements, and supports and defends the procurement to approval authorities.
Senior Training Specialist	EDUCATION: Bachelors EXPERIENCE: 6 Years DESCRIPTION: Conducts the research necessary to develop and revise training courses and prepares appropriate training manuals. Prepares all instructor materials (course outline, background material and training aids). Prepares all student materials (course manuals, workbooks, handouts, completion certificates and course evaluation forms). Trains personnel by conducting formal classroom courses, workshops, and seminars. Provides daily supervision to staff..
Subject Matter Expert, Level I	EDUCATION: Bachelors EXPERIENCE: 8 Years DESCRIPTION: Develops requirements from a project's inception to its conclusion in the subject matter area for simple to moderately complex financial systems. Assists other senior consultants with analysis and evaluation and with the preparation of recommendations for system improvements, optimization, development, and/or maintenance efforts in integrated financial management systems. Specifically: information systems architecture, networking, telecommunications, automation, communications protocols, risk management/electronic analysis, software, life-cycle management, software development methodologies, and modeling and simulation.
Subject Matter Expert, Level II	EDUCATION: Bachelors EXPERIENCE: 12 Years DESCRIPTION: Defines the problems and analyzes and develops plans and requirements in the subject matter area for moderately complex to complex financial systems. Coordinates and manages the preparation of analysis, evaluations, and recommendations for proper implementation of programs and systems specifications in integrated financial management systems. Specifically: information systems architecture, networking, telecommunications, automation, communications protocols, risk management/electronic analysis, software, life-cycle management, software development

	methodologies, modeling and simulation, and capable of providing complex statistical modeling and analysis.
Subject Matter Expert, Level III	EDUCATION: Bachelors EXPERIENCE: 15 Years DESCRIPTION: Provides technical, managerial and administrative direction for problem definition, analysis, requirements development and implementation for complex to extremely complex financial systems or financial issues. Makes recommendations and advises on organization-wide system improvements, optimization or maintenance efforts in integrated financial management systems. Specifically: information systems architecture, business process improvement, networking, telecommunications, automation, communication protocols, risk management/electronic analysis, software, life cycle management, software development methodologies, modeling and simulation, and capable of providing complex statistical modeling and analysis.
Technical Writer	EDUCATION: Bachelors EXPERIENCE: 5 Years DESCRIPTION: Assist in collecting and organizing information for preparation of user manuals, training materials, installation guides, proposals, and reports. Edit functional descriptions, system specifications, user manuals, special reports, or any other customer deliverables and documents.
Training Specialist	EDUCATION: Bachelors EXPERIENCE: 4 Years DESCRIPTION: Conducts the research necessary to develop and revise training courses and prepares appropriate training materials. Prepares all instructor materials (course manuals, workbooks, handouts, completion certificates, and course evaluation forms). Trains personnel by conducting formal classroom courses, workshops, and seminars.
541330ENG: Engineering Services **541420 Engineering System Design & Integration Sevices** **541715 Engineering Research & development & Strategic Planning**	
Administrative Specialist	EDUCATION: Associates EXPERIENCE: 1 Years DESCRIPTION: Depending on administrative functional specialty, provides support to program management staff. Supervises other administrative staff.
Design Engineer	EDUCATION: Bachelors EXPERIENCE: 4 Years DESCRIPTION: Typical associated tasks include, but are not limited to, computer-aided design, design studies and analysis, research and development, specification preparation, configuration management and document control, fabrication, assembly, and simulation and modeling.
Engineer	EDUCATION: Bachelors EXPERIENCE: 4 Years DESCRIPTION: Supports engineering efforts that provide engineering, technical, and managerial direction for problem definition, analysis, requirement development, and implementation for complex systems in the engineering discipline required to meet technical requirements. Participates in efforts that develop recommendations and advice on system development, improvements, optimization, or support efforts.

Financial Analyst	EDUCATION: Bachelors EXPERIENCE: 5 Years DESCRIPTION: Serves as a member of group of analysts who are working in concert to systematically integrate business, cost estimating and financial management processes to ensure the efficient stewardship of public funds. Must be able to support the formulation of strategic financial plans, prepare cost estimates, and correlate financing requirements into executable budgets. Possesses through knowledge of the allocation, execution, and administration of approved budgets. Must be able to assess products and procedures for compliance with government standards, accounting principles, internal controls, and multi-tiered system application standards. Must be able to grasp interrelationships between financial management requirements and automated solutions, considering the current system environment and the potential integration of added systems concurrently or later. Ensure that tasks are completed in the time frame specified by the client and assists in the preparation of milestone status reports and presentations for colleagues, subordinates, and end user representatives. Should be familiar with activity based costing, business case analysis and outsourcing requirements.
Functional Expert Consultant Level I	EDUCATION: Bachelors EXPERIENCE: 0 Years DESCRIPTION: Provides task unique functional expertise necessary to interpret requirements, ensure responsiveness and achieve successful performance. May include subject matter and unique technical knowledge. Assists engineering staff with the analysis, evaluation and implementation of systems and other engineering tasks. Note: This labor category may only be used in support of engineering specific work.
Functional Expert Consultant Level II	EDUCATION: Bachelors EXPERIENCE: 3 Years DESCRIPTION: Provides task unique functional expertise necessary to interpret requirements, ensure responsiveness and achieve successful performance. May include subject matter and unique technical knowledge. Assists engineering staff with the analysis, evaluation and implementation of systems and other engineering tasks. Note: This labor category may only be used in support of engineering specific work.
Functional Expert Consultant Level III	EDUCATION: Bachelors EXPERIENCE: 5 Years DESCRIPTION: Provides task unique functional expertise necessary to interpret requirements, ensure responsiveness and achieve successful performance. May include subject matter and unique technical knowledge. Assists engineering staff with the analysis, evaluation and implementation of systems and other engineering tasks. Note: This labor category may only be used in support of engineering specific work.
Functional Expert Consultant Level IV	EDUCATION: Bachelors EXPERIENCE: 10 Years DESCRIPTION: Provides task unique functional expertise necessary to interpret requirements, ensure responsiveness and achieve successful performance. May include subject matter and unique technical knowledge. Assists engineering staff with the analysis, evaluation and implementation of systems and other engineering tasks. Note: This labor category may only be used in support of engineering specific work.

Functional Expert Consultant Level V	EDUCATION: Bachelors EXPERIENCE: 10 Years DESCRIPTION: Provides task unique functional expertise necessary to interpret requirements, ensure responsiveness and achieve successful performance. May include subject matter and unique technical knowledge. Assists engineering staff with the analysis, evaluation and implementation of systems and other engineering tasks. Note: This labor category may only be used in support of engineering specific work.
Homeland Security Expert	EDUCATION: Bachelors EXPERIENCE: 10 Years DESCRIPTION: Provides technical and managerial direction for problem definition, analysis, requirements development, and implementation for complex systems in the Homeland Security area. Makes recommendations and advises on organization wide system improvements in the area(s) of the individual's specialized Homeland Security expertise.
Homeland Security Specialist	EDUCATION: Bachelors EXPERIENCE: 3 Years DESCRIPTION: Provides technical and functional analysis, assistance, and support to projects in the area(s) of the individual's specialized Homeland Security expertise.
Information Specialist	EDUCATION: Bachelors EXPERIENCE: 4 Years DESCRIPTION: Applies an enterprise wide set of disciplines and processes for planning, analyzing, designing, constructing, and implementing information engineering for complex systems. Develops analytical and computational techniques and methodology for problem solutions. Performs process and data modeling in support of the systems planning and analysis efforts, using manual and automated tools. Employs reverse engineering and reengineering disciplines to develop migration strategic and planning documents.
Jr. Homeland Security Specialist	EDUCATION: Bachelors EXPERIENCE: 0 Years DESCRIPTION: Provides assistance and support to projects relevant to the area of Homeland Security.
Junior Design Engineer	EDUCATION: Bachelors EXPERIENCE: 0 Years DESCRIPTION: Typical associated tasks include, but are not limited to, computer-aided design, design studies and analyses, research and development, specification preparation, configuration management and document control, fabrication, assembly, and simulation and modeling.
Junior Engineer	EDUCATION: Bachelors EXPERIENCE: 0 Years DESCRIPTION: Supports engineering efforts that provide engineering, technical, and managerial direction for problem definition, analysis, requirement development, and implementation for complex systems in the engineering discipline required to meet technical requirements. Participates in efforts that develop recommendations and advice on system development, improvements, optimization, or support efforts.

Junior Financial Analyst	EDUCATION: Bachelors EXPERIENCE: 0 Years DESCRIPTION: Serves as a junior member of group of analysts who are working in concert to systematically integrate business, cost estimating and financial management processes to ensure the efficient stewardship of public funds. Possesses an understanding of the budget allocation, execution, and administration process. Has the ability to monitor and track obligation and expenditure of funds, detect, reconcile and remedy fiscal discrepancies, and provide cost effective, insightful reporting to decision makers. Under supervision, must be able to assess products and procedures for compliance with government standards, accounting principles and multi-tiered system application standards. Cognizant of interrelationships between financial management requirements and automated solutions, considering the current system environment and the potential integration of added systems concurrently or later. May be familiar with activity based costing, business case analysis and outsourcing requirements.
Junior Information Specialist	EDUCATION: Bachelors EXPERIENCE: 0 Years DESCRIPTION: Applies an enterprise wide set of disciplines and processes for planning, analyzing, designing, constructing, and implementing information engineering for complex systems. Develops analytical and computational techniques and methodology for problem solutions. Performs process and data modeling in support of the systems planning and analysis efforts, using manual and automated tools. Employs reverse engineering and reengineering disciplines to develop migration strategic and planning documents.
Junior Logistics Engineer	EDUCATION: Bachelors EXPERIENCE: 0 Years DESCRIPTION: Prepares integrated logistic plans and policy and procedures for logistic support for major systems. Ensures that proper logistic considerations are included in system development processes at each major milestone. Assists in performing analyses to determine system maintainability, reliability, and supportability requirements. Documents results of the analysis in a report format. Develops and reviews systems acquisition projects' operating plans and procedures to ensure logistic support considerations are included. Performs technical training, configuration management, and quality assurance.
Junior Management Analyst	EDUCATION: Bachelors EXPERIENCE: 0 Years DESCRIPTION: Applies appropriate management analysis processes, modeling and simulation tools, and technical techniques to provide the services required. Employs process improvement and reengineering methodologies and principles to conducting process modernization projects.
Junior Mission Analyst	EDUCATION: Bachelors EXPERIENCE: 0 Years DESCRIPTION: Applies knowledge of client's mission area to develop and refine concepts of operations and operational plans that make optimum use of existing and planned systems to meet mission needs. As required, participates in the development of system concepts, system requirements, concepts of operations, and training requirements in every phase of the system development process.

