



GS-00F-200CA

GENERAL SERVICES ADMINISTRATION

Federal Supply Service *Authorized Federal Supply Schedule Price List*

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

Multiple Award Schedule (MAS)

Schedule for Multiple Award Schedule
Federal Supply Group: Professional Services Class:

Contract Number: GS-00F-200CA

For more information on ordering from Federal Supply Schedules, click on the FSS Schedules button at fss.gsa.gov.

Contract Period: July 10, 2020 through July 9, 2025

CAS, Inc. (KBR)
100 Quality Circle NW
Huntsville, AL 35806-4529

Headquarters: (256) 971-6126
Facsimile: (256) 971-6105
URL: <https://www.kbr.com/en/markets/aerospace-defense/air-missile>
Contract Admin: Mark J. Pearsall
e-mail mark.pearsall@us.kbr.com

Business Size: Large Business

Pricelist current through Modification #PO-0016 effective July 10, 2020

Contract Option 1 effective 10 July 2020

CUSTOMER INFORMATION:

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

SIN	SIN Description
541330ENG	Engineering Services
541380	Testing Laboratories
541420	Engineering System Design and Integration Services
541611	Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services
541614	Deployment, Distribution and Transportation Logistics Services:
541614SVC	Supply and Value Chain Management
541715	Engineering Research and Development and Strategic Planning
611430	Professional and Management Development Training
611512	Flight Training
OLM	Order-Level Materials (OLM)

1b. Identification of the lowest priced model number and lowest unit price for that model for each special item number awarded in the contract. This price is the Government price based on a unit of one, exclusive of any quantity/dollar volume, prompt payment, or any other concession-affecting price. Those contracts that have unit prices based on the geographic location of the customer, should show the range of the lowest price, and cite the areas to which the prices apply.

1c. If the Contractor is proposing hourly rates a description of all corresponding commercial job titles, experience, functional responsibility and education for those types of employees or subcontractors who will perform services shall be provided. If hourly rates are not applicable, indicate “Not applicable” for this item. SEE LABOR CATEGORY DESCRIPTIONS.

- 2. Maximum Order:** \$1,000,000.00
- 3. Minimum Order:** \$100.00
- 4. Geographic Coverage (delivery Area):** Worldwide

5. **Point(s) of production (city, county, and state or foreign country):** Same as company address
6. **Discount from list prices or statement of net price:** Government net prices (discounts already deducted). See Attachment.
7. **Quantity discounts:**
 - Task order funded value: \$1 million to \$1.9 million – 1.0%
 - \$2 million to \$2.99 million- 1.25%
 - \$3 million to \$3.99 million – 1.50%
 - \$4 million to \$4.99 million – 2.00%
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.
- 9a. **Notification that Government purchase cards are accepted up to the micro-purchase threshold:** Yes
- 9b. **Notification whether Government purchase cards are accepted or not accepted above the micro-purchase threshold:** Will accept over the Micro-purchase Threshold
10. **Foreign items (list items by country of origin):** None
- 11a. **Time of Delivery. (Contractor insert number of days):** Specified on the Task Order
- 11b. **Expedited Delivery. The Contractor will insert the sentence “Items available for expedited delivery are noted in this price list.” under this heading. The Contractor may use a symbol of its choosing to highlight items in its price list that have expedited delivery:** Contact Contractor
- 11c. **Overnight and 2-day delivery. The Contractor will indicate whether overnight and 2-day delivery are available. Also, the Contractor will indicate that the schedule customer may contact the Contractor for rates for overnight and 2-day delivery:**
Contact Contractor
- 11d. **Urgent Requirements. The Contractor will note in its price list the “Urgent Requirements” clause of its contract and advise agencies that they can also contact the Contractor’s representative to effect a faster delivery:** Contact Contractor
12. **F.O.B Points(s):** Destination
- 13a. **Ordering Address(es):** Same as Contractor
- 13b. **Ordering procedures:** For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA’s), are found in Federal Acquisition Regulation (FAR) 8.405-3.

14. **Payment address(es):** Same as company address
15. **Warranty provision:** Contractor's standard commercial warranty.
16. **Export Packing Charges (if applicable):** N/A
17. **Terms and conditions of Government purchase card acceptance (any thresholds above the micro-purchase level):** Contact Contractor
18. **Terms and conditions of rental, maintenance, and repair (if applicable):** N/A
19. **Terms and conditions of installation (if applicable):** N/A
20. **Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable):** N/A
- 20a. **Terms and conditions for any other services (if applicable):** N/A
21. **List of service and distribution points (if applicable):** N/A
22. **List of participating dealers (if applicable):** N/A
23. **Preventive maintenance (if applicable):** N/A
- 24a. **Special attributes such as environmental attributes (e.g., recycled content, energy efficiency, and/or reduced pollutants):** N/A
- 24b. **If applicable, indicate that Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services and show where full details can be found (e.g. contractor's website or other location.) The EIT standards can be found at:** www.Section508.gov/.
25. **Data Universal Numbering System (DUNS) number:** 098856339
26. **Notification regarding registration in Notification regarding registration in System for Award Management (SAM) database:** Registered

COMPANY OVERVIEW

CAS, Inc. was established in 1979 and provides professional engineering services, program support services, programmatic support services and management, organizational and business improvement services to various customer organizations worldwide.

CAS' core capabilities are in the following functional areas:

- Systems Engineering
- Systems Analysis
- Modeling and Simulation
- Software Development
- Test and Evaluation
- Foreign Military Sales
- Operational Evaluation Support
- Program/Acquisition Management
- Training and Exercise Support
- Logistics
- Prototyping and Integration
- Systems Integration
- Light Manufacturing
- Information Technology

CAS, Inc. is a wholly owned subsidiary of KBR. CAS has its Headquarters in Huntsville, Alabama and three major field offices located in the El Paso, TX; Colorado Springs, Colorado and Arlington, Virginia. CAS employs a staff of over 1,200 technical and administrative employees.

The company headquarters is located near Redstone Arsenal, Alabama that is the home to the U.S. Army Aviation and Missile Command, the U.S. Army Space and Missile Defense Command and other major Department of Defense organizations.

Visit CAS, Inc. on the web at: <https://www.kbr.com/en/markets/aerospace-defense/air-missile>

DESCRIPTION OF SERVICES

541330ENG Engineering Services

Primarily engaged in applying physical laws and principles of engineering in the design, development, and utilization of machines, materials, instruments, structures, processes, and systems. The assignments undertaken by these establishments may involve any of the following activities: provision of advice, preparation of feasibility studies, preparation of preliminary and final plans and designs, provision of technical services during the installation phase, inspection and evaluation of projects, and related services.

Services required involve the definition and interpretation of high-level organizational engineering performance requirements such as projects, systems, missions, etc., and the objectives and approaches to their achievement. Typical tasks include, but are not limited to an analysis of mission, program goals and objectives, requirements analysis, organizational performance assessment, special studies and analysis, training, and consulting.

541380 Testing Laboratories

Primarily engaged in performing physical, chemical, and other analytical testing services, such as acoustics or vibration testing, assaying, biological testing (except medical and veterinary), calibration testing, electrical and electronic testing, geotechnical testing, mechanical testing, nondestructive testing, or thermal testing.

Services required involve the application of various techniques demonstrating that a prototype system (subsystem, program, project or activity) performs in accordance with the objectives outlined in the original design. Typical associated tasks include, but are not limited to testing of a prototype and first article(s) testing, environmental testing, independent verification and validation, reverse engineering, simulation and modeling (to test the feasibility of a concept), system, quality assurance, physical testing of the product system, training, and consulting.

541420 Engineering System Design and Integration Services

Services required involve the translation of a system (or subsystem, program, project, activity) concept into a preliminary and detailed design (engineering plans and specifications), performing risk identification/analysis, mitigation, traceability, and then integrating the various components to produce a working prototype or model of the system. Typical associated tasks include, but are not limited to computer-aided design, design studies and analysis, high level detailed specification preparation, configuration, management and document control, fabrication, assembly and simulation, modeling, training, and consulting.

Tasks include, but are not limited to computer-aided design, 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 scenario missions and mission design analysis.

541611 Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services

Contractors shall provide services to assist agencies in managing their mission-oriented business projects or programs and achieving mission performance goals. Services covered include but are not limited to all phases of program or project management, from planning to closeout. Operational/administrative business support services in order to carry out program objectives.

Business consulting solutions include a full range of management and consulting services that can improve performance, and help customers meet their mission goals. Business services range from consulting, facilitation, quality assurance, analysis, strategy formulation, advisory and assistance, research, and training to acquisition and program support, including: Integrated Consulting Services; Training Services (Off-the-Shelf Training Devices and Training Materials); Acquisition Management Support; Integrated Business Program Support Services

541614 Deployment, Distribution and Transportation Logistics Services

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.

Services required involves the analysis, planning and detailed design of all engineering specific logistics support including material goods, personnel, and operational maintenance and repair of systems throughout their lifecycles, excluding those systems associated with "real property." Typical associated tasks include, but are not limited to ergonomic/human performance analysis, feasibility analysis, logistics planning, requirements determination, policy standards/procedures development, long-term reliability and maintainability, training, and consulting.

Support includes the full range of life cycle logistics support for the system or program including training, operation and maintenance requirements, and replacement procedures.

541614SVC Supply and Value Chain Management

Supply and Value Chain Management: Services that include all phases of planning, acquisition and management of logistics systems. These services include, but are not limited to planning, acquisition, design, development, testing, production, fielding, management, operation, maintenance, sustainment, improvement, modification and disposal. Examples of the type of services that may be performed under this SIN/NAICS include: Logistics consulting for planning for the acquisition and life cycle phases of supply and value chain systems including the following: defining and establishing program objectives, strategies, plans and schedules; develop milestone documentation; market research and acquisition planning; material requirements identification, planning, acquisition and management; develop specifications or performance based work statements and task estimates; develop, document and support maintenance procedures and technical manuals; configuration data management and related documentation; expansion and consolidation studies, field problem analysis and recommendation of corrective actions and system modernization; Needs assessment/system assessment; Inventory/asset/vendor management; Inventory management and operation (inclusive of salvage, recycle and/or disposal management); operation of warehouses, stockrooms, storage facilities or depots; Fulfillment systems and operations; platform management; Information logistics processing systems analysis design, and implementation; staging, shipping, receiving, packing, crating, moving and storage (excluding household goods); packaging, labeling, bar coding system consultation, design, implementation, operation and maintenance; design and installation of material handling systems; hazardous material storage and handling (Non-radioactive only); warehouse and location management systems; recycling program management of warehousing materials; preservation and protection of specialized inventory or documents; maintenance, repair and overhaul (MRO) support and/or support process management; aircraft repair and maintenance; ship repair and maintenance; property disposal management; logistics strategic planning services; logistics systems engineering services; logistics program management services and support; Unique Identification (UID)/Radio Frequency Identification (RFID) services; Program and project management; acquisition and life cycle management; spares modeling; supply chain integration planning; global integrated supply chain solutions planning and implementation. (note acquisition functions cannot be procured as stand-alone services).

Professional support services to organizations in conducting federal acquisition management activities. : acquisition planning assistance, including market research and recommending procurement strategy: acquisition document development, including cost/price estimates, quality assurance surveillance plans, statements of work, synopses, solicitations, price negotiation memoranda, etc: expert assistance in supporting proposal evaluations, including price/cost analysis or technical proposal analysis: contract administration support services, including assistance with reviewing contractor performance, developing contract modifications, and investigating reports of contract discrepancies: contract close-out assistance; Competitive Sourcing support, including OMB Circular A-76 studies, strategic sourcing studies, privatization studies, public-private partnerships, and Federal Activities Inventory Reform (FAIR) Act studies.

541715 Engineering Research and Development and Strategic Planning

Engineering Research, Development, and Strategic Planning Services include conducting research and experimental development in the physical, engineering and life sciences such as; such as electronics, environmental, biology, computers, chemistry, 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 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.

611430 Professional and Management Development Training

Proposed professional services shall be in support of planning, creating, and/or executing testing and test administration, learning management, internship, or development of new courses or subject matter delivered via an instructor-led (i.e. traditional classroom setting or conference/seminar) and/or web-based (i.e. Internet/Intranet, software packages and computer applications) system. Proposed customization services are the result of planning, creating, and/or executing a proprietary format and may be priced as a flat rate or as Labor/hours using professional labor categories (i.e. Subject Matter Experts (SMEs), Program Managers, Project Managers, Research Assistant, Technical Specialist, etc.), subject matter(s), Systems requirements and methodology(ies) to be used should be stated.

