



## GENERAL SERVICES ADMINISTRATION

### Federal Acquisition Service Authorized Federal Supply Schedule FSS Price List

On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order are available through GSA Advantage!, a menu-driven database system. The Internet address of GSA Advantage! is: [www.gsaadvantage.gov](http://www.gsaadvantage.gov).

For more information on ordering go to the following website: <https://www.gsa.gov/schedules>.

#### Price List

Current as of Modification #PA-0039  
Effective 2.14.2024

#### Multiple Award Schedule

Federal Supply Group:  
Professional Services

#### Contract No. GS-00F-114CA

Contract Period:  
April 23, 2015 – April 22, 2025

#### GANNETT FLEMING, INC.

207 Senate Avenue  
Camp Hill, Pennsylvania 17011-2316  
[www.gannettfleming.com](http://www.gannettfleming.com)

Business Size:  
Large Business

#### Contract Administration:

Bianca Richardson  
202-729-7338  
[brichardson@gfnet.com](mailto:brichardson@gfnet.com)



## Customer Information

### 1a. Awarded Special Item Numbers (SIN):

SIN	SIN Description
OLM	Order-Level Materials (OLMs)
OLMRC OLMSTLOC	
541330ENG	Engineering Services
541330ENGR	
541420	Engineering System Design and Integration Services
541420RC	
541620	Environmental Consulting Services
541620RC	
541715	Engineering Research and Development and Strategic Planning
541715RC	
562910REM	Environmental Remediation Services
562910REMRC	
541690	Technical Consulting Services
541690RC	

**1b. Labor Rates:** Please see page 13 for Labor Rates.

**1c. Labor Category Descriptions:** Please see page 14 for full descriptions.

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

**3. Minimum Order:** \$100, which is the minimum order for professional architecture-engineering and environmental services.

### 4. Geographic Coverage (Delivery Area):

Domestic and Overseas.

**5. Points of Project Performance:** Harrisburg, Pennsylvania headquarters and branch offices.

Gannett Fleming, Inc.

Attn: William Plumpton

207 Senate Avenue

Camp Hill, Pennsylvania 17011-2316

Telephone: 717-886-5410

Fax: 717-763-8150

Email: [wplumpton@gfnet.com](mailto:wplumpton@gfnet.com)

**6. Prices:** Shown herein are net prices. (discounts already applied)

**7. Quantity Discounts:** None.

**8. Prompt Payment Terms:** Net 30 days. Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions

**9. Foreign items:** None.

**10a. Time of Delivery:** To be negotiated with the ordering agency on each task order.

**10b. Expedited Delivery:** To be negotiated with the ordering agency on each task order.

**10c. Overnight & 2-day Delivery:** To be negotiated with the ordering agency on each task order.

**10d. Urgent Requirements:** To be negotiated with the ordering agency on each task order.

**11. FOB Point(s):** Destination.

### 12a. Ordering Address:

Gannett Fleming, Inc.

Attn: Kate Berrigan

Suite 500, 4097 Monument Corner Drive

Fairfax, Virginia 22030

Telephone: 703-277-9505

Fax: 703-277-9506

Email: [kberrigan@gfnet.com](mailto:kberrigan@gfnet.com)

**12b. Ordering Procedures:** See Federal Acquisition Regulation &#40;FAR&#41; 8.405-3

### 13. Payment Address:

Gannett Fleming, Inc.

Accounts Receivable

207 Senate Avenue

Camp Hill, Pennsylvania 17011-2316

**14. Warranty Provisions:** Not applicable.

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

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

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

**18a. Terms and Conditions of Repair Parts indicating date of parts price lists and any discounts from list prices (if applicable):**

Not applicable

**18b. Terms and Conditions for any other services (if applicable):** Not applicable

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

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

**21. Preventative Maintenance:** Not applicable

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

**22b.** If applicable, indicate that Section 508 compliance information is available for the information and communications technology (ICT) products and services offered and show where full details can be found (e.g., Contractor's website or other location). ICT accessibility standards can be found at <https://www.section508.gov/>.

**23. Unique Entity Identifier (UEI) Number:**  
HLNDLH9XRTU9

**24. Contractor is registered in SAM Database:**  
Gannett Fleming is registered in the System for Award Management (SAM) database.