Junior Operations/Research Analyst	EDUCATION: Bachelors EXPERIENCE: 0 Years DESCRIPTION: Performs analysis applying appropriate scientific and engineering processes and modeling techniques to the life-cycle development of systems. Performs analyses and trade-off studies related to operational issues and reviews test plans to ensure MOEs address operational requirements. Reviews plans for system integration, operation, and maintenance and assists in the development of training for operational personnel.
Junior Project Control Specialist	EDUCATION: Associates EXPERIENCE: 1 Years DESCRIPTION: Tracks and validates all client financial information, establishes and maintains master contract files, prepares reports on and monitors status of all deliverables, ensures quality assurance in all products delivered. Tracks the financial status of contracts and reports payment of government fees. Prepares and updates task status reports and prepares revenue projections reports. Employs automated tools and systems to perform project control functions.
Junior Project Manager	EDUCATION: Bachelors EXPERIENCE: 1 Years DESCRIPTION: Performs day-to-day management of assigned task order projects that involve teams of engineers, scientists, and management professionals involved in analyzing, designing, integrating, training, testing, documenting, implementing, and maintaining large complex systems. Demonstrates proven skills in those technical areas addressed by the task order to be managed. Organizes, directs, and coordinates planning and production of all activities associated with assigned task order projects. Demonstrates written and oral communication skills.
Junior Requirements Engineer	EDUCATION: Bachelors EXPERIENCE: 0 Years DESCRIPTION: Typical associated tasks include, but are not limited to, requirements analysis, cost analysis, cost performance trade-off analysis, feasibility analysis, regulatory compliance support, technology conceptual designs, and special studies and analysis.
Junior Test Engineer	EDUCATION: Bachelors EXPERIENCE: 0 Years DESCRIPTION: Typical associated tasks include, but are not limited to, prototype development and first article testing, environmental testing, independent verification and validation, demonstration and validation, simulation and modeling, system safety, quality assurance, education and training, and physical testing of the product or system.
Junior Trainer	EDUCATION: Bachelors EXPERIENCE: 0 Years DESCRIPTION: Develops and revises training courses and prepares appropriate training catalogs. Prepares instructor materials (course outline, background material, and training aids). Prepares all material (course manuals, workbooks, handouts, completion certificates, and course critique forms). Trains personnel by conducting formal classroom courses, workshops, and seminars.
Lead Design Engineer	EDUCATION: Masters EXPERIENCE: 10 Years DESCRIPTION: Supervises systems design technical effort and performs typical tasks that include, but are not limited to, computer-aided design, design studies and analyses, research and development, specification preparation, configuration management and document control, fabrication, assembly, and simulation and modeling.

Lead Engineer	EDUCATION: Masters EXPERIENCE: 10 Years DESCRIPTION: Leads engineering efforts and supervises engineering staff participating in such efforts. Provides engineering, technical, and managerial direction for problem definition, analysis, requirement development, and implementation for complex systems in the engineering discipline required to meet technical requirements. Makes recommendations and advises on system development, improvements, optimization, or support efforts. Performs risk assessments and analyses employing modeling and simulation techniques.
Lead Homeland Security Expert	EDUCATION: Bachelors EXPERIENCE: 4 Years DESCRIPTION: Applies knowledge of client's mission area to develop and refine concepts of operations and operational plans that make optimum use of existing and planned systems to meet mission needs. As required, participates in the development of system concepts, system requirements, concepts of operations, and training requirements in every phase of the system development process.
Lead Information Specialist	EDUCATION: Masters EXPERIENCE: 10 Years DESCRIPTION: Applies an enterprise wide set of disciplines and processes for planning, analyzing, designing, constructing, and implementing information engineering for complex systems. Develops analytical and computational techniques and methodology for problem solutions. Performs process and data modeling in support of the systems planning and analysis efforts, using manual and automated tools. Employs reverse engineering and reengineering disciplines to develop migration strategic and planning documents. Supervises information engineers assigned to support a system development.
Lead Logistics Engineer	EDUCATION: Bachelors EXPERIENCE: 10 Years DESCRIPTION: Directly supports and supervises logistical personnel supporting program managers performing tasking associated with engineering or acquisition projects. Prepares integrated logistic plans and policy and procedures for logistic support for major systems. Ensures that proper logistic considerations are included in the system development processes at each major milestone. Performs analyses to determine system maintainability, reliability, and supportability requirements. Documents results of the analysis in a report format. Develops systems maintenance concepts and plans and life-cycle supply requirements and processes to meet supply requirements. Performs cost analyses associated with systems logistic support and develops and reviews systems acquisition projects' operating plans and procedures to ensure logistic support considerations are included. Performs technical training, configuration management, and quality assurance.
Lead Management Analyst	EDUCATION: Masters EXPERIENCE: 10 Years DESCRIPTION: Applies applicable management analysis processes, modeling and simulation tools, and technical techniques to provide the services required. Employs process improvement and reengineering methodologies and principles to conduct process modernization projects. Provides group facilitation, interviewing, training, and additional forms of knowledge transfer. Serves as key coordinator among multiple project teams to ensure enterprise wide integration of management efforts. Provides daily supervision and direction to personnel performing management analysis tasking.

Lead Mission Analyst	EDUCATION: Bachelors EXPERIENCE: 10 Years DESCRIPTION: Applies knowledge of client's mission area to develop and refine concepts of operations and operational plans that make optimum use of existing and planned systems to meet mission needs. As required, participates in the development of system concepts, system requirements, concepts of operations, and training requirements in every phase of the system development process.
Lead Operations/Research Analyst	EDUCATION: Masters EXPERIENCE: 0 Years DESCRIPTION: Provides supervision to analysts and performs analyses applying appropriate scientific and engineering processes and modeling techniques to the life-cycle development of systems. Performs analyses and trade-off studies related to operational issues and reviews test plans to ensure MOEs address operational requirements. Reviews plans for system integration, operation, and maintenance and assists in the development of training for operational personnel. Applies operations research methodology to defining and formulating economic analyses and related benefit, cost, and risk studies.
Lead Program Manager	EDUCATION: Masters EXPERIENCE: 10 Years DESCRIPTION: Performs day-to-day management of overall contract support operations, possibly involving multiple projects and groups of personnel at multiple locations. Organizes, directs, and coordinates the planning and production of all contract support activities. Demonstrates written and oral communication skills. Establishes and alters (as necessary) corporate management structure to direct effective contract support activities.
Lead Requirements Engineer	EDUCATION: Masters EXPERIENCE: 10 Years DESCRIPTION: Supervises systems engineering, technical efforts and performs typical associated tasks that include, but are not limited to, requirements analysis, cost/cost performance trade-off analysis, feasibility analysis, regulatory compliance support, technology conceptual designs, and special studies and analyses.
Lead Scientist	EDUCATION: Masters EXPERIENCE: 10 Years DESCRIPTION: Performs the functions of a technical expert in the relevant scientific field in support of major programs or system development. Applies scientific expertise in defining and resolving system issues, performing analysis, and developing plans and requirements in the subject-matter area for complex systems. Coordinates and manages the preparation of analysis, evaluations, and recommendations for proper implementation of programs and systems.
Lead Test Engineer	EDUCATION: Bachelors EXPERIENCE: 10 Years DESCRIPTION: Supervises test and evaluation technical effort. Performs typical tasks that include, but are not limited to, prototype development and first article testing, environmental testing, independent verification and validation, demonstration and validation, simulation and modeling, system safety, quality assurance, education and training, and physical testing of the product or system.

Logistics Engineer	EDUCATION: Bachelors EXPERIENCE: 4 Years DESCRIPTION: Prepares integrated logistic plans and policy and procedures for logistic support for major systems. Ensures that proper logistic considerations are included in system development processes at each major milestone. Assists in performing analyses to determine system maintainability, reliability, and supportability requirements. Documents results of the analyses in a report format. Develops and reviews systems acquisition projects' operating plans and procedures to ensure logistic support considerations are included. Performs technical training, configuration management, and quality assurance.
Management Analyst	EDUCATION: Bachelors EXPERIENCE: 4 Years DESCRIPTION: Applies appropriate management analysis processes, modeling and simulation tools, and technical techniques to provide the services required. Employs process improvement and reengineering methodologies and principles to conducting process modernization projects. Provides group facilitation, interviewing, training, and additional forms of knowledge transfer. Coordinates a project team to ensure enterprise wide integration of management efforts.
Mission Analyst	EDUCATION: Bachelors EXPERIENCE: 4 Years DESCRIPTION: Applies knowledge of client's mission area to develop and refine concepts of operations and operational plans that make optimum use of existing and planned systems to meet mission needs. As required, participates in the development of system concepts, system requirements, concepts of operations, and training requirements in every phase of the system development process.
Operations/Research Analyst	EDUCATION: Bachelors EXPERIENCE: 4 Years DESCRIPTION: Provides supervision to analysts and performs analysis applying appropriate scientific and engineering processes and modeling techniques to the life-cycle development of systems. Performs analysis and trade-off studies related to operational issues, and reviews test plans to ensure MOEs address operational requirements. Reviews plans for system integration, operation, and maintenance and assists in the development of training for operational personnel. Applies operations research methodology to defining and formulating economic analyses and related benefit, cost, and risk studies.
Program Manager	EDUCATION: Bachelors EXPERIENCE: 15 Years DESCRIPTION: Strategically manages multi-faceted program, developing product and service vision. Is responsible for building and successfully maintaining integrated management structure and evaluating overall performance. Manages subcontractor and program financials. Meets regularly with government program manager to discuss performance, propose initiatives, and establish priorities.
Project Control Specialist	EDUCATION: Associates EXPERIENCE: 4 Years DESCRIPTION: Reviews contracts and identifies project control requirements. Determines staff assignments, project control systems, and administrative and financial reporting requirements. Tracks and validates all client financial information, establishes and maintains master contract files, prepares reports on and monitors status of all deliverables, ensures quality assurance in all products delivered, tracks the financial status of contracts, and reports payment of government fees. Prepares and updates task status reports and prepares revenue projections reports. Employs automated tools and systems to perform