Courses may be commercially available off-the-shelf training and/or educational courses that are delivered via an Instructor-led (i.e. traditional classroom setting or conference/seminar) and/or web-based (i.e. Internet/Intranet, software packages and computer applications) system. Courses shall have a defined course title, length of time, description of course content, and materials that are required.

Includes offering an array of short duration courses and seminars for management, organizational 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 client's training facilities, educational institutions, the workplace, or the home, and through diverse means, such as correspondence, television, the Internet, or other electronic and distance-learning methods. The training may include the use of simulators and simulation methods. Courses may include but are not limited to Management development training, Professional development training and Quality assurance training training in system operations, automated tools for supply and value chain management, property and inventory management, distribution and transportation management, and maintenance of equipment and facilities supporting these activities

611512 Flight Training

Aviation and flight training may offer vocational training, recreational training, or both to include specialized military training and National security and air transportation services. Aviation and Mission Training Support to include services such as Fixed-Wing Airlift Support, Rotary-Wing Airlift Support, Air Operations/Aviation Training for Pilots, Co-Pilots, Flight Engineers, Navigators, Special Mission Aviators (SMAs) and Crew Members, Ground support and Aviation Maintenance (all functions) Training, Loadmaster Training, and Intelligence, Surveillance and Reconnaissance (ISR) training.

Pricing:

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

Item	SIN/NAICS	Awarded Labor Category	Site	7/10/2020 to 7/9/2021 Year 6	7/10/2021 to 7/9/2022 Year 7	7/10/2022 to 7/9/2023 Year 8	7/10/2023 to 7/9/2024 Year 9	7/10/2024 to 7/9/2025 Year 10
1	541330ENG, 541380, 541420, 541715	Engineer/Scientist I	Contractor	\$42.41	\$43.22	\$44.04	\$44.88	\$45.73
2	541330ENG, 541380, 541420, 541715	Engineer/Scientist II	Contractor	\$61.37	\$62.54	\$63.73	\$64.94	\$66.17
3	541330ENG, 541380, 541420, 541715	Engineer/Scientist III	Contractor	\$64.57	\$65.80	\$67.05	\$68.32	\$69.62
4	541330ENG, 541380, 541420, 541715	Engineer/Scientist IV	Contractor	\$74.65	\$76.07	\$77.52	\$78.99	\$80.49
5	541330ENG, 541380, 541420, 541715	Engineer/Scientist V	Contractor	\$90.07	\$91.78	\$93.52	\$95.30	\$97.11
6	541330ENG, 541380, 541420, 541715	Engineer/Scientist VI	Contractor	\$106.26	\$108.28	\$110.34	\$112.44	\$114.58
7	541330ENG, 541380, 541420, 541715	Engineer/Scientist VII	Contractor	\$121.00	\$123.30	\$125.64	\$128.03	\$130.46
8	541330ENG, 541380, 541420, 541715	Engineer/Scientist VIII	Contractor	\$126.68	\$129.09	\$131.54	\$134.04	\$136.59
9	541330ENG, 541380, 541420, 541715	Engineer/Scientist IX	Contractor	\$130.36	\$132.84	\$135.36	\$137.93	\$140.55
10	541330ENG, 541380, 541420, 541715	Engineer/Scientist X	Contractor	\$134.01	\$136.56	\$139.15	\$141.79	\$144.48
11	541330ENG, 541380, 541420, 541715	Engineer/Scientist XI	Contractor	\$164.15	\$167.27	\$170.45	\$173.69	\$176.99
12	541330ENG, 541380, 541420, 541715	Systems Ops Research Analyst I	Contractor	\$58.95	\$60.07	\$61.21	\$62.37	\$63.56

Item	SIN/NAICS	Awarded Labor Category	Site	7/10/2020 to 7/9/2021 Year 6	7/10/2021 to 7/9/2022 Year 7	7/10/2022 to 7/9/2023 Year 8	7/10/2023 to 7/9/2024 Year 9	7/10/2024 to 7/9/2025 Year 10
13	541330ENG, 541380, 541420, 541715	Systems Ops Research Analyst II	Contractor	\$67.82	\$69.11	\$70.42	\$71.76	\$73.12
14	541330ENG, 541380, 541420, 541715	Systems Ops Research Analyst III	Contractor	\$77.97	\$79.45	\$80.96	\$82.50	\$84.07
15	541330ENG, 541380, 541420, 541715	Systems Ops Research Analyst IV	Contractor	\$100.69	\$102.60	\$104.55	\$106.54	\$108.56
16	541330ENG, 541380, 541420, 541715	Systems Ops Research Analyst V	Contractor	\$112.47	\$114.61	\$116.79	\$119.01	\$121.27
17	541330ENG, 541380, 541420, 541715	Systems Ops Research Analyst VI	Contractor	\$138.45	\$141.08	\$143.76	\$146.49	\$149.27
18	541330ENG, 541380, 541420, 541715	Systems Ops Research Analyst VII	Contractor	\$159.22	\$162.25	\$165.33	\$168.47	\$171.67
19	541330ENG, 541380, 541420, 541715, 611512, 611430, 541611	Program/Systems Analyst I	Contractor	\$53.44	\$54.46	\$55.49	\$56.54	\$57.61
20	541330ENG, 541380, 541420, 541715, 611512, 611430, 541611	Program/Systems Analyst II	Contractor	\$71.82	\$73.18	\$74.57	\$75.99	\$77.43
21	541330ENG, 541380, 541420, 541715, 611512, 611430, 541611	Program/Systems Analyst III	Contractor	\$82.18	\$83.74	\$85.33	\$86.95	\$88.60
22	541330ENG, 541380, 541420, 541715, 611512, 611430, 541611	Program/Systems Analyst IV	Contractor	\$99.50	\$101.39	\$103.32	\$105.28	\$107.28

Item	SIN/NAICS	Awarded Labor Category	Site	7/10/2020 to 7/9/2021 Year 6	7/10/2021 to 7/9/2022 Year 7	7/10/2022 to 7/9/2023 Year 8	7/10/2023 to 7/9/2024 Year 9	7/10/2024 to 7/9/2025 Year 10
23	541330ENG, 541380, 541420, 541715, 611512, 611430, 541611	Program/Systems Analyst V	Contractor	\$118.04	\$120.28	\$122.57	\$124.90	\$127.27
24	541330ENG, 541380, 541420, 541715, 611512, 611430, 541611	Program/Systems Analyst VI	Contractor	\$133.11	\$135.64	\$138.22	\$140.85	\$143.53
25	541330ENG, 541380, 541420, 541715, 611512, 611430, 541611	Program/Systems Analyst VII	Contractor	\$143.68	\$146.41	\$149.19	\$152.02	\$154.91
26	541330ENG, 541380, 541420, 541715, 611512, 611430, 541611	Program/Systems Analyst VIII	Contractor	\$154.25	\$157.18	\$160.17	\$163.21	\$166.31
27	541330ENG, 541380, 541420, 541715	Analyst I	Contractor	\$57.07	\$58.15	\$59.25	\$60.38	\$61.53
28	541330ENG, 541380, 541420, 541715	Analyst II	Contractor	\$71.34	\$72.70	\$74.08	\$75.49	\$76.92
29	541330ENG, 541380, 541420, 541715	Analyst III	Contractor	\$83.35	\$84.93	\$86.54	\$88.18	\$89.86
30	541330ENG, 541380, 541420, 541715	Analyst IV	Contractor	\$103.04	\$105.00	\$107.00	\$109.03	\$111.10
31	541330ENG, 541380, 541420, 541715	Analyst V	Contractor	\$109.61	\$111.69	\$113.81	\$115.97	\$118.17
32	541330ENG, 541380, 541420, 541715	Analyst VI	Contractor	\$114.61	\$116.79	\$119.01	\$121.27	\$123.57
33	541330ENG, 541380, 541420, 541715	Analyst VII	Contractor	\$122.61	\$124.94	\$127.31	\$129.73	\$132.19

Item	SIN/NAICS	Awarded Labor Category	Site	7/10/2020 to 7/9/2021 Year 6	7/10/2021 to 7/9/2022 Year 7	7/10/2022 to 7/9/2023 Year 8	7/10/2023 to 7/9/2024 Year 9	7/10/2024 to 7/9/2025 Year 10
34	541330ENG, 541380, 541420, 541715	Analyst VIII	Contractor	\$130.60	\$133.08	\$135.61	\$138.19	\$140.82
35	541330ENG, 541380, 541420, 541715	Programmer I	Contractor	\$59.87	\$61.01	\$62.17	\$63.35	\$64.55
36	541330ENG, 541380, 541420, 541715	Programmer II	Contractor	\$91.50	\$93.24	\$95.01	\$96.82	\$98.66
37	541330ENG, 541380, 541420, 541715	Programmer III	Contractor	\$99.80	\$101.70	\$103.63	\$105.60	\$107.61
38	541330ENG, 541380, 541420, 541715	Programmer IV	Contractor	\$108.05	\$110.10	\$112.19	\$114.32	\$116.49
39	541330ENG, 541380, 541420, 541715	Programmer V	Contractor	\$122.28	\$124.60	\$126.97	\$129.38	\$131.84
40	541330ENG, 541380, 541420, 541715	Sr Principal Investigator I	Contractor	\$130.30	\$132.78	\$135.30	\$137.87	\$140.49
41	541330ENG, 541380, 541420, 541715	Sr Principal Investigator II	Contractor	\$171.43	\$174.69	\$178.01	\$181.39	\$184.84
42	541330ENG, 541380, 541420, 541715	Subject Matter Expert	Contractor	\$296.87	\$302.51	\$308.26	\$314.12	\$320.09
43	541330ENG, 541380, 541420, 541715	Sr Mgm't/Technical Staff I	Contractor	\$119.73	\$122.00	\$124.32	\$126.68	\$129.09
44	541330ENG, 541380, 541420, 541715	Sr Mgm't/Technical Staff II	Contractor	\$158.96	\$161.98	\$165.06	\$168.20	\$171.40
45	541330ENG, 541380, 541420, 541715	Sr Mgm't/Technical Staff III	Contractor	\$163.68	\$166.79	\$169.96	\$173.19	\$176.48
46	541330ENG, 541380, 541420, 541715	Sr Mgm't/Technical Staff IV	Contractor	\$204.36	\$208.24	\$212.20	\$216.23	\$220.34
47	541330ENG, 541380, 541420, 541715	Sr Mgm't/Technical Staff V	Contractor	\$270.17	\$275.30	\$280.53	\$285.86	\$291.29

Item	SIN/NAICS	Awarded Labor Category	Site	7/10/2020 to 7/9/2021 Year 6	7/10/2021 to 7/9/2022 Year 7	7/10/2022 to 7/9/2023 Year 8	7/10/2023 to 7/9/2024 Year 9	7/10/2024 to 7/9/2025 Year 10
48	541330ENG, 541380, 541420, 541715	Supervisor	Contractor	\$131.43	\$133.93	\$136.47	\$139.06	\$141.70
49	541330ENG, 541380, 541420, 541715	Project Leader I	Contractor	\$136.26	\$138.85	\$141.49	\$144.18	\$146.92
50	541330ENG, 541380, 541420, 541715	Project Leader II	Contractor	\$169.61	\$172.83	\$176.11	\$179.46	\$182.87
51	541330ENG, 541380, 541420, 541715	Program Manager	Contractor	\$177.59	\$180.96	\$184.40	\$187.90	\$191.47
52	541330ENG, 541380, 541420, 541715	Engineering Technician I	Contractor	\$38.16	\$38.89	\$39.63	\$40.38	\$41.15
53	541330ENG, 541380, 541420, 541715	Engineering Technician II	Contractor	\$47.47	\$48.37	\$49.29	\$50.23	\$51.18
54	541330ENG, 541380, 541420, 541715	Engineering Technician III	Contractor	\$65.71	\$66.96	\$68.23	\$69.53	\$70.85
55	541330ENG, 541380, 541420, 541715	Engineering Technician IV	Contractor	\$95.96	\$97.78	\$99.64	\$101.53	\$103.46
56	541330ENG, 541380, 541420, 541715	Engineering Master Technician I	Contractor	\$90.49	\$92.21	\$93.96	\$95.75	\$97.57
57	541330ENG, 541380, 541420, 541715	Engineering Master Technician II	Contractor	\$104.07	\$106.05	\$108.06	\$110.11	\$112.20
58	541330ENG, 541380, 541420, 541715	Clerk I	Contractor	\$23.66	\$24.11	\$24.57	\$25.04	\$25.52
59	541330ENG, 541380, 541420, 541715	Clerk II	Contractor	\$27.23	\$27.75	\$28.28	\$28.82	\$29.37
60	541330ENG, 541380, 541420, 541715	Clerk III	Contractor	\$38.26	\$38.99	\$39.73	\$40.48	\$41.25
61	541330ENG, 541380, 541420, 541715	Typist/Secretary I	Contractor	\$40.78	\$41.55	\$42.34	\$43.14	\$43.96