## ABOUT GANNETT FLEMING

U.S. General Services Administration  
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Gannett Fleming is a global infrastructure firm that provides planning, design, technology, and construction management services for a diverse range of markets and disciplines. With approximately 2,700 highly qualified individuals across a global network of more than 60 offices, we

are united in our passion to deliver excellence. We have played a part in shaping infrastructure and improving communities in more than 65 countries, specializing in transportation, environmental, water, energy, and facility-related projects



**Gannett Fleming Office Locations.** Gannett Fleming maintains offices across the United States.

At Gannett Fleming, we lead by example. We not only hold ourselves to a higher standard, we are taking the architecture, engineering, construction, and security and safety industry with us. Since our founding in 1915 by Farley Gannett and Theodore Seelye, Gannett Fleming has pioneered important components of our nation's infrastructure. Where others had no roadmap forward, we innovated and showed the way. And today, we continue to tackle many of the biggest infrastructure challenges that face our world, such as the Fourth Industrial Revolution, cyber-attacks, public safety, emergency preparedness, resiliency, and climate change. At the same time, we are the employer of choice of engaged, passionate, and

driven employees. We listen to employee feedback, invest in professional development, and nurture a safe, collaborate, equitable, and inclusive culture. Gannett Fleming is committed to quality in all aspects of our services through application of an effective and robust Quality Management System (QMS), certified under the ISO 9001:2015 Standard, that maintains a culture of consistency in work products, continual improvement of our processes, and innovation in our technical solutions. Responsibility for meeting these principles is held at the highest level within the organization to ensure that we achieve the objectives of our projects while bringing high value to our clients.

**Personnel by Discipline.** Gannett Fleming employs more than 2,700 personnel who specialize in transportation, facility, earth sciences, energy, technology, and security and safety related projects.

Number	Discipline	Number	Discipline
7	Acoustic Engineer	60	Hydraulic Engineer
473	Administrative	7	Industrial Engineer
1	Archaeologist	1	Industrial Hygienist
53	Architect	2	Interior Designer
72	CADD Technician	6	Land Surveyor
3	Chemical Engineer	2	Landscape Architect
124	Civil Engineer	43	Mechanical Engineer
122	Computer Programmer	39	Planner: Urban/Regional
301	Construction Inspector	13	Sanitary Engineer
141	Construction Manager	18	Security and Safety Analyst Professionals
4	Cost Engineer/Estimator	1	Specifications Writer
15	Economist	145	Structural Engineer
143	Electrical Engineer	5	Technician/Analyst
21	Environmental Engineer	181	Engineering Technician
49	Environmental Scientist	313	Transportation Engineer
64	Foundation/Geotechnical Engineer	71	Water Resources Engineer
61	GIS Specialist	6	Facility/Maintenance Support
45	Geologist	5	Hydrogeologist
		15	Vertical Transportation Specialist

**Federal**

- Military Installations
- Maintenance Facilities
- Ranges
- Hangars
- Dormitories
- Operations and Training
- Entry Control Facilities
- Security
- Ports
- Master Planning
- Site/Civil
- Architectural, Electrical, Mechanical
- Structural
- Environmental
- Commissioning
- Information Technology Services
- Building Information Modeling (BIM)
- Vertical Transportation
- Construction Management

**By Discipline****Civil/Site**

- Sustainability
- Energy
- Site Development
- Green Design
- Planning
- Surveys
- Landscape Architecture
- Land Development/ Subdivision Plans
- Permitting/Agency Coordination

**Transportation**

- Road Safety Audits
- Transportation Planning
- Highway and Bridges
- Transportation Systems Operations and ITS
- Transit and Rail
- Parking
- Transportation Asset Management
- Entry Control Facilities Compliance Evaluation and Design
- Automated People Movers

**Construction Management**

- Design, Bid, and Award Support
- Constructability, Design, Shop Drawing, and Submittal Reviews
- Inspection and Testing
- Facility Surveys
- Commissioning
- Safety Evaluations and Risk Mitigation Strategy
- Project Controls for Scheduling and Estimating
- Multi-Discipline Post-Construction Engineering Services

**Security**

- Threat, Vulnerability, and Risk Analysis
- Design of Secure Facilities and Physical Protection Systems
- Planning/Design for Access Control Points and Entry Control
- Antiterrorism and Cyber Security Services Including Red Team Operations
- Technology Integration
- Security and Resiliency Plans, Programs, Policies, and Procedures