	project control functions.
Project Manager	EDUCATION: Bachelors EXPERIENCE: 10 Years DESCRIPTION: Under the guidance of the Program Manager, is responsible for the overall management of the specific task order(s) and insuring that the technical/financial solutions and schedules in the specific delivery orders are implemented in a timely manner. Organizes, directs and coordinates the planning and production of all activities associated with assigned delivery order projects. Demonstrates competent writing and oral communication skills. Ensures quality products and services are delivered.
Requirements Engineer	EDUCATION: Bachelors EXPERIENCE: 4 Years DESCRIPTION: Typical associated tasks include but are not limited to requirements analysis, cost analysis, cost performance trade-off analysis, feasibility analysis, regulatory compliance support, technology conceptual designs, and special studies and analysis.
Scientist	EDUCATION: Bachelors EXPERIENCE: 4 Years DESCRIPTION: Performs the functions of a technical expert in the relevant scientific field in the support of major programs or system development. Applies scientific expertise in defining and resolving system issues, performing analysis and developing plans and requirements in the subject-matter area for complex systems. Coordinates and manages the preparation of analyses, evaluations, and recommendations for proper implementation of programs and systems.
Senior Design Engineer	EDUCATION: Bachelors EXPERIENCE: 7 Years DESCRIPTION: Supervises systems design technical effort and performs typical tasks that include, but are not limited to, computer-aided design, design studies and analysis, research and development, specification preparation, configuration management and document control, fabrication, assembly, and simulation and modeling.
Senior Engineer	EDUCATION: Bachelors EXPERIENCE: 7 Years DESCRIPTION: Leads engineering efforts and supervises engineering staff participating in such efforts. Provides engineering, technical, and managerial direction for problem definition, analysis, requirement development and implementation for complex systems in the engineering discipline required to meet technical requirements. Makes recommendations and advises on system development, improvements, optimization, or support efforts. Performs risk assessments and analysis employing modeling and simulation techniques.

Senior Financial Analyst	EDUCATION: Bachelors EXPERIENCE: 8 Years DESCRIPTION: Serves as a leader ensuring that a group of analysts are working in concert to systematically integrate business, cost estimating and financial management processes to ensure the efficient stewardship of public funds. Must be able to formulate strategic financial plans, prepare cost estimates and correlate financing requirements into executable budgets. Must be able to assess products and or procedures for compliance with government standards, accounting principles, internal controls, and multi-tiered system application standards. Must be able to grasp interrelationships between financial management requirements and automated solutions, considering the current system environment and the potential integration of added systems. Manages completion of work within the time frame specified by the client, ensuring that all requirements are met. Prepares milestone status reports and presentations for colleagues, subordinates, and end user representatives. Is familiar with activity based costing, business case analysis and outsourcing requirements.
Senior Information Specialist	EDUCATION: Bachelors EXPERIENCE: 7 Years DESCRIPTION: Applies an enterprise wide set of disciplines and processes for planning, analyzing, designing, constructing, and implementing information engineering for complex systems. Develops analytical and computational techniques and methodology for problem solutions. Performs process and data modeling in support of the systems planning and analysis efforts, using manual and automated tools. Employs reverse engineering and reengineering disciplines to develop migration strategic and planning documents. Supervises information engineers assigned to support a system development.
Senior Logistics Engineer	EDUCATION: Bachelors EXPERIENCE: 7 Years DESCRIPTION: Directly supports and supervises logistical personnel supporting program managers performing tasking associated with engineering or acquisition projects. Prepares integrated logistic plans and policy and procedures for logistic support for major systems. Ensures that proper logistic considerations are included in the system development processes at each major milestone. Performs analyses to determine system maintainability, reliability, and supportability requirements. Documents results of the analyses in a report format. Develops systems maintenance concepts and plans and life cycle supply requirements and processes to meet supply requirements. Performs cost analysis associated with systems logistic support and develops and reviews systems acquisition projects' operating plans and procedures to ensure logistic support considerations are included. Performs technical training, configuration management, and quality assurance.
Senior Management Analyst	EDUCATION: Bachelors EXPERIENCE: 7 Years DESCRIPTION: Applies appropriate management analysis processes, modeling and simulation tools, and technical techniques to provide the services required. Employs process improvement and reengineering methodologies and principles to conducting process modernization projects. Provides group facilitation, interviewing, training, and additional forms of knowledge transfer. Coordinates multiple project teams to ensure enterprise wide integration of management efforts. Provides daily supervision and direction to personnel performing management

	analysis tasking.
Senior Mission Analyst	EDUCATION: Bachelors EXPERIENCE: 7 Years DESCRIPTION: Applies knowledge of client's mission area to develop and refine concepts of operations and operational plans that make optimum use of existing and planned systems to meet mission needs. As required, participates in the development of system concepts, system requirements, concepts of operations, and training requirements in every phase of the system development process.
Senior Operations/Research Analyst	EDUCATION: Bachelors EXPERIENCE: 7 Years DESCRIPTION: Provides supervision to analysts and performs analysis applying appropriate scientific and engineering processes and modeling techniques to the life-cycle development of systems. Performs analyses and trade-off studies related to operational issues and reviews test plans to ensure MOEs address operational requirements. Reviews plans for system integration, operation, and maintenance and assists in the development of training for operational personnel. Applies operations research methodology to defining and formulating economic analyses and related benefit, cost, and risk studies.
Senior Program Manager	EDUCATION: Bachelors EXPERIENCE: 18 Years DESCRIPTION: Leads management of diverse program, providing broad-range service vision. Directs and supports management in development of integrated team structure, leading identification of mission objectives and performance evaluation. Meets with government program manager to discuss performance, propose initiatives, and establish priorities.
Senior Project Control Specialist	EDUCATION: Bachelors EXPERIENCE: 7 Years DESCRIPTION: Supervises project control staff members and manages financial and/or administrative aspects of assigned contract tasking or deliverables. Reviews contracts and identifies project control requirements. Determines staff assignments, project control systems, and administrative and financial reporting requirements. Prepares project management plans independently or in conjunction with program/project managers. Serves as key coordinator for project control data and policy among contracts having multiple projects. Tracks and validates all client financial information, establishes and maintains master contract files, prepares reports on and monitors status of all deliverables, ensures quality assurance in all products delivered, tracks the financial status of contracts, and reports payment of government fees. Prepares and updates task status reports and prepares revenue projections reports. Employs automated tools and systems to perform project control functions.

Senior Project Manager	EDUCATION: Bachelors EXPERIENCE: 7 Years DESCRIPTION: Performs day-to-day management of assigned task order projects that involve teams of engineers, scientists, and management professionals involved in analyzing, designing, integrating, training, testing, documenting, implementing, and maintaining complex systems. Demonstrates proven skills in those technical areas addressed by the task order to be managed. Organizes, directs, and coordinates planning and production of all activities associated with assigned task order projects. Demonstrates written and oral communication skills.
Senior Requirements Engineer	EDUCATION: Bachelors EXPERIENCE: 7 Years DESCRIPTION: Supervises systems engineering technical efforts and performs typical associated tasks that include, but are not limited to, requirements analysis, cost analysis, cost performance trade-off analysis, feasibility analysis, regulatory compliance support, technology conceptual designs, and special studies and analyses.
Senior Scientist	EDUCATION: Bachelors EXPERIENCE: 7 Years DESCRIPTION: Performs the functions of a technical expert in the relevant scientific field in support of major programs or system development. Applies scientific expertise in defining and resolving system issues, performing analysis, and developing plans and requirements in the subject-matter area for complex systems. Coordinates and manages the preparation of analysis, evaluations, and recommendations for proper implementation of programs and systems.
Senior Support Specialist	EDUCATION: Associates EXPERIENCE: 3 Years DESCRIPTION: Depending on the functional specialty, support the program management staff in the preparation of deliverables, proposals, internal reports, briefings, and drawings associated with the project being supported. Supervise other support specialists performing on the project. Must demonstrate the ability to work independently or under only general direction.
Senior Test Engineer	EDUCATION: Bachelors EXPERIENCE: 7 Years DESCRIPTION: Supervises test and evaluation technical effort. Performs typical tasks that include, but are not limited to, prototype development and first article testing, environmental testing, independent verification and validation, demonstration and validation, simulation and modeling, system safety, quality assurance, education and training, and physical testing of the product or system.
Senior Trainer	EDUCATION: Bachelors EXPERIENCE: 7 Years DESCRIPTION: Supervises training and instruction personnel and conducts research necessary to develop and revise training courses and prepare appropriate training catalogs. Prepares all instructor materials (course outline, background material, and training aids). Prepares all student materials (course manuals, workbooks, handouts, completion certificates, and course critique forms). Trains personnel by conducting formal classroom courses, workshops, and seminars. Provides daily supervision of, and direction to, training staff.
Sr. Homeland Security Specialist	EDUCATION: Bachelors EXPERIENCE: 6 Years DESCRIPTION: Assists with problem definition and analysis and with developing plans and requirements for complex systems in the Homeland Security area. May lead projects or provide senior support to projects in the area(s) of the individual's specialized Homeland Security expertise.