Item	SIN/NAICS	Awarded Labor Category	Site	7/10/2020 to 7/9/2021 Year 6	7/10/2021 to 7/9/2022 Year 7	7/10/2022 to 7/9/2023 Year 8	7/10/2023 to 7/9/2024 Year 9	7/10/2024 to 7/9/2025 Year 10
62	541330ENG, 541380, 541420, 541715	Typist/Secretary II	Contractor	\$50.54	\$51.50	\$52.48	\$53.48	\$54.50
63	541330ENG, 541380, 541420, 541715	Illustrator/Gps/Tech Writer I	Contractor	\$49.51	\$50.45	\$51.41	\$52.39	\$53.39
64	541330ENG, 541380, 541420, 541715	Illustrator/Gps/Tech Writer II	Contractor	\$54.98	\$56.02	\$57.08	\$58.16	\$59.27
65	541330ENG, 541380, 541420, 541715	Illustrator/Gps/Tech Writer III	Contractor	\$77.51	\$78.98	\$80.48	\$82.01	\$83.57
66	541330ENG, 541380, 541420, 541715	Illustrator/Gps/Tech Writer IV	Contractor	\$84.21	\$85.81	\$87.44	\$89.10	\$90.79
67	541330ENG, 541380, 541420, 541715	Engineer/Scientist I	Customer	\$37.94	\$38.66	\$39.39	\$40.14	\$40.90
68	541330ENG, 541380, 541420, 541715	Engineer/Scientist II	Customer	\$54.88	\$55.92	\$56.98	\$58.06	\$59.16
69	541330ENG, 541380, 541420, 541715	Engineer/Scientist III	Customer	\$57.74	\$58.84	\$59.96	\$61.10	\$62.26
70	541330ENG, 541380, 541420, 541715	Engineer/Scientist IV	Customer	\$66.75	\$68.02	\$69.31	\$70.63	\$71.97
71	541330ENG, 541380, 541420, 541715	Engineer/Scientist V	Customer	\$80.56	\$82.09	\$83.65	\$85.24	\$86.86
72	541330ENG, 541380, 541420, 541715	Engineer/Scientist VI	Customer	\$95.01	\$96.82	\$98.66	\$100.53	\$102.44
73	541330ENG, 541380, 541420, 541715	Engineer/Scientist VII	Customer	\$108.21	\$110.27	\$112.37	\$114.51	\$116.69
74	541330ENG, 541380, 541420, 541715	Engineer/Scientist VIII	Customer	\$113.28	\$115.43	\$117.62	\$119.85	\$122.13
75	541330ENG, 541380, 541420, 541715	Engineer/Scientist IX	Customer	\$116.58	\$118.80	\$121.06	\$123.36	\$125.70

Item	SIN/NAICS	Awarded Labor Category	Site	7/10/2020 to 7/9/2021 Year 6	7/10/2021 to 7/9/2022 Year 7	7/10/2022 to 7/9/2023 Year 8	7/10/2023 to 7/9/2024 Year 9	7/10/2024 to 7/9/2025 Year 10
76	541330ENG, 541380, 541420, 541715	Engineer/Scientist X	Customer	\$119.83	\$122.11	\$124.43	\$126.79	\$129.20
77	541330ENG, 541380, 541420, 541715	Engineer/Scientist XI	Customer	\$146.80	\$149.59	\$152.43	\$155.33	\$158.28
78	541330ENG, 541380, 541420, 541715	Systems Ops Research Analyst I	Customer	\$52.70	\$53.70	\$54.72	\$55.76	\$56.82
79	541330ENG, 541380, 541420, 541715	Systems Ops Research Analyst II	Customer	\$60.66	\$61.81	\$62.98	\$64.18	\$65.40
80	541330ENG, 541380, 541420, 541715	Systems Ops Research Analyst III	Customer	\$69.71	\$71.03	\$72.38	\$73.76	\$75.16
81	541330ENG, 541380, 541420, 541715	Systems Ops Research Analyst IV	Customer	\$90.03	\$91.74	\$93.48	\$95.26	\$97.07
82	541330ENG, 541380, 541420, 541715	Systems Ops Research Analyst V	Customer	\$100.58	\$102.49	\$104.44	\$106.42	\$108.44
83	541330ENG, 541380, 541420, 541715	Systems Ops Research Analyst VI	Customer	\$123.81	\$126.16	\$128.56	\$131.00	\$133.49
84	541330ENG, 541380, 541420, 541715	Systems Ops Research Analyst VII	Customer	\$142.37	\$145.08	\$147.84	\$150.65	\$153.51
85	541330ENG, 541380, 541420, 541715, 611512, 611430, 541611	Program/Systems Analyst I	Customer	\$47.80	\$48.71	\$49.64	\$50.58	\$51.54
86	541330ENG, 541380, 541420, 541715, 611512, 611430, 541611	Program/Systems Analyst II	Customer	\$64.23	\$65.45	\$66.69	\$67.96	\$69.25
87	541330ENG, 541380, 541420, 541715, 611512, 611430, 541611	Program/Systems Analyst III	Customer	\$73.50	\$74.90	\$76.32	\$77.77	\$79.25

Item	SIN/NAICS	Awarded Labor Category	Site	7/10/2020 to 7/9/2021 Year 6	7/10/2021 to 7/9/2022 Year 7	7/10/2022 to 7/9/2023 Year 8	7/10/2023 to 7/9/2024 Year 9	7/10/2024 to 7/9/2025 Year 10
88	541330ENG, 541380, 541420, 541715, 611512, 611430, 541611	Program/Systems Analyst IV	Customer	\$88.99	\$90.68	\$92.40	\$94.16	\$95.95
89	541330ENG, 541380, 541420, 541715, 611512, 611430, 541611	Program/Systems Analyst V	Customer	\$105.56	\$107.57	\$109.61	\$111.69	\$113.81
90	541330ENG, 541380, 541420, 541715, 611512, 611430, 541611	Program/Systems Analyst VI	Customer	\$119.05	\$121.31	\$123.61	\$125.96	\$128.35
91	541330ENG, 541380, 541420, 541715, 611512, 611430, 541611	Program/Systems Analyst VII	Customer	\$128.49	\$130.93	\$133.42	\$135.95	\$138.53
92	541330ENG, 541380, 541420, 541715, 611512, 611430, 541611	Program/Systems Analyst VIII	Customer	\$137.94	\$140.56	\$143.23	\$145.95	\$148.72
93	541330ENG, 541380, 541420, 541715	Analyst I	Customer	\$51.03	\$52.00	\$52.99	\$54.00	\$55.03
94	541330ENG, 541380, 541420, 541715	Analyst II	Customer	\$63.80	\$65.01	\$66.25	\$67.51	\$68.79
95	541330ENG, 541380, 541420, 541715	Analyst III	Customer	\$74.56	\$75.98	\$77.42	\$78.89	\$80.39
96	541330ENG, 541380, 541420, 541715	Analyst IV	Customer	\$92.15	\$93.90	\$95.68	\$97.50	\$99.35
97	541330ENG, 541380, 541420, 541715	Analyst V	Customer	\$98.02	\$99.88	\$101.78	\$103.71	\$105.68

98	541330ENG, 541380, 541420, 541715	Analyst VI	Customer	\$102.48	\$104.43	\$106.41	\$108.43	\$110.49
99	541330ENG, 541380, 541420, 541715	Analyst VII	Customer	\$109.64	\$111.72	\$113.84	\$116.00	\$118.20
100	541330ENG, 541380, 541420, 541715	Analyst VIII	Customer	\$116.80	\$119.02	\$121.28	\$123.58	\$125.93
101	541330ENG, 541380, 541420, 541715	Programmer I	Customer	\$53.54	\$54.56	\$55.60	\$56.66	\$57.74
102	541330ENG, 541380, 541420, 541715	Programmer II	Customer	\$81.82	\$83.37	\$84.95	\$86.56	\$88.20

103	541330ENG, 541380, 541420, 541715	Programmer III	Customer	\$89.24	\$90.94	\$92.67	\$94.43	\$96.22
104	541330ENG, 541380, 541420, 541715	Programmer IV	Customer	\$96.63	\$98.47	\$100.34	\$102.25	\$104.19
105	541330ENG, 541380, 541420, 541715	Programmer V	Customer	\$109.35	\$111.43	\$113.55	\$115.71	\$117.91
106	541330ENG, 541380, 541420, 541715	Sr Principal Investigator I	Customer	\$116.53	\$118.74	\$121.00	\$123.30	\$125.64
107	541330ENG, 541380, 541420, 541715	Sr Principal Investigator II	Customer	\$153.33	\$156.24	\$159.21	\$162.23	\$165.31
108	541330ENG, 541380, 541420, 541715	Subject Matter Expert	Customer	\$265.50	\$270.54	\$275.68	\$280.92	\$286.26
109	541330ENG, 541380, 541420, 541715	Sr Mgm't/Technical Staff I	Customer	\$107.09	\$109.12	\$111.19	\$113.30	\$115.45
110	541330ENG, 541380, 541420, 541715	Sr Mgm't/Technical Staff II	Customer	\$142.16	\$144.86	\$147.61	\$150.41	\$153.27
111	541330ENG, 541380, 541420, 541715	Sr Mgm't/Technical Staff III	Customer	\$146.38	\$149.16	\$151.99	\$154.88	\$157.82

Item	SIN/NAICS	Awarded Labor Category	Site	7/10/2020 to 7/9/2021 Year 6	7/10/2021 to 7/9/2022 Year 7	7/10/2022 to 7/9/2023 Year 8	7/10/2023 to 7/9/2024 Year 9	7/10/2024 to 7/9/2025 Year 10
112	541330ENG, 541380, 541420, 541715	Sr Mgm't/Technical Staff IV	Customer	\$182.76	\$186.23	\$189.77	\$193.38	\$197.05
113	541330ENG, 541380, 541420, 541715	Sr Mgm't/Technical Staff V	Customer	\$241.62	\$246.21	\$250.89	\$255.66	\$260.52
114	541330ENG, 541380, 541420, 541715	Supervisor	Customer	\$117.55	\$119.78	\$122.06	\$124.38	\$126.74
115	541330ENG, 541380, 541420, 541715	Project Leader I	Customer	\$121.87	\$124.19	\$126.55	\$128.95	\$131.40
116	541330ENG, 541380, 541420, 541715	Project Leader II	Customer	\$151.69	\$154.57	\$157.51	\$160.50	\$163.55
117	541330ENG, 541380, 541420, 541715	Program Manager	Customer	\$158.83	\$161.85	\$164.93	\$168.06	\$171.25
118	541330ENG, 541380, 541420, 541715	Engineering Technician I	Customer	\$34.13	\$34.78	\$35.44	\$36.11	\$36.80
119	541330ENG, 541380, 541420, 541715	Engineering Technician II	Customer	\$42.44	\$43.25	\$44.07	\$44.91	\$45.76
120	541330ENG, 541380, 541420, 541715	Engineering Technician III	Customer	\$58.76	\$59.88	\$61.02	\$62.18	\$63.36
121	541330ENG, 541380, 541420, 541715	Engineering Technician IV	Customer	\$85.81	\$87.44	\$89.10	\$90.79	\$92.52
122	541330ENG, 541380, 541420, 541715	Engineering Master Technician I	Customer	\$80.93	\$82.47	\$84.04	\$85.64	\$87.27
123	541330ENG, 541380, 541420, 541715	Engineering Master Technician II	Customer	\$93.06	\$94.83	\$96.63	\$98.47	\$100.34
124	541330ENG, 541380, 541420, 541715	Clerk I	Customer	\$21.16	\$21.56	\$21.97	\$22.39	\$22.82
125	541330ENG, 541380, 541420, 541715	Clerk II	Customer	\$24.35	\$24.81	\$25.28	\$25.76	\$26.25