**Water Resources/Geotechnical**

- Dams and Levees
- Flood Mapping/Risk Mitigation Hazard Assessments/Consequence Analyses
- Water Resources Planning
- Stormwater Management
- Drinking Water/Wastewater Systems
- Utility Engineering
- Civil Works
- Fish Passage Condition Inspection
- Geotechnical
- Geology
- Geophysical
- Groundwater and Hydrogeology
- Hydrologic and Hydraulic Modeling
- Bid/Construction Phase Services

**Remediation**

- Risk Assessment/Risk Based Corrective Action
- Site Investigations
- Remediation Alternatives Analysis and Concept Level Cost Estimating
- Remediation Design and Detailed Cost Estimating
- Remediation Construction and Implementation
- Guaranteed Fixed Price Remediation
- Remediation Operation and Maintenance
- Groundwater Monitoring
- Groundwater Modeling

**Real Estate Transactions**

- Phase I and II ESAs
- Brownfields Consulting

**Solid Waste Planning and Management**

- Waste Characterization
- Recycling and waste minimization
- Facility Planning

**Natural Resources**

- Waters and Wetlands Delineation
- Wetlands Mitigation Design
- Stream Restoration Design
- Forest Delineation
- Habitat and Stream Surveys
- Endangered & Threatened Species Surveys
- Invasive Species Surveys
- Air Quality Analysis
- Geomorphology
- Preparation of Permit Application

**Socio-Economic Studies**

- Land Use Analysis
- Population and other demographic analysis
- Economic Analysis
- Noise Analysis
- Community Impact Analysis

**NEPA Process Management and Documentation**

- Process Management and Scoping
- Categorical Exclusion Evaluations
- Environmental Assessments
- Environmental Impact Statements
- US DOT Act 1966 Section 4(f) Evaluations
- Decision Documents
- Administrative Records

**Permitting**

- Air Emissions Permitting
- NPDES-Industrial Permitting
- Underground Storage Tank Permitting
- Stormwater Permitting/MS4
- Clean Water Act Section 404
- Rivers and Harbors Act Section 9, 10
- U.S. Coast Guard Bridge Permits

**Environmental Compliance, Inspections, and Audits**

- Environmental Management Systems preparation and auditing
- Environmental Compliance Audits
- Underground Storage Tank Compliance Inspections
- Preparation of SPCCs/FRPs
- Stormwater Pollution Prevention Plans
- Lead-Based Paint and Asbestos Containing Material Inspections

**Litigation Support**



**Security Risk Assessment with Written  
Contingency and Mitigation Plan**

Client: Grant Public Utility District, Ephrata, WA





**Construction Management Services for Paw Paw Tunnel Slope Stabilization, Oldtown, Maryland**

Client: National Park Service, Denver, Colorado

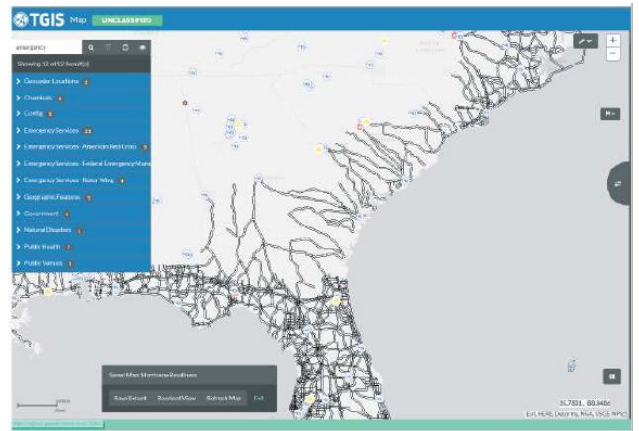


## REPRESENTATIVE PROJECTS

U.S. General Services Administration  
Multiple Award Schedule GS-00F-114CA



**Section 404 of the Clean Water Act permit and mitigation**  
Client: Federal Highway Administration and PA Department of Transportation



### **Enterprise Tracking and Asset Management for the Department of Defense**

Client: U.S. Transportation Command and Military Surface Deployment and Distribution Command  
Transportation Engineering Agency



### **Pennsylvania Air National Guard Combined Communications Operations and Training Facility, Fort Indiantown Gap, Pennsylvania**

Client: U.S. Property and Fiscal Office for Pennsylvania



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U.S. General Services Administration  
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### **Pentagon Transportation Management Plan, Arlington, Virginia**

Client: Surface Deployment and Military Distribution Command Transportation Engineering Agency



### **Entry Control Facility Planning and Design, Fort Hood, Texas**

Client: Surface Deployment and Distribution Command Transportation Engineering Agency



### **Facility Security Assessment, Washington, DC**

Client: Government Accountability Office  
(Subconsultant to Versar Security Systems, LLC.)