Support Specialist	EDUCATION: Associates EXPERIENCE: 1 Years DESCRIPTION: Depending on the functional specialty, support the program management staff in the preparation of deliverables, proposals, internal reports, briefings, and drawings associated with the project being supported.
Test Engineer	EDUCATION: Bachelors EXPERIENCE: 5 Years DESCRIPTION: Typical associated tasks include, but are not limited to, prototype development and first article testing, environmental testing, independent verification and validation, demonstration and validation, simulation and modeling, system safety, quality assurance, education and training, and physical testing of the product or system.
Trainer	EDUCATION: Bachelors EXPERIENCE: 4 Years DESCRIPTION: Under the supervision of the Senior Trainer, develops and revises training courses and prepares appropriate training catalogs. Prepares instructor materials (course outline, background material, and training aids). Prepares all material (course manuals, workbooks, handouts, completion certificates, and course critique forms). Trains personnel by conducting formal classroom courses, workshops, and seminars.
541614: Deployment, Distribution & Transportation Logistics Services **541614SVC: Supply & Value Chain Management**	
ACQUISITION SPECIALIST, LEVEL I	EDUCATION: Bachelors EXPERIENCE: 3 Years DESCRIPTION: Assists in providing a full spectrum of acquisition logistics support to a product or system throughout its entire life-cycle. Responsibilities would include: General logistics consultation support, assistance in development and preparation of acquisition milestone documentation, acquisition planning, development of specifications/performance-based work statements, and integrated logistics support plans (ILSPs). Additional responsibilities may include: supporting market analyses, supporting customer needs assessments, configuration management support, assisting in development/management of maintenance procedures/technical manuals, and vendor management.
ACQUISITION SPECIALIST, LEVEL II	EDUCATION: Bachelors EXPERIENCE: 5 Years DESCRIPTION: Provides a full spectrum of acquisition logistics support to a product or system throughout its entire life-cycle. Responsibilities would include: general logistics consultation support, development, and preparation of acquisition milestone documentation, acquisition planning, development of specifications/performance-based work statements, and/or integrated logistics support plans (ILSPs). Additional responsibilities may include: performing market analyses, conducting needs assessments, configuration management support, development/management of maintenance procedures/technical manuals, and vendor management. Duties may also include conducting various logistics support analyses, to include: spares modeling, field problem analysis, reliability studies, maintainability studies, and equipment readiness analyses. Also would provide assistance in developing and monitoring program funding plans. Performs day-to-day management of assigned task order projects in the acquisition logistics area. Organizes, directs, and supervises other project personnel in the execution of task order activities.

ACQUISITION SUPPORT SPECIALIST, LEVEL I	EDUCATION: Associates EXPERIENCE: 1 Years DESCRIPTION: Provides functional and technical support in the design, development, acquisition, production, fielding and post deployment support of government programs. Supports the government in overall product management policies, plans, requirements, execution, control and direction of the work and associated resources involved in providing life cycle management.
ACQUISITION SUPPORT SPECIALIST, LEVEL II	EDUCATION: Associates EXPERIENCE: 3 Years DESCRIPTION: Provides functional and technical direction in the design, development, acquisition, production, fielding and post deployment support of government programs. Supports the government in overall product management policies, plans, requirements, execution, control and direction of the work and associated resources involved in providing life cycle management.
ACQUISITION SUPPORT SPECIALIST, LEVEL III	EDUCATION: Bachelors EXPERIENCE: 3 Years DESCRIPTION: Applies knowledge of DoD acquisition processes, and analytical methods or techniques to gather, analyze, and evaluate information required by program or project managers and customers. Draws conclusions and devises solutions to problems relating to improvement of acquisition effectiveness and compliance. Develops and drafts acquisition documentation and ensuring quality control. May perform work measurement studies, program or operations efficiency reviews, cost studies, or workload change impact analyses. Relies upon and uses automated management information systems in performing fact finding, analytical, and advisory functions
ADMINISTRATIVE SPECIALIST	EDUCATION: Associates EXPERIENCE: 1 Years DESCRIPTION: Depending on administrative functional specialty, provides support to program management staff. Supervises other administrative staff.
BUDGET ANALYST, LEVEL I	EDUCATION: High School EXPERIENCE: 1 Years DESCRIPTION: Performs a variety of budgetary functions implementing the organizations budgetary program, policies, and procedures. Develops, formulates and revises the programs budget request. Responsible for developing estimates for civilian pay and benefits, travel and other Elements of Resource (EOR). Manages assigned program in accordance with funding limitations provided on Funding Authorization Documents (FADS). Consolidates the accuracy of budget data estimates by the use of statistical techniques, e.g., extensions, averages, trend analysis of historical data. Monitors and tracks obligations and expenditures for assigned activity accounts on related budgetary forms, schedules, and reports. Verifies that obligations and expenditures occur on a timely basis in accordance with the annual work plan and regulatory controls, and are within amounts programmed. Resolves any discrepancies.

BUDGET ANALYST, LEVEL II	EDUCATION: Associates EXPERIENCE: 3 Years DESCRIPTION: Performs a variety of budgetary functions implementing the organizations budgetary program, policies, and procedures. Develops, formulates and revises the programs budget request. Responsible for developing estimates for civilian pay and benefits, travel and other Elements of Resource (EOR). Manages assigned program in accordance with funding limitations provided on Funding Authorization Documents (FADS). Consolidates the accuracy of budget data estimates by the use of statistical techniques, e.g., extensions, averages, trend analysis of historical data. Monitors and tracks obligations and expenditures for assigned activity accounts on related budgetary forms, schedules, and reports. Verifies that obligations and expenditures occur on a timely basis in accordance with the annual work plan and regulatory controls, and are within amounts programmed. Resolves any discrepancies.
BUDGET ANALYST, LEVEL III	EDUCATION: Bachelors EXPERIENCE: 5 Years DESCRIPTION: Performs various budget functions involving the formulation, justification, and/or execution of budgets for organizations, programs, or projects. This work requires knowledge and skill in the application of related laws, regulations, policies, precedents, methods and techniques of budgeting.
BUSINESS PROCESS ANALYST	EDUCATION: Bachelors EXPERIENCE: 2 Years DESCRIPTION: Applies process improvement and reengineering methodologies and principles to conduct process modernization projects. Responsible for effective transitioning of existing project teams and the facilitation of project teams in the accomplishment of project activities and objectives. Provides group facilitation, interviewing, training, and provides additional forms of knowledge transfer. Key coordinator between multiple project teams to ensure enterprise-wide integration of reengineering efforts.
DEPLOYMENT OPERATIONS SPECIALIST	EDUCATION: Bachelors EXPERIENCE: 8 Years DESCRIPTION: Experience in computer systems and their application to tactical programs is required. Analyzes and provides recommendations on issues dealing with system and operational architectures. Coordinates with user community representatives throughout all phases of development concerning requirements definition, clarification, prioritization, and alternatives. Applies emerging doctrine and tactics, to system design and development. Assesses the impact of programmatic and technical options on stated user requirements and doctrine.
DESIGN CONFIGURTION MANAGER	EDUCATION: Bachelors EXPERIENCE: 5 Years DESCRIPTION: Work closely with program management, systems engineers, quality managers and representatives, draftsmen and design/manufacturing engineers in a concurrent engineering environment; Develop and administer Configuration Management Plans; Prepare for and conduct major configuration audits.
EXECUTIVE MANAGER	EDUCATION: Bachelors EXPERIENCE: 20 Years DESCRIPTION: Provides oversight for multiple client engagements by managing several multi-faceted programs and creating overarching vision. Is responsible for overseeing an integrated management structure, which evaluates overall performance. Meets with government program manager to discuss performance, initiatives, and priorities.

FACILITY PLANNER, LEVEL I	EDUCATION: Bachelors EXPERIENCE: 5 Years DESCRIPTION: Plans and coordinates facility renovation and repair. Must have experience in planning and coordinating facility renovation and repair within a large Government installation. Capable of providing the planning and coordination of all construction/renovations to administrative areas and computer laboratories, including structural, environmental and electrical systems. Should have extensive experience in providing technical support of equipment installations in offices and computer laboratories, maintenance of buildings including fire alarm systems, fire suppressant systems, interior and exterior lighting, standard and emergency passenger elevators, custodial services and other areas.
FACILITY PLANNER, LEVEL II	EDUCATION: Bachelors EXPERIENCE: 8 Years DESCRIPTION: Plans and coordinates facility renovation and repair. Must have experience in planning and coordinating facility renovation and repair within a large Government installation. Capable of providing the planning and coordination of all construction/renovations to administrative areas and computer laboratories, including structural, environmental and electrical systems. Should have extensive experience in providing technical support of equipment installations in offices and computer laboratories, maintenance of buildings including fire alarm systems, fire suppressant systems, interior and exterior lighting, standard and emergency passenger elevators, custodial services and other areas.
FINANCIAL ANALYST, LEVEL I	EDUCATION: Bachelors EXPERIENCE: 4 Years DESCRIPTION: Provides support to technical logistics analyses. Provides cost estimating, life-cycle costing, and cost benefit analyses in support of acquisition programs and other logistics analyses. Supports the development and analysis of logistics support and information technology alternatives. Assists in the development of capital plans for major logistics acquisitions. Supports logistics business process reengineering studies through the development of baseline cost models and "to be" cost models. Performs "should cost" analysis and trade studies related to cost trade-off options for major systems development or procurement. Prepares acquisition milestone program documentation to support milestone decisions. Prepares budget submissions in support of major logistics acquisition programs. Monitors program funding and expenditures.
FINANCIAL ANALYST, LEVEL II	EDUCATION: Bachelors EXPERIENCE: 7 Years DESCRIPTION: Provides support to technical logistics analyses. Provides cost estimating, life-cycle costing, and cost benefit analyses in support of acquisition programs and other logistics analyses. Supports the development and analysis of logistics support and information technology alternatives. Assists in the development of capital plans for major logistics acquisitions. Support logistics business process reengineering studies through the development of baseline cost models and "to be" cost models. Performs "should cost" analysis and trade studies related to cost trade-off options for major systems development or procurement. Prepares acquisition milestone program documentation to support milestone decisions. Prepares budget submissions in support of major logistics acquisition programs. Monitors program funding and expenditures. Performs day-to-day management of assigned task order projects in the acquisition logistics area. Organizes, directs, and supervises other project personnel in the

	execution of task order activities.
GRAPHICS SPECIALIST	EDUCATION: High School EXPERIENCE: 3 Years DESCRIPTION: Designs, assembles and presents graphic art exhibits in both electronic and traditional media.
ILS SPECIALIST	EDUCATION: Associates EXPERIENCE: 5 Years DESCRIPTION: Preparing/editing DOD technical documents as well as availability and maintainability (RAM) analysis of complex mechanical and electronics systems/equipment.
INFORMATION TECHNOLOGY ARCHITECT	EDUCATION: Bachelors EXPERIENCE: 8 Years DESCRIPTION: Provides technical, managerial, and administrative direction for problem definition, analysis, requirements development, and implementation for logistics and related information systems. Makes recommendations and advises on organization-wide system improvements, optimization or maintenance efforts for logistics and related information systems in the following specialties: information systems architecture; networking; telecommunications; automation; communications protocols; risk management/electronic analysis; software; life-cycle management; software development methodologies; and modeling and simulation.
INFORMATION TECHNOLOGY ENGINEER, LEVEL I	EDUCATION: Bachelors EXPERIENCE: 2 Years DESCRIPTION: Applies an enterprise-wide set of disciplines and processes for planning, analyzing, designing, constructing, and implementing information engineering for logistics systems. Develops analytical and computational techniques and methodology for problem solutions. Performs process and data modeling in support of the systems planning and analysis efforts, using manual and automated tools. Employs reverse engineering and reengineering disciplines to develop migration and planning documents.
INFORMATION TECHNOLOGY ENGINEER, LEVEL II	EDUCATION: Bachelors EXPERIENCE: 5 Years DESCRIPTION: Applies an enterprise-wide set of disciplines and processes for planning, analyzing, designing, constructing, and implementing information engineering for logistics systems. Develops analytical and computational techniques and methodology for problem solutions. Performs process and data modeling in support of the systems planning and analysis efforts, using manual and automated tools. Employs reverse engineering and reengineering disciplines to develop migration and planning documents. Supervises information engineers assigned to support system development or analysis efforts.