Item	SIN/NAICS	Awarded Labor Category	Site	7/10/2020 to 7/9/2021 Year 6	7/10/2021 to 7/9/2022 Year 7	7/10/2022 to 7/9/2023 Year 8	7/10/2023 to 7/9/2024 Year 9	7/10/2024 to 7/9/2025 Year 10
126	541330ENG, 541380, 541420, 541715	Clerk III	Customer	\$34.24	\$34.89	\$35.55	\$36.23	\$36.92
127	541330ENG, 541380, 541420, 541715	Typist/Secretary I	Customer	\$36.48	\$37.17	\$37.88	\$38.60	\$39.33
128	541330ENG, 541380, 541420, 541715	Typist/Secretary II	Customer	\$45.21	\$46.07	\$46.95	\$47.84	\$48.75
129	541330ENG, 541380, 541420, 541715	Illustrator/Gps/Tech Writer I	Customer	\$44.27	\$45.11	\$45.97	\$46.84	\$47.73
130	541330ENG, 541380, 541420, 541715	Illustrator/Gps/Tech Writer II	Customer	\$49.16	\$50.09	\$51.04	\$52.01	\$53.00
131	541330ENG, 541380, 541420, 541715	Illustrator/Gps/Tech Writer III	Customer	\$69.30	\$70.62	\$71.96	\$73.33	\$74.72
132	541330ENG, 541380, 541420, 541715	Illustrator/Gps/Tech Writer IV	Customer	\$75.31	\$76.74	\$78.20	\$79.69	\$81.20

Item	SIN/NAICS	Awarded Labor Category	Site	7/10/2020 to 7/9/2021 Year 6	7/10/2021 to 7/9/2022 Year 7	7/10/2022 to 7/9/2023 Year 8	7/10/2023 to 7/9/2024 Year 9	7/10/2024 to 7/9/2025 Year 10
133	611512, 611430, 541611, 541614/541614 SVC	Logistics Engineer I	Contractor	\$68.29	\$69.59	\$70.91	\$72.26	\$73.63
134	611512, 611430, 541611, 541614/541614 SVC	Logistics Engineer II	Contractor	\$78.88	\$80.38	\$81.91	\$83.47	\$85.06
135	611512, 611430, 541611, 541614/541614 SVC	Logistics Engineer III	Contractor	\$91.94	\$93.69	\$95.47	\$97.28	\$99.13
136	611512, 611430, 541611, 541614/541614 SVC	Logistics Engineer IV	Contractor	\$105.84	\$107.85	\$109.90	\$111.99	\$114.12
137	611512, 611430, 541611, 541614/541614 SVC	Logistics Engineer V	Contractor	\$120.01	\$122.29	\$124.61	\$126.98	\$129.39
138	611512, 611430, 541611, 541614/541614 SVC	Logistics Engineer VI	Contractor	\$131.55	\$134.05	\$136.60	\$139.20	\$141.84
139	611512, 611430, 541611, 541614/541614 SVC	Logistics Engineer VII	Contractor	\$143.65	\$146.38	\$149.16	\$151.99	\$154.88
140	611512, 611430, 541611, 541614/541614 SVC	Logistics Engineer VIII	Contractor	\$164.20	\$167.32	\$170.50	\$173.74	\$177.04
141	611512, 611430, 541611, 541614/541614 SVC	Logistics Ops. Research Analyst I	Contractor	\$76.31	\$77.76	\$79.24	\$80.75	\$82.28
142	611512, 611430, 541611, 541614/541614 SVC	Logistics Ops. Research Analyst II	Contractor	\$84.42	\$86.02	\$87.65	\$89.32	\$91.02
143	611512, 611430, 541611, 541614/541614 SVC	Logistics Ops. Research Analyst III	Contractor	\$94.01	\$95.80	\$97.62	\$99.47	\$101.36
144	611512, 611430, 541611, 541614/541614 SVC	Logistics Ops. Research Analyst IV	Contractor	\$107.73	\$109.78	\$111.87	\$114.00	\$116.17

Item	SIN/NAICS	Awarded Labor Category	Site	7/10/2020 to 7/9/2021 Year 6	7/10/2021 to 7/9/2022 Year 7	7/10/2022 to 7/9/2023 Year 8	7/10/2023 to 7/9/2024 Year 9	7/10/2024 to 7/9/2025 Year 10
145	611512, 611430, 541611, 541614/541614 SVC	Logistics Ops. Research Analyst V	Contractor	\$121.95	\$124.27	\$126.63	\$129.04	\$131.49
146	611512, 611430, 541611, 541614/541614 SVC	Logistics Ops. Research Analyst VI	Contractor	\$138.94	\$141.58	\$144.27	\$147.01	\$149.80
147	611512, 611430, 541611, 541614/541614 SVC	Logistics Ops. Research Analyst VII	Contractor	\$158.93	\$161.95	\$165.03	\$168.17	\$171.37
148	611512, 611430, 541611, 541614/541614 SVC	Logistics Ops. Research Analyst VIII	Contractor	\$181.47	\$184.92	\$188.43	\$192.01	\$195.66
149	541614/541614 SVC	Logistics Analyst I	Contractor	\$74.89	\$76.31	\$77.76	\$79.24	\$80.75
150	541614/541614 SVC	Logistics Analyst II	Contractor	\$81.51	\$83.06	\$84.64	\$86.25	\$87.89
151	541614/541614 SVC	Logistics Analyst III	Contractor	\$88.54	\$90.22	\$91.93	\$93.68	\$95.46
152	541614/541614 SVC	Logistics Analyst IV	Contractor	\$96.06	\$97.89	\$99.75	\$101.65	\$103.58
153	541614/541614 SVC	Logistics Analyst V	Contractor	\$103.81	\$105.78	\$107.79	\$109.84	\$111.93
154	541614/541614 SVC	Logistics Analyst VI	Contractor	\$110.54	\$112.64	\$114.78	\$116.96	\$119.18
155	541614/541614 SVC	Logistics Analyst VII	Contractor	\$129.67	\$132.13	\$134.64	\$137.20	\$139.81
156	541614/541614 SVC	Logistics Analyst VIII	Contractor	\$147.20	\$150.00	\$152.85	\$155.75	\$158.71
157	541614/541614 SVC	Logistics Analyst IX	Contractor	\$156.58	\$159.56	\$162.59	\$165.68	\$168.83
158	611512, 611430, 541611, 541614/541614 SVC	Logistics Support Programmer I	Contractor	\$76.20	\$77.65	\$79.13	\$80.63	\$82.16
159	611512, 611430, 541611, 541614/541614 SVC	Logistics Support Programmer II	Contractor	\$113.34	\$115.49	\$117.68	\$119.92	\$122.20
160	611512, 611430, 541611, 541614/541614 SVC	Logistics Support Programmer III	Contractor	\$120.99	\$123.29	\$125.63	\$128.02	\$130.45
161	611512, 611430, 541611, 541614/541614 SVC	Logistics Support Programmer IV	Contractor	\$131.55	\$134.05	\$136.60	\$139.20	\$141.84
162	611512, 611430, 541611, 541614/541614 SVC	Logistics Support Programmer V	Contractor	\$155.42	\$158.37	\$161.38	\$164.45	\$167.57

Item	SIN/NAICS	Awarded Labor Category	Site	7/10/2020 to 7/9/2021 Year 6	7/10/2021 to 7/9/2022 Year 7	7/10/2022 to 7/9/2023 Year 8	7/10/2023 to 7/9/2024 Year 9	7/10/2024 to 7/9/2025 Year 10
163	611512, 611430, 541611, 541614/541614 SVC	Logistics Sr. Principal Investigator I	Contractor	\$170.20	\$173.43	\$176.73	\$180.09	\$183.51
164	611512, 611430, 541611, 541614/541614 SVC	Logistics Sr. Principal Investigator II	Contractor	\$198.65	\$202.42	\$206.27	\$210.19	\$214.18
165	611512, 611430, 541611, 541614/541614 SVC	Logistics Sr. Principal Investigator III	Contractor	\$226.54	\$230.84	\$235.23	\$239.70	\$244.25
166	611512, 611430, 541611, 541614/541614 SVC	Logistics Sr. Mgm't/Technical Staff I	Contractor	\$154.24	\$157.17	\$160.16	\$163.20	\$166.30
167	611512, 611430, 541611, 541614/541614 SVC	Logistics Sr. Mgm't/Technical Staff II	Contractor	\$173.96	\$177.27	\$180.64	\$184.07	\$187.57
168	611512, 611430, 541611, 541614/541614 SVC	Logistics Sr. Mgm't/Technical Staff III	Contractor	\$183.55	\$187.04	\$190.59	\$194.21	\$197.90
169	611512, 611430, 541611, 541614/541614 SVC	Logistics Sr. Mgm't/Technical Staff IV	Contractor	\$197.85	\$201.61	\$205.44	\$209.34	\$213.32
170	611512, 611430, 541611, 541614/541614 SVC	Logistics Sr Mgm't/Technical Staff V	Contractor	\$284.78	\$290.19	\$295.70	\$301.32	\$307.05
171	611512, 611430, 541611, 541614/541614 SVC	Logistics Project Leader I	Contractor	\$161.97	\$165.05	\$168.19	\$171.39	\$174.65
172	611512, 611430, 541611, 541614/541614 SVC	Logistics Project Leader II	Contractor	\$173.96	\$177.27	\$180.64	\$184.07	\$187.57
173	611512, 611430, 541611, 541614/541614 SVC	Logistics Program Manager	Contractor	\$196.48	\$200.21	\$204.01	\$207.89	\$211.84
174	611512, 611430, 541611, 541614/541614 SVC	Logistics Technician I	Contractor	\$40.38	\$41.15	\$41.93	\$42.73	\$43.54
175	611512, 611430, 541611, 541614/541614 SVC	Logistics Technician II	Contractor	\$58.23	\$59.34	\$60.47	\$61.62	\$62.79

Item	SIN/NAICS	Awarded Labor Category	Site	7/10/2020 to 7/9/2021 Year 6	7/10/2021 to 7/9/2022 Year 7	7/10/2022 to 7/9/2023 Year 8	7/10/2023 to 7/9/2024 Year 9	7/10/2024 to 7/9/2025 Year 10
176	611512, 611430, 541611, 541614/541614 SVC	Logistics Technician III	Contractor	\$69.15	\$70.46	\$71.80	\$73.16	\$74.55
177	611512, 611430, 541611, 541614/541614 SVC	Logistics Technician IV	Contractor	\$89.21	\$90.90	\$92.63	\$94.39	\$96.18
178	611512, 611430, 541611, 541614/541614 SVC	Master Logistics Technician I	Contractor	\$106.80	\$108.83	\$110.90	\$113.01	\$115.16
179	611512, 611430, 541611, 541614/541614 SVC	Master Logistics Technician II	Contractor	\$124.85	\$127.22	\$129.64	\$132.10	\$134.61
180	611512, 611430, 541611, 541614/541614 SVC	Logistics Typist/Secretary II	Contractor	\$56.42	\$57.49	\$58.58	\$59.69	\$60.82
181	611512, 611430, 541611, 541614/541614 SVC	Logistics Typist/Secretary III	Contractor	\$64.51	\$65.74	\$66.99	\$68.26	\$69.56
182	611512, 611430, 541611, 541614/541614 SVC	Logistics Illustrator/Tech Writer I	Contractor	\$56.42	\$57.49	\$58.58	\$59.69	\$60.82
183	611512, 611430, 541611, 541614/541614 SVC	Logistics Illustrator/Tech Writer II	Contractor	\$70.11	\$71.44	\$72.80	\$74.18	\$75.59