**OLM – Order-Level Materials**

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 33.33%.

**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.

**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.



**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).

**541715 – Engineering Research and Development and Strategic Planning**

Services 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.

**562910REM – Environmental Remediation Services**

Services include site preparation, characterization, field investigation, conservation and closures, emergency response cleanup (ERC), underground storage tank/above-ground storage tank (UST/AST) removal, air monitoring, soil vapor extraction, stabilization/solidification, bio-venting, carbon absorption, containment, monitoring and/or reduction of hazardous waste sites, unexploded ordnance removal, and remediation-related laboratory testing (e.g., biological, chemical, physical, pollution and soil testing). Reclamation services include: creating new land from sea or riverbeds, wetland restoration, and restoring areas to a more natural state (e.g., after pollution, desertification, or salinization have made it unusable). NOTE: Services offered under this scope shall not include any remediation/transportation/disposal of radioactive waste, asbestos and/or paint abatement, radon mitigation, or construction and architect-engineer services as set forth in FAR Part 36 (including construction, alteration or repair of buildings, structures, or other real property). This SIN does not include Davis-Bacon work as defined in Federal Acquisition Regulation Subpart 22.4. Ordering agencies must ensure the work being required is not covered by the Davis-Bacon Act.

**541690 – Technical Consulting Services**

Services include providing advice and assistance on technical domains and issues (except those covered by the environmental, energy, and IT consulting SINS on this Schedule). Typical associated tasks include, but are not limited to: strategic planning, feasibility analysis, requirements determination, policy interpretation and support, process analysis and/or development, research studies, testing (other than laboratory testing), program analysis, and associated support tasks.

## Hourly Rates by Labor Category and SIN

Note: Rates shown reflect Industrial Funding Fee of 0.75%

Labor Category Description	SIN	Year 6	Year 7	Year 8	Year 9	Year 10
		4-23-2020 to 4/22/2021	4-23-2021 to 4/22/2022	4-23-2022 to 4/22/2023	4-23-2024 to 4/22/2024	4-23-2024 to 4/22/2025
<b>Principal Project Manager</b>	541330ENG, 541420, 541715	\$195.07	\$200.92	\$206.95	\$229.54	\$236.43
<b>Project Manager</b>	541330ENG, 541420, 541715	\$134.46	\$138.50	\$142.65	\$168.97	\$174.04
<b>Project Engineer</b>	541330ENG, 541420, 541715	\$118.92	\$122.49	\$126.16	\$149.44	\$153.93
<b>Engineer</b>	541330ENG, 541420, 541715	\$97.98	\$100.92	\$103.95	\$117.62	\$121.15
<b>Senior Engineering Technician</b>	541330ENG, 541420, 541715	\$98.82	\$101.78	\$104.83	\$109.33	\$112.61
<b>Engineering Technician</b>	541330ENG, 541420, 541715	\$68.01	\$70.06	\$72.16	\$74.32	\$76.55
<b>Construction Mgmt. IV</b>	541330ENG, 541715	\$133.65	\$137.66	\$141.79	\$146.05	\$150.43
<b>Construction Mgmt. III</b>	541330ENG, 541715	\$92.68	\$95.46	\$98.33	\$116.47	\$119.97
<b>Construction Mgmt. II</b>	541330ENG, 541715	\$86.76	\$89.36	\$92.04	\$94.81	\$97.65
<b>Construction Mgmt. I</b>	541330ENG, 541715	\$81.95	\$84.41	\$86.94	\$89.55	\$92.24
<b>Construction Aide</b>	541330ENG, 541715	\$61.94	\$63.80	\$65.71	\$67.68	\$69.71
<b>Administrative I</b>	541330ENG, 541420, 541715, 541620, 562910REM	\$65.05	\$67.00	\$69.01	\$71.08	\$73.21
<b>Program Manager</b>	541620, 562910REM	\$158.35	\$163.10	\$167.99	\$173.03	\$178.22
<b>Professional Level 4</b>	541620, 562910REM	\$145.67	\$150.04	\$154.55	\$160.78	\$165.60
<b>Professional Level 3</b>	541620, 562910REM	\$130.36	\$134.27	\$138.30	\$142.45	\$146.72
<b>Professional Level 2</b>	541620, 562910REM	\$95.00	\$97.85	\$100.79	\$103.81	\$106.92
<b>Professional Level 1</b>	541620, 562910REM	\$73.47	\$75.68	\$77.95	\$85.24	\$87.80