INFORMATION TECHNOLOGY SPECIALIST	EDUCATION: Bachelors EXPERIENCE: 3 Years DESCRIPTION: Applies knowledge of computer science principles, information management principles, automated data processing (ADP) functions, hardware and software systems' structures and operation, and computer programming languages and techniques to solve automation problems. Interfaces with and uses minicomputer and mainframe computer systems in addressing project objectives. Uses standard or conventional approaches, methods and techniques to define, plan, organize, design, develop, modify, test and integrate data base or data processing systems, computer hardware systems and simulation models. Assists in formulating architectural design, functional specifications, interfaces and documentation of hardware or software systems. Uses detailed specifications and adapt standardized techniques, methods, criteria and precedents to develop or modify portions of a system or program. Responsible for segments or phases of broader, more complex projects.
INSTRUCTOR, LEVEL I	EDUCATION: High School EXPERIENCE: 1 Years DESCRIPTION: Experience in materiel management and logistics support. This includes developing documentation and planning/executing the fielding and conducting New Equipment Training (NET) in support of C4ISR Systems and Equipment. Ability to administer and manage the planning, budgeting, and coordination of technical NET teams worldwide.
INSTRUCTOR, LEVEL II	EDUCATION: Bachelors EXPERIENCE: 5 Years DESCRIPTION: Material developer for training courses and materials. Experience in conducting training courses. Instructors shall have a professional understanding of the principals of learning and teaching methods, and be able to demonstrate their ability to apply principals and methods.
JUNIOR ACQUISITION SUBJECT MATTER EXPERT	EDUCATION: Bachelors EXPERIENCE: 8 Years DESCRIPTION: Provides high-level subject matter acquisition expertise in support of logistics planning and analytical activities. Is familiar with the Federal Acquisition Regulations (FAR) and can apply the concepts in the context of logistics task efforts. Is familiar with the Government's process for acquisition programs and the various program reviews required for acquisition approval. Provides guidance on the government contracting process to include: development of the solicitation material, the solicitation review process, and the contract award process. Additionally, the Acquisition SME can assist the development of milestone documentation to support a major systems acquisition. May supervise acquisition specialists.
JUNIOR ANALYST	EDUCATION: Bachelors EXPERIENCE: 1 Years DESCRIPTION: Provides basic project support. Support may include but is not limited to: development and management of spreadsheets; development of briefings and information papers; data collection assistance, and meeting attendance. Conducts basic research and analysis as directed by task manager. Provides input to deliverables as required. Assists with deliverable production.

JUNIOR INFORMATION TECHNOLOGY ARCHITECT	EDUCATION: Bachelors EXPERIENCE: 2 Years DESCRIPTION: Provides technical direction to design and development teams, and monitors progress and productivity through the use of metrics. Must be capable of providing detailed technical support for software development programs with minimal management supervision. Must have knowledge of modern software development processes, to include object-oriented development and use of tools, and how to apply them to software application program development. Must be capable of translating operational requirements into detailed software/system requirements. Must be capable of integrating COTS products into software/system architectures. Must be able to rapidly digest new tools and technologies and integrate them into existing products and processes. Must have knowledge of distributed systems, and issues regarding database replication and distribution for distributed systems. Additionally, must have a general understanding of communications protocols, and be able to quickly understand the Common Operating Environment and Army Technical Architecture guidelines. Must have demonstrated ability to provide software support on a large software development effort with minimal management supervision. Must have knowledge of modern software development processes and tools, and track record of applying them to programs.
JUNIOR LOGISTICS STRATEGIST	EDUCATION: Masters EXPERIENCE: 8 Years DESCRIPTION: Provides facilitation and strategic planning expertise for logistics engagements. Assists organizations with review of their mission, vision, goals, and objectives and helps formulate the organization's strategic plan. Provides guidance in the development of overarching logistics strategies to support the organization's strategic plan. Facilitates the conduct of strengths, weaknesses, opportunities, and threats (SWOT) analysis in support of strategic planning. Also facilitates the conduct of customer needs assessments to identify specific customer requirements for the strategic planning process. May also assist in the development of an enterprise logistics IT strategy. May also develop/facilitate strategic planning war games or other scenario-based strategic planning efforts. Provides management and oversight of personnel supporting the strategic planning efforts.
JUNIOR LOGISTICS SUBJECT MATTER EXPERT (SME)	EDUCATION: Bachelors EXPERIENCE: 8 Years DESCRIPTION: Provides high-level consultation support to task personnel involved in performing tasking associated with logistics engineering, analytical, or acquisition projects. Provides guidance on the preparation of integrated logistic plans and policies and procedures for logistic support for major systems. Ensures that proper logistics considerations are included in system development processes at each major milestone. Performs analyses to determine system maintainability, reliability, and supportability requirements. Documents results of the analysis in a report format. Develops systems maintenance concepts and plans and life-cycle supply requirements and processes to meet supply requirements. Performs cost analyses associated with systems logistic support and develops and reviews systems acquisition projects' operating plans and procedures to ensure logistic support considerations are included. Performs technical training, configuration management, and quality assurance. May supervise junior technical staff.

JUNIOR PACKAGING, HANDLING, STORAGE SME	EDUCATION: Bachelors EXPERIENCE: 8 Years DESCRIPTION: Provides high-level subject matter expertise for logistics analyses and other projects in the areas of packaging, storage, and transportation. Provides consultation on packaging issues such as packaging, labeling, bar-coding technology analysis, design, and implementation. Provides consultation in the area of material handling, to include analyses to support the design, operations, and maintenance of material handling systems; hazardous material handling procedures; recycling; and shipping/receiving. Provides consultation to logistics analyses in the areas of storage, to include: preservation, packing and crating, and/or storage of hazardous materials.
JUNIOR PROCESS TRANSFORMATION SPECIALIST	EDUCATION: Masters EXPERIENCE: 8 Years DESCRIPTION: Manages business process reengineering transformation projects, requiring project leadership, planning, reporting, team member guidance, and issue resolution. Motivates management and transformation team members to help them understand opportunities for breakthrough changes. Develops a change management plan to guide the organization through the transformation of the old to the new and reengineered business processes. Develops implementation plans. Facilitates team meetings to assist management in making clear statements of corporate goals and quantifiable objectives. Defines data collection plan and directs process transformation data collection efforts. Directs performance measurement and cycle time analysis to define performance expectations and quantify the measures of how work is performed. Directs process modeling and simulation activities to complete the design of the business system and to model and simulate sub-processes. Oversees definition of roles, jobs, and teams, as well as staffing needs for reengineered business processes. Provides oversight for the design of career paths and incentive programs. Directs activity-based costing to quantify the labor costs associated with specific process tasks, based on current work volumes and staffing. Manages Process Transformation Analysts and other project staff supporting a transformation effort.
JUNIOR TRANSPORTATION SUBJECT MATTER EXPERT	EDUCATION: Bachelors EXPERIENCE: 8 Years DESCRIPTION: Provides high-level consultation to distribution and transportation analyses. Provides expertise in distribution system analysis, development, and management; location modeling and distribution network analysis. Also provides technical assistance in fleet planning; operations and maintenance; carrier management and/or routing; and freight management (forwarding, consolidation). Provide consultation on distribution and transportation technology, including tracking system analysis, design, operations, and management). Manages and directs transportation specialists.

LOGISTICIAN	EDUCATION: Bachelors EXPERIENCE: 3 Years DESCRIPTION: Performs various tasks related to the development, operation, evaluation, and improvement of AIS supportability and/or maintainability programs. Works on logistics and maintainability programs and with logistics and maintenance control organizations on issues such as: technical evaluation and identification of weapon systems logistics requirements and resources; development of logistics support and maintainability programs or plans; systems acquisition requirements analysis; budgetary or financial analysis and control; life cycle cost analysis and control; AIS hardware and software standardization and compatibility; Integrated Logistics Support (ILS)/Reliability & Maintainability (R&M) program test and evaluation planning and execution; and, ILS/R&M program management analysis. Collects, compiles, analyzes, investigates, researches, or applies logistics, maintenance, acquisition, or financial data and information. Develops, modifies, prepares, or validates documentation in relation to automated logistics or maintenance data reporting systems, and management information systems
LOGISTICS DOCUMENTATION SPECIALIST	EDUCATION: Associates EXPERIENCE: 5 Years DESCRIPTION: Assists in collecting and organizing information for preparation of user manuals, training materials, installation guides, proposals, and reports. Edits functional descriptions, system specifications, user manuals, special reports, and any other customer deliverables and documents. Assists in performing financial and administrative functions. Must demonstrate the ability to work independently or under only general direction.
LOGISTICS ENGINEER	EDUCATION: Bachelors EXPERIENCE: 4 Years DESCRIPTION: Prepares integrated logistic plans and policy and procedures for logistic support for major systems. Ensures that proper logistic considerations are included in system development processes at each major milestone. Assists in performing analyses to determine system maintainability, reliability, and supportability requirements. Documents results of the analyses in a report format. Develops and reviews systems acquisition projects' operating plans and procedures to ensure logistic support considerations are included. Performs technical training, configuration management, and quality assurance.
LOGISTICS ENGINEER, LEVEL I	EDUCATION: Bachelors EXPERIENCE: 4 Years DESCRIPTION: Applies engineering principles to investigate, analyze, plan, design, develop, implement, test, or evaluate hardware systems or automated information systems (AIS). Reviews and prepares engineering and technical analyses, reports, change proposals, and other technical documentation. Applies engineering experience to perform functions such as system integration, configuration management, quality assurance testing, or acquisition and resource management. Analyzes, designs, develops, implements, tests, or evaluates functional requirements of hardware systems, AISs, associated support systems, or management information systems.