Item	SIN/NAICS	Awarded Labor Category	Site	7/10/2020 to 7/9/2021 Year 6	7/10/2021 to 7/9/2022 Year 7	7/10/2022 to 7/9/2023 Year 8	7/10/2023 to 7/9/2024 Year 9	7/10/2024 to 7/9/2025 Year 10
184	611512, 611430, 541611, 541614/541614 SVC	Logistics Illustrator/Tech Writer III	Contractor	\$80.62	\$82.15	\$83.71	\$85.30	\$86.92
185	611512, 611430, 541611, 541614/541614 SVC	Logistics Illustrator/Tech Writer IV	Contractor	\$97.79	\$99.65	\$101.54	\$103.47	\$105.44
186	611512, 611430, 541611, 541614/541614 SVC	Logistics Engineer I	Customer	\$61.08	\$62.24	\$63.42	\$64.62	\$65.85
187	611512, 611430, 541611, 541614/541614 SVC	Logistics Engineer II	Customer	\$70.55	\$71.89	\$73.26	\$74.65	\$76.07
188	611512, 611430, 541611, 541614/541614 SVC	Logistics Engineer III	Customer	\$82.21	\$83.77	\$85.36	\$86.98	\$88.63
189	611512, 611430, 541611, 541614/541614 SVC	Logistics Engineer IV	Customer	\$94.65	\$96.45	\$98.28	\$100.15	\$102.05
190	611512, 611430, 541611, 541614/541614 SVC	Logistics Engineer V	Customer	\$107.32	\$109.36	\$111.44	\$113.56	\$115.72
191	611512, 611430, 541611, 541614/541614 SVC	Logistics Engineer VI	Customer	\$117.65	\$119.89	\$122.17	\$124.49	\$126.86
192	611512, 611430, 541611, 541614/541614 SVC	Logistics Engineer VII	Customer	\$128.44	\$130.88	\$133.37	\$135.90	\$138.48
193	611512, 611430, 541611, 541614/541614 SVC	Logistics Engineer VIII	Customer	\$146.82	\$149.61	\$152.45	\$155.35	\$158.30
194	611512, 611430, 541611, 541614/541614 SVC	Logistics Ops. Research Analyst I	Customer	\$68.23	\$69.53	\$70.85	\$72.20	\$73.57
195	611512, 611430, 541611, 541614/541614 SVC	Logistics Ops. Research Analyst II	Customer	\$75.47	\$76.90	\$78.36	\$79.85	\$81.37
196	611512, 611430, 541611, 541614/541614 SVC	Logistics Ops. Research Analyst III	Customer	\$84.07	\$85.67	\$87.30	\$88.96	\$90.65

Item	SIN/NAICS	Awarded Labor Category	Site	7/10/2020 to 7/9/2021 Year 6	7/10/2021 to 7/9/2022 Year 7	7/10/2022 to 7/9/2023 Year 8	7/10/2023 to 7/9/2024 Year 9	7/10/2024 to 7/9/2025 Year 10
197	611512, 611430, 541611, 541614/541614 SVC	Logistics Ops. Research Analyst IV	Customer	\$96.35	\$98.18	\$100.05	\$101.95	\$103.89
198	611512, 611430, 541611, 541614/541614 SVC	Logistics Ops. Research Analyst V	Customer	\$109.04	\$111.11	\$113.22	\$115.37	\$117.56
199	611512, 611430, 541611, 541614/541614 SVC	Logistics Ops. Research Analyst VI	Customer	\$124.24	\$126.60	\$129.01	\$131.46	\$133.96
200	611512, 611430, 541611, 541614/541614 SVC	Logistics Ops. Research Analyst VII	Customer	\$142.11	\$144.81	\$147.56	\$150.36	\$153.22
201	611512, 611430, 541611, 541614/541614 SVC	Logistics Ops. Research Analyst VIII	Customer	\$162.28	\$165.36	\$168.50	\$171.70	\$174.96
202	541614/541614 SVC	Logistics Analyst I	Customer	\$66.94	\$68.21	\$69.51	\$70.83	\$72.18
203	541614/541614 SVC	Logistics Analyst II	Customer	\$72.89	\$74.27	\$75.68	\$77.12	\$78.59
204	541614/541614 SVC	Logistics Analyst III	Customer	\$79.16	\$80.66	\$82.19	\$83.75	\$85.34
205	541614/541614 SVC	Logistics Analyst IV	Customer	\$85.90	\$87.53	\$89.19	\$90.88	\$92.61
206	541614/541614 SVC	Logistics Analyst V	Customer	\$92.82	\$94.58	\$96.38	\$98.21	\$100.08
207	541614/541614 SVC	Logistics Analyst VI	Customer	\$98.85	\$100.73	\$102.64	\$104.59	\$106.58
208	541614/541614 SVC	Logistics Analyst VII	Customer	\$115.93	\$118.13	\$120.37	\$122.66	\$124.99
209	541614/541614 SVC	Logistics Analyst VIII	Customer	\$131.62	\$134.12	\$136.67	\$139.27	\$141.92
210	541614/541614 SVC	Logistics Analyst IX	Customer	\$140.00	\$142.66	\$145.37	\$148.13	\$150.94
211	611512, 611430, 541611, 541614/541614 SVC	Logistics Support Programmer I	Customer	\$66.79	\$68.06	\$69.35	\$70.67	\$72.01
212	611512, 611430, 541611, 541614/541614 SVC	Logistics Support Programmer II	Customer	\$101.35	\$103.28	\$105.24	\$107.24	\$109.28
213	611512, 611430, 541611, 541614/541614 SVC	Logistics Support Programmer III	Customer	\$108.19	\$110.25	\$112.34	\$114.47	\$116.64

Item	SIN/NAICS	Awarded Labor Category	Site	7/10/2020 to 7/9/2021 Year 6	7/10/2021 to 7/9/2022 Year 7	7/10/2022 to 7/9/2023 Year 8	7/10/2023 to 7/9/2024 Year 9	7/10/2024 to 7/9/2025 Year 10
214	611512, 611430, 541611, 541614/541614 SVC	Logistics Support Programmer IV	Customer	\$117.65	\$119.89	\$122.17	\$124.49	\$126.86
215	611512, 611430, 541611, 541614/541614 SVC	Logistics Support Programmer V	Customer	\$138.97	\$141.61	\$144.30	\$147.04	\$149.83
216	611512, 611430, 541611, 541614/541614 SVC	Logistics Sr. Principal Investigator I	Customer	\$152.20	\$155.09	\$158.04	\$161.04	\$164.10
217	611512, 611430, 541611, 541614/541614 SVC	Logistics Sr. Principal Investigator II	Customer	\$174.13	\$177.44	\$180.81	\$184.25	\$187.75
218	611512, 611430, 541611, 541614/541614 SVC	Logistics Sr. Principal Investigator III	Customer	\$202.58	\$206.43	\$210.35	\$214.35	\$218.42
219	611512, 611430, 541611, 541614/541614 SVC	Logistics Sr. Mgm't/Technical Staff I	Customer	\$137.90	\$140.52	\$143.19	\$145.91	\$148.68
220	611512, 611430, 541611, 541614/541614 SVC	Logistics Sr. Mgm't/Technical Staff II	Customer	\$155.54	\$158.50	\$161.51	\$164.58	\$167.71
221	611512, 611430, 541611, 541614/541614 SVC	Logistics Sr. Mgm't/Technical Staff III	Customer	\$162.78	\$165.87	\$169.02	\$172.23	\$175.50
222	611512, 611430, 541611, 541614/541614 SVC	Logistics Sr. Mgm't/Technical Staff IV	Customer	\$173.41	\$176.70	\$180.06	\$183.48	\$186.97
223	611512, 611430, 541611, 541614/541614 SVC	Logistics Sr Mgm't/Technical Staff V	Customer	\$289.06	\$294.55	\$300.15	\$305.85	\$311.66
224	611512, 611430, 541611, 541614/541614 SVC	Logistics Project Leader I	Customer	\$144.81	\$147.56	\$150.36	\$153.22	\$156.13
225	611512, 611430, 541611, 541614/541614 SVC	Logistics Project Leader II	Customer	\$155.54	\$158.50	\$161.51	\$164.58	\$167.71
226	611512, 611430, 541611, 541614/541614 SVC	Logistics Program Manager	Customer	\$174.13	\$177.44	\$180.81	\$184.25	\$187.75
227	611512, 611430, 541611, 541614/541614 SVC	Logistics Technician I	Customer	\$36.12	\$36.81	\$37.51	\$38.22	\$38.95

Item	SIN/NAICS	Awarded Labor Category	Site	7/10/2020 to 7/9/2021 Year 6	7/10/2021 to 7/9/2022 Year 7	7/10/2022 to 7/9/2023 Year 8	7/10/2023 to 7/9/2024 Year 9	7/10/2024 to 7/9/2025 Year 10
228	611512, 611430, 541611, 541614/541614 SVC	Logistics Technician II	Customer	\$52.08	\$53.07	\$54.08	\$55.11	\$56.16
229	611512, 611430, 541611, 541614/541614 SVC	Logistics Technician III	Customer	\$61.82	\$62.99	\$64.19	\$65.41	\$66.65
230	611512, 611430, 541611, 541614/541614 SVC	Logistics Technician IV	Customer	\$79.77	\$81.29	\$82.83	\$84.40	\$86.00
231	611512, 611430, 541611, 541614/541614 SVC	Master Logistics Technician I	Customer	\$95.49	\$97.30	\$99.15	\$101.03	\$102.95
232	611512, 611430, 541611, 541614/541614 SVC	Master Logistics Technician II	Customer	\$111.61	\$113.73	\$115.89	\$118.09	\$120.33
233	611512, 611430, 541611, 541614/541614 SVC	Logistics Typist/Secretary II	Customer	\$50.44	\$51.40	\$52.38	\$53.38	\$54.39
234	611512, 611430, 541611, 541614/541614 SVC	Logistics Typist/Secretary III	Customer	\$57.70	\$58.80	\$59.92	\$61.06	\$62.22
235	611512, 611430, 541611, 541614/541614 SVC	Logistics Illustrator/Tech Writer I	Customer	\$50.44	\$51.40	\$52.38	\$53.38	\$54.39
236	611512, 611430, 541611, 541614/541614 SVC	Logistics Illustrator/Tech Writer II	Customer	\$62.69	\$63.88	\$65.09	\$66.33	\$67.59
237	611512, 611430, 541611, 541614/541614 SVC	Logistics Illustrator/Tech Writer III	Customer	\$72.08	\$73.45	\$74.85	\$76.27	\$77.72
238	611512, 611430, 541611, 541614/541614 SVC	Logistics Illustrator/Tech Writer IV	Customer	\$87.44	\$89.10	\$90.79	\$92.52	\$94.28

Service Contract Labor Standards Matrix:

SCLS Eligible Contract Labor Category/Fixed Price Service	SCLS Equivalent Code Title	Wage Determination No
Clerk I	01111 - General Clerk I	15-4603
Clerk II	01112 - General Clerk II	15-4603
Clerk III	01113 - General Clerk III	15-4603
Master Technician I	30085 - Engineering Technician V	15-4603
Master Technician II	30086 - Engineering Technician VI	15-4603
Technician I	30081 - Engineering Technician I	15-4603
Technician II	30082 - Engineering Technician II	15-4603
Technician III	30083 - Engineering Technician III	15-4603
Technician IV	30084 - Engineering Technician IV	15-4603
Typist/Secretary I	01311 - Secretary I	15-4603
Typist/Secretary II	01312 - Secretary II	15-4603
Typist/Secretary III	01313 - Secretary III	15-4603

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

LABOR CATEGORY DESCRIPTIONS

Labor Category Title	Labor Category Criteria
Engineer/Scientist I	<p>Typical Functional Duties: Provide support/aid to engineers or scientists via data collection, testing, analytics or maintenance of technical equipment of systems.</p> <p>Minimum Education: Requires employee to be enrolled in a curriculum leading to a Bachelor’s Degree. Minimum Experience: none</p> <p>Substitutions: none</p>
Engineer/Scientist II	<p>Typical Functional Duties: Performs professional engineering work in the design, development or implementation of technical programs or systems. Analyzes problems and applies theoretical techniques to develop solutions. Collects technical data and reports summaries for management review. Specifies or evaluates requirements; designs, tests and integrates components to produce final designs; and evaluates the design's overall effectiveness, cost, reliability, and safety. Develops and applies engineering standards and procedures specific to an Engineering discipline.</p> <p>Minimum Education: Requires Bachelor’s Degree Minimum Experience: none</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 4 years</p>
Engineer/Scientist III	<p>Typical Functional Duties: Performs professional engineering work in the design, development or implementation of technical programs or systems. Analyzes problems and applies theoretical techniques to develop solutions. Collects technical data and reports summaries for management review. Specifies or evaluates requirements; designs, tests and integrates components to produce final designs; and evaluates the design's overall effectiveness, cost, reliability, and safety. Develops and applies engineering standards and procedures specific to an Engineering discipline.</p> <p>Minimum Education: Requires Bachelor’s Degree Minimum Experience: 1 year</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 5 years or Minimum Education: Master’s Degree Minimum Experience: 0 years</p>