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<b>Technician</b>	541620, 562910REM	\$67.13	\$69.15	\$71.22	\$73.36	\$75.56
<b>Subject Matter Expert 2</b>	541690	Past	\$269.64	\$277.73	\$286.06	\$294.64
<b>Subject Matter Expert 1</b>	541690	Past	\$250.32	\$257.83	\$265.56	\$273.53
<b>Security Analyst 6</b>	541690	Past	\$214.20	\$220.63	\$227.24	\$234.06
<b>Security Analyst 5</b>	541690	Past	\$171.64	\$176.79	\$182.09	\$187.55
<b>Security Analyst 4</b>	541690	Past	\$167.44	\$172.46	\$177.64	\$182.97
<b>Security Analyst 3</b>	541690	Past	\$124.32	\$128.05	\$131.89	\$135.85
<b>Security Analyst 2</b>	541690	Past	\$91.00	\$93.73	\$96.54	\$99.44
<b>Security Analyst 1</b>	541690	Past	\$83.72	\$86.23	\$88.82	\$91.48

## Labor Category Descriptions

Labor Category	Education / Experience	Duties / Responsibilities	Years
<b>Principal Project Manager</b>	Master's degree or relevant experience	Develops, initiates, plans, executes, controls, and closes out projects and scopes of service involving substantial risk and complexity that are generally multi-practice and multi-office in nature. May involve coordinating and managing multiple practices in multiple offices to deliver the overall scopes of service for projects of regional and national significance.	25
<b>Project Manager</b>	Bachelor's degree	Plans, conducts, and supervises projects of major significance, necessitating knowledge of and ability to originate and apply new and unique methods and procedures. Provides technical advice and counsel to other professionals. Generally, operates with wide latitude for un-reviewed actions or decisions. Has day-to-day responsibility for the activities of the project team	12
<b>Project Engineer</b>	Bachelor's degree	Plans, conducts, and supervises assignments normally involving smaller or less complex projects. Estimates manpower needs and schedules work to meet completion dates. Directs, provides assistance, reviews progress and evaluates results, makes changes in methods, design, or equipment where necessary. Operates with some latitude for unreviewed actions or decision-making.	8