LOGISTICS ENGINEER, LEVEL II	EDUCATION: Bachelors EXPERIENCE: 8 Years DESCRIPTION: Acts as engineering team leader or supervisor, developing engineering procedures and controls, managing project efforts, and taking the lead in problem resolution. Interfaces with system or program contractors, vendors, and Government representatives regarding the technical aspects of engineering programs/projects. Independently applies engineering principles to investigate, analyze, plan, design, develop, implement, test, or evaluate automated information systems (AIS). Reviews and prepares engineering and technical analyses, reports, change proposals, and other technical documentation. Applies engineering experience to perform functions such as system integration, configuration management, quality assurance testing, or acquisition and resource management. Analyzes, designs, develops, implements, tests, or evaluates automated data processing software related to engineering or functional requirements of AISs, associated support systems, or management information systems.
LOGISTICS ENGINEER, LEVEL III	EDUCATION: Bachelors EXPERIENCE: 10 Years DESCRIPTION: Must be capable of system conceptualization, system level requirements definition and system test and evaluation. Must be familiar with probability, reliability, statistical analysis methods, sampling and test and evaluation techniques, data collection and applicable regulations and standards.
LOGISTICS SME	EDUCATION: Bachelors EXPERIENCE: 6 Years DESCRIPTION: Works independently under general guidelines or objectives. Possesses advanced technical and managerial skills; fully knowledgeable and experienced in all aspects of a program or functional area. Applicable functional areas include systems engineering, network engineering, acquisition management, business process reengineering, specialty engineering (e.g., communications, systems safety, quality assurance, test and evaluation, human factors, reliability and maintainability, systems security etc.), organizational planning, financial management, acquisition logistics, configuration and data information systems, and support or program management. Manages a single systems acquisition program/project or major functional area. Fully knowledgeable of all aspects of the program or programs under his/her management. Establishes objectives and requirements. Develops budgets. Develops program/project standards and schedules. Monitors outside resources. Has experience or extensive knowledge with the processes and procedures relative to the functional area. Coordinates, reviews and supervises work of assigned staff. Reviews/oversees the preparation of all related documentation. Conducts program reviews, meetings, etc.
LOGISTICS SPECIALIST, LEVEL I	EDUCATION: Bachelors EXPERIENCE: 3 Years DESCRIPTION: Supports the program manager and task managers in the performance of logistics technical analyses. This includes the review of logistics policy and guidance, development of logistics support plans, and providing input to other acquisition milestone documentation. Provides support and logistics expertise to logistics strategic planning efforts, business process reengineering efforts, and various financial analyses. Assist in the conduct of specific technical analyses such was capacity planning, warehousing analyses, and transportation analysis. Assists in the conduct of system design alternatives analysis and other

	logistics analyses.
LOGISTICS SPECIALIST, LEVEL II	EDUCATION: Bachelors EXPERIENCE: 5 Years DESCRIPTION: Supports the program manager and task managers in the performance of logistics technical analyses. This includes the review of logistics policy and guidance, development of logistics support plans, and providing input to other acquisition milestone documentation. Provides support and logistics expertise to logistics strategic planning efforts, business process reengineering efforts, and various financial analyses. Assist in the conduct of specific technical analyses such was capacity planning, warehousing analyses, and transportation analysis. Assists in the conduct of system design alternatives analysis and other logistics analyses. Provides guidance and supervision to junior logistics specialist personnel.
LOGISTICS SPECIALIST, LEVEL III	EDUCATION: Bachelors EXPERIENCE: 8 Years DESCRIPTION: Plans, develops and executes logistic program activities from conceptual stage through life cycle of product. Develops and implements logistics program activities including ILS, technical documentation, RAM, provisioning, etc.; coordinates efforts of subcontractors and field service personnel; resolves logistics problems; and compiles data on standardization and interchangeability of parts to expedite logistic activities.
MANAGEMENT ANALYST	EDUCATION: Bachelors EXPERIENCE: 4 Years DESCRIPTION: Applies appropriate management analysis processes, modeling and simulation tools, and technical techniques to provide the services required. Employs process improvement and reengineering methodologies and principles to conducting process modernization projects. Provides group facilitation, interviewing, training, and additional forms of knowledge transfer. Coordinates a project team to ensure enterprise wide integration of management efforts.
MECHANIC (GENERAL), LEVEL I	EDUCATION: Associates EXPERIENCE: 1 Years DESCRIPTION: Applies comprehensive technical knowledge to perform a variety of mechanical and skilled maintenance tasks. Performs skilled operations in making general repairs on gasoline or diesel motor equipment such as tractors, trucks, generators and compressors. Installs, maintains and repairs motors and generators. Replaces fixtures, fuses, indicators, sensors and makes minor electrical installations. Installs and maintains cooling system components, piping, traps, valves, gauges, pumps and other accessories and fittings.
MECHANIC (GENERAL), LEVEL II	EDUCATION: Associates EXPERIENCE: 3 Years DESCRIPTION: Applies comprehensive technical knowledge to perform a variety of mechanical and skilled maintenance tasks. Performs skilled operations in making general repairs on gasoline or diesel motor equipment such as tractors, trucks, generators and compressors. Installs, maintains and repairs motors and generators. Replaces fixtures, fuses, indicators, sensors and makes minor electrical installations. Installs

	and maintains cooling system components, piping, traps, valves, gauges, pumps and other accessories and fittings.
MECHANIC (GENERAL), LEVEL III	EDUCATION: Bachelors EXPERIENCE: 5 Years DESCRIPTION: Applies comprehensive technical knowledge to perform a variety of mechanical and skilled maintenance tasks. Performs skilled operations in making general repairs on gasoline or diesel motor equipment such as tractors, trucks, generators and compressors. Installs, maintains and repairs motors and generators. Replaces fixtures, fuses, indicators, sensors and makes minor electrical installations. Installs and maintains cooling system components, piping, traps, valves, gauges, pumps and other accessories and fittings.
MECHANIC (GENERAL), LEVEL IV	EDUCATION: Bachelors EXPERIENCE: 10 Years DESCRIPTION: Applies comprehensive technical knowledge to perform a variety of mechanical and skilled maintenance tasks. Performs skilled operations in making general repairs on gasoline or diesel motor equipment such as tractors, trucks, generators and compressors. Installs, maintains and repairs motors and generators. Replaces fixtures, fuses, indicators, sensors and makes minor electrical installations. Installs and maintains cooling system components, piping, traps, valves, gauges, pumps and other accessories and fittings.
OPERATIONS/RESEARCH ANALYST	EDUCATION: Bachelors EXPERIENCE: 4 Years DESCRIPTION: Provides supervision to analysts and performs analysis applying appropriate scientific and engineering processes and modeling techniques to the life-cycle development of systems. Performs analysis and trade-off studies related to operational issues, and reviews test plans to ensure MOEs address operational requirements. Reviews plans for system integration, operation, and maintenance and assists in the development of training for operational personnel. Applies operations research methodology to defining and formulating economic analyses and related benefit, cost, and risk studies.
PACKAGING, HANDLING, AND STORAGE ENGINEER, LEVEL I	EDUCATION: Bachelors EXPERIENCE: 3 Years DESCRIPTION: Directly supports the project/task manager in the execution of task order activities in the area of packaging, handling, and storage. Provides technical assistance and analytical support for logistics analyses and other projects in the areas of packaging, storage, and transportation. Provides technical/analytical/engineering assistance on packaging issues such as packaging, labeling, bar-coding technology analysis, design, and/or implementation. Provides technical/analytical/engineering assistance in the area of material handling, to include analyses to support the design, operations, and maintenance of material handling systems; hazardous material handling procedures; recycling; and shipping/receiving. Provides technical/analytical/ engineering assistance to logistics analyses in the areas of storage, to include: preservation, packing and crating, storage of hazardous materials.

PACKAGING, HANDLING, AND STORAGE SPECIALIST, LEVEL II	EDUCATION: Bachelors EXPERIENCE: 5 Years DESCRIPTION: Directly supports the project/task manager in the execution of task order activities in the area of packaging, handling, and storage (PHS). Performs day-to-day management of assigned task order projects in the PHS area. Organizes, directs, and supervises other project personnel in the execution of task order activities. Provides technical assistance and analytical support for logistics analyses and other projects in the areas of packaging, storage, and/or transportation. Provides technical/analytical/ engineering support on packaging issues such as packaging, labeling, bar-coding technology analysis, design, and/or implementation. Provides technical/analytical/ engineering support in the area of material handling, to include analyses to support the design, operations, and maintenance of material handling systems; hazardous material handling procedures; recycling; and shipping/receiving. Provides technical/ analytical/engineering to logistics analyses in the areas of storage, to include: preservation, packing and crating, storage of hazardous materials.
PROCESS TRANSFORMATION ANALYST, LEVEL I	EDUCATION: Bachelors EXPERIENCE: 2 Years DESCRIPTION: Collects data not limited to interviewing and focus group studies. Assists with performance measurement and cycle time analysis to define performance expectations and quantify the measures of how work is performed. Assists with process modeling and simulation to complete the design of the business system and to model and simulate sub-processes. Supports definition of roles, jobs, and teams, as well as staffing needs. Assists with the design of career paths and incentive programs. Performs activity-based costing to quantify the labor costs associated with specific process tasks, based on current work volumes and staffing.
PROCESS TRANSFORMATION ANALYST, LEVEL II	EDUCATION: Bachelors EXPERIENCE: 5 Years DESCRIPTION: Manages business process reengineering transformation tasks, requiring task leadership, planning, reporting, team member guidance, and issue resolution. Collects data not limited to interviewing and focus group studies. Conducts performance measurement and cycle time analysis to define performance expectations and quantify the measures of how work is performed. Employs process modeling and simulation to complete the design of the business system and to model and simulate sub-processes. Defines roles, jobs, and teams, as well as staffing needs. Designs career paths and incentive programs. Performs activity-based costing to quantify the labor costs associated with specific process tasks, based on current work volumes and staffing.
PROGRAM MANAGER	EDUCATION: Bachelors EXPERIENCE: 15 Years DESCRIPTION: Strategically manages multi-faceted program, developing product and service vision. Is responsible for building and successfully maintaining integrated management structure and evaluating overall performance. Manages subcontractor and program financials. Meets regularly with government program manager to discuss performance, propose initiatives, and establish priorities.
PROGRAM SPECIALIST	EDUCATION: Bachelors EXPERIENCE: 0 Years DESCRIPTION: Provides program management support to engineering staff. Support includes project scheduling, financial management, briefing, coordination and graphic presentation.