Labor Category Title	Labor Category Criteria
<p>Engineer/Scientist IV</p>	<p>Typical Functional Duties: Performs professional engineering work in the design, development or implementation of technical programs or systems. Analyzes problems and applies theoretical techniques to develop solutions. Collects technical data and reports summaries for management review. Specifies or evaluates requirements; designs, tests and integrates components to produce final designs; and evaluates the design's overall effectiveness, cost, reliability, and safety. Develops and applies engineering standards and procedures specific to an Engineering discipline.</p> <p>Minimum Education: Requires Bachelor's Degree Minimum Experience: 2 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 6 years or Minimum Education: Master's Degree Minimum Experience: 0 years</p>
<p>Engineer/Scientist V</p>	<p>Typical Functional Duties: Performs professional engineering work in the design, development or implementation of technical programs or systems. Analyzes problems and applies theoretical techniques to develop solutions. Collects technical data and reports summaries for management review. Specifies or evaluates requirements; designs, tests and integrates components to produce final designs; and evaluates the design's overall effectiveness, cost, reliability, and safety. Develops and applies engineering standards and procedures specific to an Engineering discipline.</p> <p>Minimum Education: Requires Bachelor's Degree Minimum Experience: 4 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 8 years or Minimum Education: Master's Degree Minimum Experience: 2 years or Minimum Education: PhD Minimum Experience: 0 years</p>

Labor Category Title	Labor Category Criteria
<p>Engineer/Scientist VI</p>	<p>Typical Functional Duties: Performs professional engineering work in the design, development or implementation of technical programs or systems. Analyzes problems and applies theoretical techniques to develop solutions. Collects technical data and reports summaries for management review. Specifies or evaluates requirements; designs, tests and integrates components to produce final designs; and evaluates the design's overall effectiveness, cost, reliability, and safety. Develops and applies engineering standards and procedures specific to an Engineering discipline.</p> <p>Minimum Education: Requires Bachelor's Degree Minimum Experience: 7 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 11 years or Minimum Education: Master's Degree Minimum Experience: 5 years or Minimum Education: PhD Minimum Experience: 3 years</p>
<p>Engineer/Scientist VII</p>	<p>Typical Functional Duties: Performs professional engineering work in the design, development or implementation of technical programs or systems. Analyzes problems and applies theoretical techniques to develop solutions. Collects technical data and reports summaries for management review. Specifies or evaluates requirements; designs, tests and integrates components to produce final designs; and evaluates the design's overall effectiveness, cost, reliability, and safety. Develops and applies engineering standards and procedures specific to an Engineering discipline.</p> <p>Minimum Education: Requires Bachelor's Degree Minimum Experience: 10 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 14 years or Minimum Education: Master's Degree Minimum Experience: 8 years or Minimum Education: PhD Minimum Experience: 6 years</p>

Labor Category Title	Labor Category Criteria
<p>Engineer/Scientist VIII</p>	<p>Typical Functional Duties: Performs professional engineering work in the design, development or implementation of technical programs or systems. Analyzes problems and applies theoretical techniques to develop solutions. Collects technical data and reports summaries for management review. Specifies or evaluates requirements; designs, tests and integrates components to produce final designs; and evaluates the design's overall effectiveness, cost, reliability, and safety. Develops and applies engineering standards and procedures specific to an Engineering discipline.</p> <p>Minimum Education: Requires Bachelor's Degree Minimum Experience: 12 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 16 years or Minimum Education: Master's Degree Minimum Experience: 10 years or Minimum Education: PhD Minimum Experience: 8 years</p>
<p>Engineer/Scientist IX</p>	<p>Typical Functional Duties: Performs professional engineering work in the design, development or implementation of technical programs or systems. Analyzes problems and applies theoretical techniques to develop solutions. Collects technical data and reports summaries for management review. Specifies or evaluates requirements; designs, tests and integrates components to produce final designs; and evaluates the design's overall effectiveness, cost, reliability, and safety. Develops and applies engineering standards and procedures specific to an Engineering discipline.</p> <p>Minimum Education: Requires Bachelor's Degree Minimum Experience: 15 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 19 years or Minimum Education: Master's Degree Minimum Experience: 13 years or Minimum Education: PhD Minimum Experience: 11 years</p>

Labor Category Title	Labor Category Criteria
<p>Engineer/Scientist X</p>	<p>Typical Functional Duties: Performs professional engineering work in the design, development or implementation of technical programs or systems. Analyzes problems and applies theoretical techniques to develop solutions. Collects technical data and reports summaries for management review. Specifies or evaluates requirements; designs, tests and integrates components to produce final designs; and evaluates the design's overall effectiveness, cost, reliability, and safety. Develops and applies engineering standards and procedures specific to an Engineering discipline.</p> <p>Minimum Education: Requires Bachelor's Degree Minimum Experience: 18 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 22 years or Minimum Education: Master's Degree Minimum Experience: 16 years or Minimum Education: PhD Minimum Experience: 14 years</p>
<p>Engineer/Scientist XI</p>	<p>Typical Functional Duties: Performs professional engineering work in the design, development or implementation of technical programs or systems. Analyzes problems and applies theoretical techniques to develop solutions. Collects technical data and reports summaries for management review. Specifies or evaluates requirements; designs, tests and integrates components to produce final designs; and evaluates the design's overall effectiveness, cost, reliability, and safety. Develops and applies engineering standards and procedures specific to an Engineering discipline.</p> <p>Minimum Education: Requires Bachelor's Degree Minimum Experience: 20 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 24 years or Minimum Education: Master's Degree Minimum Experience: 18 years or Minimum Education: PhD Minimum Experience: 16 years</p>

Labor Category Title	Labor Category Criteria
Systems Ops Research Analyst I	<p>Typical Functional Duties: Develops, analyzes and models operational data. Recommends solutions to new and complex problems, develops innovative strategies, quantifies the competitive performance of the program's operations, evaluates the potential impact of changes and reports on forecasts that affect the industry/customer/organization. Provides analytical and technical support to projects involving training, tactical/operational documentation, military systems design or other efforts requiring operations expertise. Researches, identifies, and makes recommendations about resources required for task execution and completion. Gathers, processes, and analyzes operational, security, or network data. Assists with the testing and development of new systems or updates to existing systems to meet customer needs. Identifies and recommends emergent relevant technologies that may result in improvements to current processes. Writes and updates project documentation including system procedures, presentations, and training materials.</p> <p>Minimum Education: Requires Bachelor's Degree Minimum Experience: none</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 4 years</p>
Systems Ops Research Analyst II	<p>Typical Functional Duties: Develops, analyzes and models operational data. Recommends solutions to new and complex problems, develops innovative strategies, quantifies the competitive performance of the program's operations, evaluates the potential impact of changes and reports on forecasts that affect the industry/customer/organization. Provides analytical and technical support to projects involving training, tactical/operational documentation, military systems design or other efforts requiring operations expertise. Researches, identifies, and makes recommendations about resources required for task execution and completion. Gathers, processes, and analyzes operational, security, or network data. Assists with the testing and development of new systems or updates to existing systems to meet customer needs. Identifies and recommends emergent relevant technologies that may result in improvements to current processes. Writes and updates project documentation including system procedures, presentations, and training materials.</p> <p>Minimum Education: Requires Bachelor's Degree Minimum Experience: 2 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 6 years or Minimum Education: Master's Degree Minimum Experience: 0 years</p>

Labor Category Title	Labor Category Criteria
Systems Ops Research Analyst III	<p>Typical Functional Duties: Develops, analyzes and models operational data. Recommends solutions to new and complex problems, develops innovative strategies, quantifies the competitive performance of the program's operations, evaluates the potential impact of changes and reports on forecasts that affect the industry/customer/organization. Provides analytical and technical support to projects involving training, tactical/operational documentation, military systems design or other efforts requiring operations expertise. Researches, identifies, and makes recommendations about resources required for task execution and completion. Gathers, processes, and analyzes operational, security, or network data. Assists with the testing and development of new systems or updates to existing systems to meet customer needs. Identifies and recommends emergent relevant technologies that may result in improvements to current processes. Writes and updates project documentation including system procedures, presentations, and training materials.</p> <p>Minimum Education: Requires Bachelor's Degree Minimum Experience: 4 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 8 years or Minimum Education: Master's Degree Minimum Experience: 2 years</p>
Systems Ops Research Analyst IV	<p>Typical Functional Duties: Develops, analyzes and models operational data. Recommends solutions to new and complex problems, develops innovative strategies, quantifies the competitive performance of the program's operations, evaluates the potential impact of changes and reports on forecasts that affect the industry/customer/organization. Provides analytical and technical support to projects involving training, tactical/operational documentation, military systems design or other efforts requiring operations expertise. Researches, identifies, and makes recommendations about resources required for task execution and completion. Gathers, processes, and analyzes operational, security, or network data. Assists with the testing and development of new systems or updates to existing systems to meet customer needs. Identifies and recommends emergent relevant technologies that may result in improvements to current processes. Writes and updates project documentation including system procedures, presentations, and training materials.</p> <p>Minimum Education: Requires Bachelor's Degree Minimum Experience: 6 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 10 years or Minimum Education: Master's Degree Minimum Experience: 4 years</p>

Labor Category Title	Labor Category Criteria
Systems Ops Research Analyst V	<p>Typical Functional Duties: Develops, analyzes and models operational data. Recommends solutions to new and complex problems, develops innovative strategies, quantifies the competitive performance of the program's operations, evaluates the potential impact of changes and reports on forecasts that affect the industry/customer/organization. Provides analytical and technical support to projects involving training, tactical/operational documentation, military systems design or other efforts requiring operations expertise. Researches, identifies, and makes recommendations about resources required for task execution and completion. Gathers, processes, and analyzes operational, security, or network data. Assists with the testing and development of new systems or updates to existing systems to meet customer needs. Identifies and recommends emergent relevant technologies that may result in improvements to current processes. Writes and updates project documentation including system procedures, presentations, and training materials.</p> <p>Minimum Education: Requires Bachelor's Degree Minimum Experience: 9 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 13 years or Minimum Education: Master's Degree Minimum Experience: 7 years</p>
Systems Ops Research Analyst VI	<p>Typical Functional Duties: Develops, analyzes and models operational data. Recommends solutions to new and complex problems, develops innovative strategies, quantifies the competitive performance of the program's operations, evaluates the potential impact of changes and reports on forecasts that affect the industry/customer/organization. Provides analytical and technical support to projects involving training, tactical/operational documentation, military systems design or other efforts requiring operations expertise. Researches, identifies, and makes recommendations about resources required for task execution and completion. Gathers, processes, and analyzes operational, security, or network data. Assists with the testing and development of new systems or updates to existing systems to meet customer needs. Identifies and recommends emergent relevant technologies that may result in improvements to current processes. Writes and updates project documentation including system procedures, presentations, and training materials.</p> <p>Minimum Education: Requires Bachelor's Degree Minimum Experience: 12 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 16 years or Minimum Education: Master's Degree Minimum Experience: 10 years</p>

Labor Category Title	Labor Category Criteria
Systems Ops Research Analyst VII	<p>Typical Functional Duties: Develops, analyzes and models operational data. Recommends solutions to new and complex problems, develops innovative strategies, quantifies the competitive performance of the program's operations, evaluates the potential impact of changes and reports on forecasts that affect the industry/customer/organization. Provides analytical and technical support to projects involving training, tactical/operational documentation, military systems design or other efforts requiring operations expertise. Researches, identifies, and makes recommendations about resources required for task execution and completion. Gathers, processes, and analyzes operational, security, or network data. Assists with the testing and development of new systems or updates to existing systems to meet customer needs. Identifies and recommends emergent relevant technologies that may result in improvements to current processes. Writes and updates project documentation including system procedures, presentations, and training materials.</p> <p>Minimum Education: Requires Bachelor's Degree Minimum Experience: 16 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 20 years or Minimum Education: Master's Degree Minimum Experience: 14 years or Minimum Education: PhD Minimum Experience: 12 years</p>
Program/Systems Analyst I	<p>Typical Functional Duties: Analyzes program activities such as acquisition program planning/management pricing, resource management, cost estimating/analysis, scheduling, management techniques, documentation requirements, strategic planning, international program support or network analysis. May develop and implement strategies to achieve program objectives within agreed time, cost, technical, quality and other performance criteria. Performs analyses and prepares documentation and reports in support of program objectives. Gathers, processes, and analyzes operational, security, or network data. Creates, integrates, maintains or analyzes project schedules. Prepares, tracks, or maintains data bases of action items.</p> <p>Minimum Education: Requires Bachelor's Degree Minimum Experience: 0 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 4 years</p>