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Labor Category	Education / Experience	Duties / Responsibilities	Years
<b>Engineer</b>	Bachelor's degree	Lowest or entering classification for engineer. Works under close supervision of project leader or group leader. Gathers and correlates basic data and preforms routine analyses. Works on less complicated assignments where little evaluation is required.	1
<b>Senior Engineering Technician</b>	High school diploma Preferred: Associate's degree or relevant experience	Collects and inputs data from a variety of sources. Includes scanning, digitizing, and computer-aided drafting and design. Compiles and summarizes data, as well as supervises the work of other technicians.	5
<b>Engineering Technician</b>	High school diploma	Lowest or entering classification for technician. Includes scanning, digitizing, and computer-aided drafting and design. Compiles and summarizes data, Works under the supervision of Senior Engineer or Senior Engineering Technician.	2
<b>Construction Mgmt. IV</b>	Associate degree (minimum) or additional experience/certification Technical Certification/ License: Nationally recognized relevant certification such as P.E., E.I.T., Certified Construction Manager, or NICET Level IV	Manages subordinate construction management staff and consultants. Specifically, develops project scopes, negotiates hours, prepares reports, develops and maintains schedules and budgets, and directs and mentors project staff; performs budget management, quality control, safety, and team coordination; and manages client relationships.	8 or more
<b>Construction Mgmt. III</b>	High school diploma; Associate degree preferred Technical Certification/License: Nationally recognized relevant certification such as Certified Construction Manager, E.I.T., NICET Level III or NACE Level II	Supervises construction inspection, directing the daily field efforts of construction inspectors. Ensures contractor compliance with construction plans, specifications, and regulations. Exercises technical judgment over a wide range of problems encountered by construction inspectors and recommends solutions to significant problems to the resident engineer.	4 or more
<b>Construction Mgmt. II</b>	High school diploma Technical Certification/License: Nationally recognized relevant certification such as E.I.T. or NICET Level II or NACE Level II	Performs construction inspection to ensure compliance with project plans and specifications, approved methods and procedures, and contract technical, workmanship and safety provisions. Receives assignments from and reports to the construction supervisor or project/group leader. Assignments may be complex and, depending on expertise or project, may involve civil, structural, mechanical, electrical, or other technical disciplines.	1 or more
<b>Construction Mgmt. I</b>	High school diploma Technical Certification/ License: Nationally recognized relevant certification such as NICET Level I preferred	Lowest or entering classification for construction inspector. Works under close supervision of construction supervisor or project/group leader. Gathers and correlates basic data and preforms routine analyses. Works on less complicated assignments	0 or more
<b>Construction Aide</b>	High school diploma; two-year degree preferred Technical Certification/ License: nationally recognized relevant certification preferred	Provides support to construction management team. For example, assists with project meetings; performs drawing reviews or observes construction within area of expertise for compliance; and performs other duties as directed by the construction supervisor or project/group leader.	0 or more



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Labor Category	Education / Experience	Duties / Responsibilities	Years
<b>Administrative I</b>	Technical/business school certificate/diploma or equivalent postsecondary study Technical Certification/ License: None, but must be able to use MS Office Suite	Administrative tasks on a project such as document editing, formatting and production, invoice preparation, filing, taking phone calls, scheduling appointments, and making travel arrangements. Also provides support with office management responsibilities to include budgeting, personnel records, and payroll. May be required to work independently on project requiring research and preparation of briefing charts and other presentation materials.	2
<b>Program Manager</b>	Master's degree or equivalent	Oversees all aspects of work performed under the contract. Ensures that Task Orders (TOs) are assigned to appropriate project managers and staff, and that work is completed in accordance with the requirements of the contract and the respective TO SOW	9 or more
<b>Professional Level 4</b>	Master's degree or equivalent	Plans, conducts, and supervises projects of major significance necessitating advanced knowledge and the ability to originate and apply new and unique methods and procedures. Supplies technical advice and counsel to other professionals. Generally operates with wide latitude for unreviewed action or decisions.	7 or more
<b>Professional Level 3</b>	Master's degree or equivalent	Plans, conducts and supervises assignments normally involving smaller, routine projects, or under general supervision of project manager, plans and conducts technical components of larger projects. Estimates and schedules work to meet completion dates. Directs assistants. Reviews progress and evaluates results; makes changes in methods, design, or equipment where necessary. Operates with some latitude for unreviewed action or decision.	5 or more
<b>Professional Level 2</b>	Master's degree or equivalent	Plans and conducts small, routine projects where minimal evaluation is required, or under supervision of a project manager or senior personnel, carries out assignments associated with larger, complex projects. Translates technical guidance received from supervisor into usable data applicable to the particular assignment; coordinates the activities of juniors or technicians. Work assignments are varied and require some originality and ingenuity.	5 or more
<b>Professional Level 1</b>	Bachelor's degree or equivalent	Lowest or entering classification. Works under close supervision to senior personnel or project manager. Gathers and correlates basic data and performs routine analyses. Works on less complicated assignments where little evaluation is required.	0-3
<b>Technician</b>		Performs assignments that are normally standardized. Operates testing or processing equipment of moderate complexity. May construct components or subassemblies of prototype models. May troubleshoot malfunctioning equipment and make simple repairs. Extracts and processes test data.	2