PROJECT LEAD	EDUCATION: Bachelors EXPERIENCE: 3 Years DESCRIPTION: Performs day-to-day management of individual contract task orders. Organizes, directs, and coordinates planning and production of all task order support activities. Demonstrates written and oral communication skills. Works (as necessary) with corporate management to direct effective contract support activities. Maintains primary client interface at the task order level. Manages contractor staff assigned to specific task order.
PROJECT LEAD, LEVEL I	EDUCATION: Bachelors EXPERIENCE: 6 Years DESCRIPTION: Serves as the primary on-site interface and point of contact with Government Site authorities and representatives on program/project and contract administration issues. Supervises program/project operation by developing management procedures and controls, planning and directing project execution, and monitoring and reporting progress. Manages acquisition and employment of program/project resources. Manages and controls financial and administrative aspects of the program/project with respect to contract requirements
PROJECT MANAGER	EDUCATION: Bachelors EXPERIENCE: 10 Years DESCRIPTION: Under the guidance of the Program Manager, is responsible for the overall management of the specific task order(s) and insuring that the technical/financial solutions and schedules in the specific delivery orders are implemented in a timely manner. Organizes, directs and coordinates the planning and production of all activities associated with assigned delivery order projects. Demonstrates competent writing and oral communication skills. Ensures quality products and services are delivered.
PROPERTY MANAGEMENT SPECIALIST, LEVEL I	EDUCATION: Associates EXPERIENCE: 1 Years DESCRIPTION: Maintains property records. Performs property inventory and property management functions to include operation of automated bar-code scanning equipment. Must be able to operate computer equipment and customized software packages to track property. Must be capable of assisting with operations of a supply room to include stocking shelves, inventorying, shopping for resupply items, and issuing consumable supplies to customers. Must be capable of assisting with turn-in, repair, and relocation of equipment and furniture. Knowledge of Army supply/property management policies and procedures is desirable.
PROPERTY MANAGEMENT SPECIALIST, LEVEL II	EDUCATION: Associates EXPERIENCE: 3 Years DESCRIPTION: Maintains property records. Performs property inventory and property management functions to include operation of automated bar-code scanning equipment. Must be able to operate computer equipment and customized software packages to track property. Must be capable of assisting with operations of a supply room to include stocking shelves, inventorying, shopping for resupply items, and issuing consumable supplies to customers. Must be capable of assisting with turn-in, repair, and relocation of equipment and furniture. Knowledge of Army supply/property management policies and procedures is desirable.

PROPERTY MANAGEMENT SPECIALIST, LEVEL III	EDUCATION: Bachelors EXPERIENCE: 5 Years DESCRIPTION: Maintains property records. Performs property inventory and property management functions to include operation of automated bar-code scanning equipment. Must be able to operate computer equipment and customized software packages to track property. Must be capable of assisting with operations of a supply room to include stocking shelves, inventorying, shopping for resupply items, and issuing consumable supplies to customers. Must be capable of assisting with turn-in, repair, and relocation of equipment and furniture. Knowledge of Army supply/property management policies and procedures is desirable.
PROPERTY MANAGEMENT SPECIALIST, LEVEL IV	EDUCATION: Bachelors EXPERIENCE: 10 Years DESCRIPTION: Maintains property records, and performs property inventory and property management functions. Must be capable of managing operations of a supply facility to include stock level maintenance, and logistics planning. Must be capable of managing commercial credit card accounts, material requisition process and budgets. Must be capable of managing repair and relocation of office equipment and furniture. Must be capable of training new supply/property management specialists, and providing inputs to local property management policies/procedures. Knowledge of Army supply/property management policies and procedures is required.
QUALITY ASSURANCE MANAGER	EDUCATION: Bachelors EXPERIENCE: 5 Years DESCRIPTION: Experience as a Quality Manager in a MIL-Q-9858A, MIL-I-45208 or ISO-9000 environment.
RISK MANAGER, LEVEL I	EDUCATION: Bachelors EXPERIENCE: 5 Years DESCRIPTION: Responsible for developing, monitoring and reporting programmatic risk. Ability to outline and report against the programs strategic objectives and assess exposures and limits. Provide analysis of potential risks and prepare risk mitigation plans as necessary. Develop and implement methodologies for the assessment of risk factors.
RISK MANAGER, LEVEL II	EDUCATION: Masters EXPERIENCE: 15 Years DESCRIPTION: Responsible for developing, monitoring and reporting programmatic risk. Ability to outline and report against the programs strategic objectives and assess exposures and limits. Provide analysis of potential risks and prepare risk mitigation plans as necessary. Develop and implement methodologies for the assessment of risk factors.
SENIOR ACQUISITION SUBJECT MATTER EXPERT	EDUCATION: Bachelors EXPERIENCE: 12 Years DESCRIPTION: Provides high-level subject matter acquisition expertise in support of logistics planning and analytical activities. Is familiar with the Federal Acquisition Regulations (FAR) and can apply the concepts in the context of logistics task efforts. Is familiar with the Government's process for acquisition programs and the various program reviews required for acquisition approval. Provides guidance on the government contracting process to include: development of the solicitation material, the solicitation review process, and the contract award process. Additionally, the Acquisition SME can assist the development of milestone documentation to support a major systems acquisition. Capable of managing separate task orders related to Acquisition and can provide overall management and guidance to Junior Acquisition SME and acquisition specialist personnel.

SENIOR ANALYST	EDUCATION: Bachelors EXPERIENCE: 3 Years DESCRIPTION: Provides general project support for logistics efforts. Support may include but is not limited to: development and management of data collection and project management spreadsheets; development of briefings and information papers; data collection assistance, and meeting attendance. Provides input to reports and other deliverables as directed. Assists in the conduct of complex logistics analyses in support of larger project efforts.
SENIOR INFORMATION TECHNOLOGY SPECIALIST	EDUCATION: Bachelors EXPERIENCE: 6 Years DESCRIPTION: Independently applies knowledge of computer science principles, information management principles, automated data processing (ADP) functions, hardware and software systems' structures and operation, and computer programming languages and techniques to solve automation problems. Interfaces with and uses minicomputer and mainframe computer systems in addressing project objectives. Independently identifies and uses standard, unconventional and original mathematical, algorithmic, and programmatical approaches to define, plan, organize, design, develop, modify, test, and integrate data base or data processing systems, computer hardware systems and simulation models. Formulates architectural design, functional specifications, interfaces and documentation of hardware or software systems considering system interrelationships, operating modes and software or equipment configurations. Researches unconventional applications of software and operating systems in designing and developing new methodologies, significant modifications or adaptations of standardized techniques. Responsible for developing project plans, guidelines, and controls. May act as team or project leader, supervising and advising with respect to the work of other computer specialists, scientists, or technicians.
SENIOR LOGISTICS STRATEGIST	EDUCATION: Masters EXPERIENCE: 13 Years DESCRIPTION: Provides facilitation and strategic planning expertise for logistics engagements. Assists organizations with review of their mission, vision, goals, and objectives and helps formulate the organization's strategic plan. Provides guidance in the development of overarching logistics strategies to support the organization's strategic plan. Facilitates the conduct of strengths, weaknesses, opportunities, and threats (SWOT) analysis in support of strategic planning. Also facilitates the conduct of customer needs assessments to identify specific customer requirements for the strategic planning process. May also assist in the development of an enterprise logistics IT strategy. May also develop/facilitate strategic planning war games or other scenario-based strategic planning efforts. Provides management and oversight of Junior Logistics Strategist and other personnel supporting the strategic planning efforts.

SENIOR LOGISTICS SUBJECT MATTER EXPERT (SME)	EDUCATION: Bachelors EXPERIENCE: 12 Years DESCRIPTION: Provides high-level consultation support to task personnel involved in performing tasking associated with logistics engineering, analytical, or acquisition projects. Provides guidance on the preparation of integrated logistic plans and policies and procedures for logistic support for major systems. Ensures that proper logistics considerations are included in system development processes at each major milestone. Performs analyses to determine system maintainability, reliability, and supportability requirements. Documents results of the analysis in a report format. Develops systems maintenance concepts and plans and life-cycle supply requirements and processes to meet supply requirements. Performs cost analyses associated with systems logistic support and develops and reviews systems acquisition projects' operating plans and procedures to ensure logistic support considerations are included. Performs technical training, configuration management, and quality assurance. Provides oversight and guidance to junior logistics personnel.
SENIOR PACKAGING, HANDLING, STORAGE SME	EDUCATION: Bachelors EXPERIENCE: 12 Years DESCRIPTION: Provides high-level subject matter expertise for logistics analyses and other projects in the areas of packaging, storage, and transportation. Provides consultation on packaging issues such as packaging, labeling, bar-coding technology analysis, design, and implementation. Provides consultation in the area of material handling, to include analyses to support the design, operations, and maintenance of material handling systems; hazardous material handling procedures; recycling; and shipping/receiving. Provides consultation to logistics analyses in the areas of storage, to include: preservation, packing and crating, and/or storage of hazardous materials. Provides oversight and management of junior logistics personnel.
SENIOR PROCESS TRANSFORMATION SPECIALIST	EDUCATION: Masters EXPERIENCE: 13 Years DESCRIPTION: Manages business process reengineering transformation projects, requiring project leadership, planning, reporting, team member guidance, and issue resolution. Motivates management and transformation team members to help them understand opportunities for breakthrough changes. Develops a change management plan to guide the organization through the transformation of the old to the new and reengineered business processes. Develops implementation plans. Facilitates team meetings to assist management in making clear statements of corporate goals and quantifiable objectives. Defines data collection plan and directs process transformation data collection efforts. Directs performance measurement and cycle time analysis to define performance expectations and quantify the measures of how work is performed. Directs process modeling and simulation activities to complete the design of the business system and to model and simulate sub-processes. Oversees definition of roles, jobs, and teams, as well as staffing needs for reengineered business processes. Provides oversight for the design of career paths and incentive programs. Directs activity-based costing to quantify the labor costs associated with specific process tasks, based on current work volumes and staffing. Capable of managing separate task orders related to Process Transformation and can provide overall management and guidance to Junior Process Transformation Specialist personnel. Manages Junior Process Transformation Specialists and other personnel supporting transformation projects.