Labor Category Title	Labor Category Criteria
<p>Program/Systems Analyst II</p>	<p>Typical Functional Duties: Analyzes program activities such as acquisition program planning/management, pricing, financial resource management, cost estimating/analysis, scheduling, management techniques, documentation requirements, strategic planning, international program support, or network analysis. May develop and implement strategies to achieve program objectives within agreed time, cost, technical, quality and other performance criteria. Performs analyses and prepares documentation and reports in support of program objectives. Gathers, processes, and analyzes operational, security, or network data. Creates, integrates, maintains or analyzes project schedules. Prepares, tracks, or maintains data bases of action items.</p> <p>Minimum Education: Requires Bachelor's Degree Minimum Experience: 5 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 9 years or Minimum Education: Master's Degree Minimum Experience: 3 years</p>
<p>Program/Systems Analyst III</p>	<p>Typical Functional Duties: Analyzes program activities such as acquisition program planning/management, pricing, financial resource management, cost estimating/analysis, scheduling, management techniques, documentation requirements, strategic planning, international program support or network analysis. May develop and implement strategies to achieve program objectives within agreed time, cost, technical, quality and other performance criteria. Performs analyses and prepares documentation and reports in support of program objectives. Gathers, processes, and analyzes operational, security, or network data. Creates, integrates, maintains or analyzes project schedules. Prepares, tracks, or maintains data bases of action items.</p> <p>Minimum Education: Requires Bachelor's Degree Minimum Experience: 7 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 11 years or Minimum Education: Master's Degree Minimum Experience: 5 years</p>

Labor Category Title	Labor Category Criteria
<p>Program/Systems Analyst IV</p>	<p>Typical Functional Duties: Analyzes program activities such as acquisition program planning/management, pricing, resource management, cost estimating/analysis, scheduling, management techniques, documentation requirements, strategic planning, international program support or network analysis. May develop and implement strategies to achieve program objectives within agreed time, cost, technical, quality and other performance criteria. Performs analyses and prepares documentation and reports in support of program objectives. Gathers, processes, and analyzes operational, security, or network data. Creates, integrates, maintains or analyzes project schedules. Prepares, tracks, or maintains data bases of action items.</p> <p>Minimum Education: Requires Bachelor's Degree Minimum Experience: 10 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 14 years or Minimum Education: Master's Degree Minimum Experience: 8 years or Minimum Education: PhD Minimum Experience: 6 years</p>
<p>Program/Systems Analyst V</p>	<p>Typical Functional Duties: Analyzes program activities such as acquisition program planning/management, pricing, resource management, cost/estimating analysis, scheduling, management techniques, documentation requirements, strategic planning, international program support or network analysis. May develop and implement strategies to achieve program objectives within agreed time, cost, technical, quality and other performance criteria. Performs analyses and prepares documentation and reports in support of program objectives. Gathers, processes, and analyzes operational, security, or network data. Creates, integrates, maintains or analyzes project schedules. Prepares, tracks, or maintains data bases of action items.</p> <p>Minimum Education: Requires Bachelor's Degree Minimum Experience: 16 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 20 years or Minimum Education: Master's Degree Minimum Experience: 14 years or Minimum Education: PhD Minimum Experience: 12 years</p>

Labor Category Title	Labor Category Criteria
<p>Program/Systems Analyst VI</p>	<p>Typical Functional Duties: Analyzes program activities such as acquisition program planning/management, pricing, resource management, cost/estimating analysis, scheduling, management techniques, documentation requirements, strategic planning, international program support or network analysis. May develop and implement strategies to achieve program objectives within agreed time, cost, technical, quality and other performance criteria. Performs analyses and prepares documentation and reports in support of program objectives. Gathers, processes, and analyzes operational, security, or network data. Creates, integrates, maintains or analyzes project schedules. Prepares, tracks, or maintains data bases of action items.</p> <p>Minimum Education: Requires Bachelor's Degree Minimum Experience: 20 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 24 years or Minimum Education: Master's Degree Minimum Experience: 18 years or Minimum Education: PhD Minimum Experience: 16 years</p>
<p>Program/Systems Analyst VII</p>	<p>Typical Functional Duties: Analyzes program activities such as acquisition program planning/management, pricing, resource management, cost/estimating analysis, scheduling, management techniques, documentation requirements, strategic planning, international program support or network analysis. May develop and implement strategies to achieve program objectives within agreed time, cost, technical, quality and other performance criteria. Performs analyses and prepares documentation and reports in support of program objectives. Gathers, processes, and analyzes operational, security, or network data. Creates, integrates, maintains or analyzes project schedules. Prepares, tracks, or maintains data bases of action items.</p> <p>Minimum Education: Requires Bachelor's Degree Minimum Experience: 25 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 29 years or Minimum Education: Master's Degree Minimum Experience: 23 years or Minimum Education: PhD Minimum Experience: 21 years</p>

Labor Category Title	Labor Category Criteria
<p>Program/Systems Analyst VIII</p>	<p>Typical Functional Duties: Analyzes program activities such as acquisition program planning/management, pricing, resource management, cost/estimating analysis, scheduling, management techniques, documentation requirements, strategic planning, international program support or network analysis. May develop and implement strategies to achieve program objectives within agreed time, cost, technical, quality and other performance criteria. Performs analyses and prepares documentation and reports in support of program objectives. Gathers, processes, and analyzes operational, security, or network data. Creates, integrates, maintains or analyzes project schedules. Prepares, tracks, or maintains databases of action items.</p> <p>Minimum Education: Requires Bachelor's Degree Minimum Experience: 28 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 32 years or Minimum Education: Master's Degree Minimum Experience: 26 years or Minimum Education: PhD Minimum Experience: 24 years</p>
<p>Analyst I</p>	<p>Typical Functional Duties: Provides inventory support and accountability, and/or training. Defines, develops, implements, and monitors customer support programs from concept through disposal to satisfy requirements for ongoing product support: of spares, repairs, overhaul, equipment provisioning (source coding, preparation of stock lists of spares, repair parts and consumables), tooling, data, and packaging, handling, storage and transportation. May also support equipment, equipment training, the creation and maintenance of documentation such as user and maintenance documentation and repair parts lists, and the oversight of manpower, facilities, and other related services. May participate in field trouble shooting and upgrades, equipment fielding/repatriation support, and perform analysis and duties in any of the MANPRINT disciplines.</p> <p>Minimum Education: Requires Bachelor's Degree Minimum Experience: 0 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 4 years</p>

Labor Category Title	Labor Category Criteria
Analyst II	<p>Typical Functional Duties: Provides inventory support and accountability, and/or training. Defines, develops, implements, and monitors customer support programs from concept through disposal to satisfy requirements for ongoing product support: of spares, repairs, overhaul, equipment provisioning (source coding, preparation of stock lists of spares, repair parts and consumables), tooling, data, and packaging, handling, storage and transportation. May also support equipment, equipment training, the creation and maintenance of documentation such as user and maintenance documentation and repair parts lists, and the oversight of manpower, facilities, and other related services. May participate in field trouble shooting and upgrades, equipment fielding/repatriation support, and perform analysis and duties in any of the MANPRINT disciplines.</p> <p>Minimum Education: Requires Bachelor's Degree Minimum Experience: 4 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 8 years or Minimum Education: Master's Degree Minimum Experience: 2 years</p>
Analyst III	<p>Typical Functional Duties: Provides inventory support and accountability, and/or training. Defines, develops, implements, and monitors customer support programs from concept through disposal to satisfy requirements for ongoing product support: of spares, repairs, overhaul, equipment provisioning (source coding, preparation of stock lists of spares, repair parts and consumables), tooling, data, and packaging, handling, storage and transportation. May also support equipment, equipment training, the creation and maintenance of documentation such as user and maintenance documentation and repair parts lists, and the oversight of manpower, facilities, and other related services. May participate in field trouble shooting and upgrades, equipment fielding/repatriation support, and perform analysis and duties in any of the MANPRINT disciplines.</p> <p>Minimum Education: Requires Bachelor's Degree Minimum Experience: 8 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 12 years or Minimum Education: Master's Degree Minimum Experience: 6 years</p>

Labor Category Title	Labor Category Criteria
Analyst IV	<p>Typical Functional Duties: Provides inventory support and accountability, and/or training. Defines, develops, implements, and monitors customer support programs from concept through disposal to satisfy requirements for ongoing product support: of spares, repairs, overhaul, equipment provisioning (source coding, preparation of stock lists of spares, repair parts and consumables), tooling, data, and packaging, handling, storage and transportation. May also support equipment, equipment training, the creation and maintenance of documentation such as user and maintenance documentation and repair parts lists, and the oversight of manpower, facilities, and other related services. May participate in field trouble shooting and upgrades, equipment fielding/repatriation support, and perform analysis and duties in any of the MANPRINT disciplines.</p> <p>Minimum Education: Requires Bachelor's Degree Minimum Experience: 10 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 14 years or Minimum Education: Master's Degree Minimum Experience: 8 years</p>
Analyst V	<p>Typical Functional Duties: Provides inventory support and accountability, and/or training. Defines, develops, implements, and monitors customer support programs from concept through disposal to satisfy requirements for ongoing product support: of spares, repairs, overhaul, equipment provisioning (source coding, preparation of stock lists of spares, repair parts and consumables), tooling, data, and packaging, handling, storage and transportation. May also support equipment, equipment training, the creation and maintenance of documentation such as user and maintenance documentation and repair parts lists, and the oversight of manpower, facilities, and other related services. May participate in field trouble shooting and upgrades, equipment fielding/repatriation support, and perform analysis and duties in any of the MANPRINT disciplines.</p> <p>Minimum Education: Requires Bachelor's Degree Minimum Experience: 12 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 16 years or Minimum Education: Master's Degree Minimum Experience: 10 years</p>

Labor Category Title	Labor Category Criteria
Analyst VI	<p>Typical Functional Duties: Provides inventory support and accountability, and/or training. Defines, develops, implements, and monitors customer support programs from concept through disposal to satisfy requirements for ongoing product support: of spares, repairs, overhaul, equipment provisioning (source coding, preparation of stock lists of spares, repair parts and consumables), tooling, data, and packaging, handling, storage and transportation. May also support equipment, equipment training, the creation and maintenance of documentation such as user and maintenance documentation and repair parts lists, and the oversight of manpower, facilities, and other related services. May participate in field trouble shooting and upgrades, equipment fielding/repatriation support, and perform analysis and duties in any of the MANPRINT disciplines.</p> <p>Minimum Education: Requires Bachelor's Degree Minimum Experience: 16 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 20 years or Minimum Education: Master's Degree Minimum Experience: 14 years</p>
Analyst VII	<p>Typical Functional Duties: Provides inventory support and accountability, and/or training. Defines, develops, implements, and monitors customer support programs from concept through disposal to satisfy requirements for ongoing product support: of spares, repairs, overhaul, equipment provisioning (source coding, preparation of stock lists of spares, repair parts and consumables), tooling, data, and packaging, handling, storage and transportation. May also support equipment, equipment training, the creation and maintenance of documentation such as user and maintenance documentation and repair parts lists, and the oversight of manpower, facilities, and other related services. May participate in field trouble shooting and upgrades, equipment fielding/repatriation support, and perform analysis and duties in any of the MANPRINT disciplines.</p> <p>Minimum Education: Requires Bachelor's Degree Minimum Experience: 20 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 24 years or Minimum Education: Master's Degree Minimum Experience: 18 years</p>