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Labor Category	Education / Experience	Duties / Responsibilities	Years
<b>Subject Matter Expert 2</b>	Master's degree, or PhD in lieu of experience	Gather and organize information on issues or specialized areas of expertise in security, safety, cybersecurity, emergency preparedness, risk, and/or resilience. SME's analyze data, develop information and assess available solutions or alternative methods. Coordinate with client and/or train Analysts to ensure smooth implementation and functional performance. SMEs plan the study of work problems and procedures such as organizational change, change management, communications, information flow, decision making process, control processes, operational effectiveness, and cost analyses. Organize and document technical findings and prepare recommendations for implementation. Provide specialized knowledge in specific functional or operations domains or in analysis methods or disciplines. Oversee and manage projects and programs. Certification from a recognized organization relevant to area(s) of subject matter expertise is required.	15 or more
<b>Subject Matter Expert 1</b>	Master's degree, or PhD in lieu of experience	Gather and organize information on issues or specialized areas of expertise in security, safety, cybersecurity, emergency preparedness, risk, and/or resilience. SME's analyze data, develop information and assess available solutions or alternative methods. Coordinate with client and/or train Analysts to ensure smooth implementation and functional performance. SMEs plan the study of work problems and procedures such as organizational change, change management, communications, information flow, decision making process, control processes, operational effectiveness, and cost analyses. Organize and document technical findings and prepare recommendations for implementation. Provide specialized knowledge in specific functional or operations domains or in analysis methods or disciplines. Oversee and manage projects and programs. Certification from a recognized organization relevant to area(s) of subject matter expertise is required.	10 or more
<b>Security Analyst 6</b>	Master's degree or equivalent	Must be fully competent in all conventional aspects of technical design or engineering (whichever is applicable) and be capable of planning and conducting tasks requiring independent judgment in the evaluation, selection and substantial adaptation and modification of standard design or engineering techniques and procedures. Security certification from ASIS or a certification from a recognized safety, security, or cybersecurity organization is required.	8 or more
<b>Security Analyst 5</b>	Master's degree or equivalent	Must be fully competent in all conventional aspects of technical design or engineering (whichever is applicable) and be capable of planning and conducting tasks requiring independent judgment in the evaluation, selection and substantial adaptation and modification of standard design or engineering techniques and procedures. Security certification from ASIS or a certification from a recognized safety, security, or cybersecurity organization is required.	7 or more

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Labor Category	Education / Experience	Duties / Responsibilities	Years
<b>Security Analyst 4</b>	Master's degree or equivalent	Under limited supervision, provides project assistance for a wide variety of projects, related to safety, security, emergency and continuity planning, and regulation compliance in these areas. Performs routine assignments which are clearly defined and require the application of standard analysis and planning techniques, procedures, and criteria. Security certification from ASIS or a certification from a recognized safety, security, or cybersecurity organization is required.	6 or more
<b>Security Analyst 3</b>	Bachelor's degree	Under general supervision, provides project assistance for a wide variety of projects, related to safety, security, emergency and continuity planning, and regulation compliance in these areas. Performs routine assignments which are clearly defined and require the application of standard analysis and planning techniques, procedures, and criteria. Security certification from ASIS or a certification from a recognized safety, security, or cybersecurity organization is preferred.	5 or more
<b>Security Analyst 2</b>	Bachelor's degree	Under close supervision, provides project assistance for a wide variety of projects, related to safety, security, emergency and continuity planning, and regulation compliance in these areas. Performs routine assignments which are clearly defined and require the application of standard analysis and planning techniques, procedures, and criteria.	3 or more
<b>Security Analyst 1</b>	Associate degree	Lowest or entering classification. Works under close supervision to senior personnel or project manager. Gathers and correlates basic data and performs routine analyses.	0 to 3

### Labor Category Experience & Degree Substitution

Acceptable Substitution Category	Required Equivalent Education / Experience
Associates degree or Technical/certification/ license	High school diploma with 4 years of experience. or Study underway toward an Associates degree or a relevant technical certification/license with 2 years of experience.
Bachelor's degree	Associates degree or relevant technical certification/license with 2 years of experience. or Two years of study toward a Bachelor's degree with 4 years of experience. or High school diploma with 8 years of experience.
Master's degree	Bachelor's degree with 2 years of relevant experience.

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### Service Contract Labor Standards (SCLS) Matrix

SCLS Eligible Contract Labor Category	SCA Equivalent Code – Title	WD Number
Technician	30090 – Environmental Technician	2015-4225
Administrative I	01020 – Administrative Assistant	2015-4225

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