SENIOR TRANSPORTATION SUBJECT MATTER EXPERT	EDUCATION: Bachelors EXPERIENCE: 12 Years DESCRIPTION: Provides high-level consultation to distribution and transportation analyses. Provides expertise in distribution system analysis, development, and management; location modeling and distribution network analysis. Also provides technical assistance in fleet planning; operations and maintenance; carrier management and/or routing; and freight management (forwarding, consolidation). Provide consultation on distribution and transportation technology, including tracking system analysis, design, operations, and management). Capable of managing separate task orders related to transportation and can provide overall management and guidance to Junior Transportation SMEs and transportation specialist personnel.
SUPPLY AND PARTS MANAGEMETN SPECIALIST	EDUCATION: High School EXPERIENCE: 1 Years DESCRIPTION: Experience should include hardware or commercial supply and parts inventory, part and item identification or inspection, or cataloging commercial parts and items. Background may include preparing parts lists from engineering drawings, stockroom work where parts are handled and identified, or any activity which involves the selection, replacement, or substitution of commercial parts. Capable of transcribing selected source data onto data processing load sheets.
SUPPLY AND PARTS MANAGEMETN SPECIALIST, LEVEL I	EDUCATION: Associates EXPERIENCE: 1 Years DESCRIPTION: Experience should include hardware or commercial supply and parts inventory, part and item identification or inspection, or cataloging commercial parts and items. Background may include preparing parts lists from engineering drawings, stockroom work where parts are handled and identified, or any activity which involves the selection, replacement, or substitution of commercial parts. Capable of transcribing selected source data onto data processing load sheets.
SUPPLY AND PARTS MANAGEMETN SPECIALIST, LEVEL II	EDUCATION: Bachelors EXPERIENCE: 3 Years DESCRIPTION: Experience should include hardware or commercial supply and parts inventory, part and item identification or inspection, or cataloging commercial parts and items. Background may include preparing parts lists from engineering drawings, stockroom work where parts are handled and identified, or any activity which involves the selection, replacement, or substitution of commercial parts. Capable of transcribing selected source data onto data processing load sheets.
SUPPLY AND PARTS MANAGEMETN SPECIALIST, LEVEL III	EDUCATION: Bachelors EXPERIENCE: 5 Years DESCRIPTION: Experience should include hardware or commercial supply and parts inventory, part and item identification or inspection, or cataloging commercial parts and items. Background may include preparing parts lists from engineering drawings, stockroom work where parts are handled and identified, or any activity which involves the selection, replacement, or substitution of commercial parts. Capable of transcribing selected source data onto data processing load sheets.
SUPPLY AND PARTS MANAGEMETN SPECIALIST, LEVEL IV	EDUCATION: Bachelors EXPERIENCE: 10 Years DESCRIPTION: Experience should include hardware or commercial supply and parts inventory, part and item identification or inspection, or cataloging commercial parts and items. Background may include preparing parts lists from engineering drawings, stockroom work where parts are handled and identified, or any activity which involves the selection, replacement, or substitution of commercial parts. Capable of transcribing selected source data onto data processing load sheets.

TASK MANAGER	EDUCATION: Bachelors EXPERIENCE: 4 Years DESCRIPTION: Performs day-to-day management of individual contract task orders. Organizes, directs, and coordinates planning and production of all task order support activities. Demonstrates written and oral communication skills. Works (as necessary) with corporate management to direct effective contract support activities. Maintains primary client interface at the task order level. Manages contractor staff assigned to specific task order.
TASK MANAGER, LEVEL I	EDUCATION: Bachelors EXPERIENCE: 8 Years DESCRIPTION: Acts as the overall manager and administrator for the contract effort. Serves as the working level primary interface and point of contact with Government program authorities and representatives on program/project and contract administration issues. Supervises program/project operation by developing management procedures and controls, planning and directing project execution, and monitoring and reporting progress. Manages acquisition and employment of program/project resources. Manages and controls financial and administrative aspects of the program/project with respect to contract requirements.
TECHNICAL WRITER	EDUCATION: Bachelors EXPERIENCE: 5 Years DESCRIPTION: Assist in collecting and organizing information for preparation of user manuals, training materials, installation guides, proposals, and reports. Edit functional descriptions, system specifications, user manuals, special reports, or any other customer deliverables and documents.
TECHNICAL WRITER, LEVEL I	EDUCATION: Bachelors EXPERIENCE: 3 Years DESCRIPTION: Prepares technical documentation for electronic and mechanical equipment
TECHNICAL WRITER, LEVEL II	EDUCATION: Bachelors EXPERIENCE: 5 Years DESCRIPTION: Knowledge of applicable military standards, specifications and test practices is required. Must be able to conceptualize, format, structure, write, edit and finalize technical manuals, orders, specifications, modification work orders, and test plans, procedures and results.
TRAINING DESIGN SPECIALIST/INSTRUCTOR, LEVEL I	EDUCATION: Bachelors EXPERIENCE: 5 Years DESCRIPTION: Familiar with Instructional Systems Design Methodology. Assists with the design, development, and revision of logistics training courses and assists with the preparation of appropriate training catalogs. Assists in preparation of instructor materials (course) outline, background material, and training aids). Supports development of all material (course manuals, workbooks, handouts, completion certificates, and course critique forms). Trains personnel by conducting formal classroom courses, workshops, and seminars.
TRAINING DESIGN SPECIALIST/INSTRUCTOR, LEVEL II	EDUCATION: Bachelors EXPERIENCE: 5 Years DESCRIPTION: Familiar with Instructional Systems Design Methodology. Supervises logistics training and instruction personnel and conducts research necessary to design, develop and revise logistics training courses and prepare appropriate training catalogs. Prepares all instructor materials (course outline, background material, and training aids). Prepares all student materials (course manuals, workbooks, handouts, completion certificates, and course critique forms). Trains personnel by conducting formal classroom courses, workshops, and seminars. Provides daily supervision of, and direction to, training staff.

TRANSPORTATION SPECIALIST, LEVEL I	EDUCATION: Bachelors EXPERIENCE: 2 Years DESCRIPTION: Assists in providing a full range of distribution and transportation analyses in support of Government programs. Assists the program manager by providing direct management and analytical support in distribution system analysis, development, and management; location modeling; and distribution network analysis. Also assists with analytical support and/or management of fleet planning, operations, and maintenance; carrier management and routing; and freight management (forwarding, consolidation) activities. Provides analytical assistance and management of distribution and transportation technologies, including tracking system analysis, design, operations, and management.
TRANSPORTATION SPECIALIST, LEVEL II	EDUCATION: Bachelors EXPERIENCE: 5 Years DESCRIPTION: Provides a full range of distribution and transportation analyses in support of Government programs. Supports the program manager by providing direct management and analytical support in distribution system analysis, development, and management; location modeling and distribution network analysis. Also provides analytical support and management of fleet planning; operations and maintenance; carrier management and routing; and freight management (forwarding, consolidation) activities. Provides analytical support and management of distribution and transportation technologies, including tracking system analysis, design, operations, and management). Performs day-to-day management of assigned task order projects in the transportation area. Organizes, directs, and supervises other project personnel in the execution of task order activities.
TRANSPORTATION/PACKAGING SPECIALIST, LEVEL I	EDUCATION: Bachelors EXPERIENCE: 5 Years DESCRIPTION: Must be knowledgeable of and have experience in developing, monitoring and executing transportation plans. Ability to create, execute and monitor through completion shipping documents such as Commercial Bills of lading (CBL) and Government Bills of Lading (GBL). Must have ability to reconcile automated systems in use of tracking, monitoring and shipping. Must have knowledge and experience in commercial and DOD packaging requirements.
TRANSPORTATION/PACKAGING SPECIALIST, LEVEL II	EDUCATION: Bachelors EXPERIENCE: 10 Years DESCRIPTION: Must be knowledgeable of and have experience in developing, monitoring and executing transportation plans. Ability to create, execute and monitor through completion shipping documents such as Commercial Bills of lading (CBL) and Government Bills of Lading (GBL). Must have ability to reconcile automated systems in use of tracking, monitoring and shipping. Must have knowledge and experience in commercial and DOD packaging requirements.
WEB APPLICATION DEVELOPER	EDUCATION: Bachelors EXPERIENCE: 5 Years DESCRIPTION: Must have experience in programming and server software operations, develops custom programs written in languages such as C++, C, Java, JavaScript, PERL, Active X, CGI, to name a few, designed to implement the EID and other functionality to improve overall site functionality. Creates Web front-end user interfaces to new or existing databases and applications using a combination of HTML, SQL, C, Visual Basic, Oracle or other languages to make applications and information accessible. Utilizes knowledge of operating systems such as UNIX, Windows NT, TCP/IP, focusing primarily on files within the server root,

	and performs the ongoing day-to-day operation of the server software, including maintaining system security, modifying configuration settings and backing up the system.

EXPERIENCE & DEGREE SUBSTITUTION (applicable to all labor categories)

The above describes the functional responsibilities and education and experience requirements for each labor category. These requirements are a guide to the types of experience and educational background of typical personnel in each labor category.

Education and experience may be substituted for each other. Each year of relevant experience may be substituted for one year of education, and vice versa. In addition, certifications, professional licenses, and vocational technical training may be substituted for experience or education.

Degree/Experience Equivalency*

Degree	Experience Equivalence	Other Equivalence
Bachelors	Associate degree +2 years relevant experience, or 4 years relevant experience	Professional certification
Masters	Bachelors +2 years relevant experience, or Associated + 4 years relevant experience	Professional license
Doctorate	Masters + 2 years relevant experience, Bachelors + 4 years relevant experience	

* Successful completion of higher education which has not yet resulted in a degree may be counted as 1 for 1 years of experience for each year of college completed.