Labor Category Title	Labor Category Criteria
Analyst VIII	<p>Typical Functional Duties: Provides inventory support and accountability, and/or training. Defines, develops, implements, and monitors customer support programs from concept through disposal to satisfy requirements for ongoing product support: of spares, repairs, overhaul, equipment provisioning (source coding, preparation of stock lists of spares, repair parts and consumables), tooling, data, and packaging, handling, storage and transportation. May also support equipment, equipment training, the creation and maintenance of documentation such as user and maintenance documentation and repair parts lists, and the oversight of manpower, facilities, and other related services. May participate in field trouble shooting and upgrades, equipment fielding/repatriation support, and perform analysis and duties in any of the MANPRINT disciplines.</p> <p>Minimum Education: Requires Bachelor's Degree Minimum Experience: 25 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 29 years or Minimum Education: Master's Degree Minimum Experience: 23 years</p>
Programmer I	<p>Typical Functional Duties: Determines operational logic and business rules necessary to meet the design specification. Assists in preparing computer programs, sub-routines, associated documentation, block diagrams and logic flow charts. Prepares system test data and conducts tests to check and prove accuracy and results of programs. Debugs programs, designs and applies standard logic for individual application programs and writes program instructions in a high level programming languages. May evaluate algorithms, computer code and logic to assess its correctness, suitability and compliance with requirements.</p> <p>Minimum Education: Requires Bachelor's Degree Minimum Experience: 0 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 4 years</p>

Labor Category Title	Labor Category Criteria
<p>Programmer II</p>	<p>Typical Functional Duties: Determines operational logic and business rules necessary to meet the design specification. Assists in preparing computer programs, sub-routines, associated documentation, block diagrams and logic flow charts. Prepares system test data and conducts tests to check and prove accuracy and results of programs. Debugs programs, designs and applies standard logic for individual application programs and writes program instructions in a high level programming languages. May evaluate algorithms, computer code and logic to assess its correctness, suitability and compliance with requirements.</p> <p>Minimum Education: Requires Bachelor's Degree Minimum Experience: 4 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 8 years or Minimum Education: Master's Degree Minimum Experience: 2 years</p>
<p>Programmer III</p>	<p>Typical Functional Duties: Determines operational logic and business rules necessary to meet the design specification. Assists in preparing computer programs, sub-routines, associated documentation, block diagrams and logic flow charts. Prepares system test data and conducts tests to check and prove accuracy and results of programs. Debugs programs, designs and applies standard logic for individual application programs and writes program instructions in a high level programming languages. May evaluate algorithms, computer code and logic to assess its correctness, suitability and compliance with requirements.</p> <p>Minimum Education: Requires Bachelor's Degree Minimum Experience: 8 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 12 years or Minimum Education: Master's Degree Minimum Experience: 6 years</p>

Labor Category Title	Labor Category Criteria
<p>Programmer IV</p>	<p>Typical Functional Duties: Determines operational logic and business rules necessary to meet the design specification. Assists in preparing computer programs, sub-routines, associated documentation, block diagrams and logic flow charts. Prepares system test data and conducts tests to check and prove accuracy and results of programs. Debugs programs, designs and applies standard logic for individual application programs and writes program instructions in a high level programming languages. May evaluate algorithms, computer code and logic to assess its correctness, suitability and compliance with requirements.</p> <p>Minimum Education: Requires Bachelor's Degree Minimum Experience: 12 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 16 years or Minimum Education: Master's Degree Minimum Experience: 10 years</p>
<p>Programmer V</p>	<p>Typical Functional Duties: Determines operational logic and business rules necessary to meet the design specification. Assists in preparing computer programs, sub-routines, associated documentation, block diagrams and logic flow charts. Prepares system test data and conducts tests to check and prove accuracy and results of programs. Debugs programs, designs and applies standard logic for individual application programs and writes program instructions in a high level programming languages. May evaluate algorithms, computer code and logic to assess its correctness, suitability and compliance with requirements.</p> <p>Minimum Education: Requires Bachelor's Degree Minimum Experience: 15 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 19 years or Minimum Education: Master's Degree Minimum Experience: 13 years</p>

Labor Category Title	Labor Category Criteria
Sr. Principal Investigator I	<p>Typical Functional Duties: A highly skilled and knowledgeable individual who has comprehensive knowledge of a specific subject, technology, or technical/operational area. May provide advice and leadership on complex and highly sensitive projects and programs.</p> <p>Minimum Education: Requires Bachelor's Degree Minimum Experience: 25 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 29 years or Minimum Education: Master's Degree Minimum Experience: 23 years or Minimum Education: PhD Minimum Experience: 21 years</p>
Sr. Principal Investigator II	<p>Typical Functional Duties: A highly skilled and knowledgeable individual who has comprehensive knowledge of a specific subject, technology, or technical/operational area. May provide advice and leadership on complex and highly sensitive projects and programs.</p> <p>Minimum Education: Requires Bachelor's Degree Minimum Experience: 30 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 34 years or Minimum Education: Master's Degree Minimum Experience: 28 years or Minimum Education: PhD Minimum Experience: 26 years</p>
Subject Matter Expert	<p>Typical Functional Duties: A highly skilled and extremely knowledgeable individual who has comprehensive knowledge of SOW areas and performs specialty engineering or analysis. Carries out complex or novel assignments or performs work of a specialized nature. Acts as a resource for colleagues with less experience. Requires conceptual and practical expertise in own discipline and basic knowledge of related disciplines. Has knowledge of best practices and how own area integrates with others, able to utilize, operate, and analyze complex systems.</p> <p>Minimum Education: Degree requirements specific to position (PhD/MS/BS/High School) Minimum Experience: 5 years</p>

Labor Category Title	Labor Category Criteria
Sr. Mgmt/Technical Staff I	<p>Typical Functional Duties: A highly skilled and knowledgeable individual who has comprehensive knowledge of a specific technology, or technical/operational area. Directs, coordinates, and exercises functional authority for planning, organization, control, integration, and completion of projects within area of assigned responsibility.</p> <p>Minimum Education: Requires Bachelor’s Degree Minimum Experience: 10 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 14 years or Minimum Education: Master’s Degree Minimum Experience: 8 years</p>
Sr. Mgmt/Technical Staff II	<p>Typical Functional Duties: A highly skilled and knowledgeable individual who has comprehensive knowledge of a specific technology, or technical/operational area. Directs, coordinates, and exercises functional authority for planning, organization, control, integration, and completion of projects within area of assigned responsibility.</p> <p>Minimum Education: Requires Bachelor’s Degree Minimum Experience: 15 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 19 years or Minimum Education: Master’s Degree Minimum Experience: 13 years</p>
Sr. Mgmt/Technical Staff III	<p>Typical Functional Duties: A highly skilled and knowledgeable individual who has comprehensive knowledge of a specific technology, or technical/operational area. Directs, coordinates, and exercises functional authority for planning, organization, control, integration, and completion of projects within area of assigned responsibility.</p> <p>Minimum Education: Requires Bachelor’s Degree Minimum Experience: 18 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 22 years or Minimum Education: Master’s Degree Minimum Experience: 16 years or Minimum Education: PhD Minimum Experience: 14 years</p>

Labor Category Title	Labor Category Criteria
Sr. Mgmt/Technical Staff IV	<p>Typical Functional Duties: A highly skilled and knowledgeable individual who has comprehensive knowledge of a specific technology, or technical/operational area. Directs, coordinates, and exercises functional authority for planning, organization, control, integration, and completion of projects within area of assigned responsibility.</p> <p>Minimum Education: Requires Bachelor's Degree Minimum Experience: 22 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 26 years or Minimum Education: Master's Degree Minimum Experience: 20 years or Minimum Education: PhD Minimum Experience: 18 years</p>
Sr. Mgmt/Technical Staff V	<p>Typical Functional Duties: A highly skilled and knowledgeable individual who has comprehensive knowledge of a specific technology, or technical/operational area. Directs, coordinates, and exercises functional authority for planning, organization, control, integration, and completion of projects within area of assigned responsibility.</p> <p>Minimum Education: Requires Bachelor's Degree Minimum Experience: 25 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 29 years or Minimum Education: Master's Degree Minimum Experience: 23 years or Minimum Education: PhD Minimum Experience: 21 years</p>
Supervisor	<p>Typical Functional Duties: Manages small (sub) tasks in a variety of functional or specialty areas.</p> <p>Minimum Education: Requires Bachelor's Degree Minimum Experience: 10 years + 2 years of management experience</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 14 years + 2 years of management experience or Minimum Education: Master's Degree Minimum Experience: 8 years + 2 year of management experience</p>

Labor Category Title	Labor Category Criteria
Project Leader I	<p>Typical Functional Duties: Manages medium-sized tasks in a variety of functional or specialty areas. Responsible for technical/operational leadership of a project/mission within the programmatic guidelines set by the program manager and customer. Defines, generates, and reviews project requirements documentation. Performs technical studies to refine project requirements. Monitors project to ensure work scope, schedule, and budget are well defined and maintained. Provides the coordination between resource managers/supervisors and ensures all necessary reviews and approvals are received. May conduct performance/project analyses during phase-down to benefit future/other projects/missions/programs.</p> <p>Minimum Education: Requires Bachelor’s Degree Minimum Experience: 11 years + 3 years of management experience</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 15 years + 3 years of management experience or Minimum Education: Master’s Degree Minimum Experience: 9 years + 3 years of management experience or Minimum Education: PhD Minimum Experience: 7 years + 3 years of management experience</p>
Project Leader II	<p>Typical Functional Duties: Manages medium-sized tasks in a variety of functional or specialty areas. Responsible for technical/operational leadership of a project/mission within the programmatic guidelines set by the program manager and customer. Defines, generates, and reviews project requirements documentation. Performs technical studies to refine project requirements. Monitors project to ensure work scope, schedule, and budget are well defined and maintained. Provides the coordination between resource managers/supervisors and ensures all necessary reviews and approvals are received. May conduct performance/project analyses during phase-down to benefit future/other projects/missions/programs.</p> <p>Minimum Education: Requires Bachelor’s Degree Minimum Experience: 12 years + 3 years of management experience</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 16 years + 3 years of management experience or Minimum Education: Master’s Degree Minimum Experience: 10 years + 3 years of management experience or Minimum Education: PhD Minimum Experience: 8 years + 3 years of management experience</p>

Labor Category Title	Labor Category Criteria
Program Manager	<p>Typical Functional Duties: Manages a contract, project or program and responsible for all performance under the contract.</p> <p>Minimum Education: Requires Bachelor's Degree Minimum Experience: 17 years + 5 years of senior mgmt. experience.</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 21 years + 5 years of senior management experience or Minimum Education: Master's Degree Minimum Experience: 15 years + 5 years of senior management experience or Minimum Education: PhD Minimum Experience: 13 years + 5 years of senior management experience.</p>
Engineering Technician I	<p>Typical Functional Duties: Performs entry-level technician work relating to equipment maintenance or operation, engineering, maintenance, computers, mechanical or other specialty functions. Work may be of a technical nature requiring a specialized skill or specialized training. Work may include operation of computers or fabrication equipment, instrumentation, environmental equipment, or test equipment. May create, apply and evaluate safety procedures.</p> <p>Minimum Education: High School Minimum Experience: none</p>
Engineering Technician II	<p>Typical Functional Duties: Performs technician work relating to equipment maintenance or operation, engineering, maintenance, computers, mechanical or other specialty functions. Work may be of a technical nature requiring a specialized skill or specialized training. Work may include operation of computers or fabrication equipment, instrumentation, environmental equipment, or test equipment. May create, apply and evaluate safety procedures.</p> <p>Minimum Education: High School Minimum Experience: 4 years</p> <p>Substitutions: Minimum Education: Bachelor's Degree Minimum Experience: 0 years</p>

Labor Category Title	Labor Category Criteria
Engineering Technician III	<p>Typical Functional Duties: Performs technician work relating to aviation, engineering, maintenance, computers, mechanical or other specialty functions. Work may be of a technical nature requiring a specialized skill or specialized training. Work may include operation of computers or fabrication equipment, instrumentation, environmental equipment, or test equipment. May create, apply and evaluate safety procedures.</p> <p>Minimum Education: High School Minimum Experience: 6 years</p> <p>Substitutions: Minimum Education: Bachelor's Degree Minimum Experience: 2 years</p>
Engineering Technician IV	<p>Typical Functional Duties: A Lead technician providing expertise to a specific functional field. Work may be of a technical nature requiring a specialized skill. May provide leadership to lower level technicians, and have a unique skill or certification. Work may include operation of computers or fabrication equipment, instrumentation, environmental equipment, or test equipment. May create, apply and evaluate safety procedures.</p> <p>Minimum Education: High School Minimum Experience: 8 years</p> <p>Substitutions: Minimum Education: Bachelor's Degree Minimum Experience: 4 years</p>
Engineering Master Technician I	<p>Typical Functional Duties: Performs and leads technician work relating to aviation, engineering, maintenance, computers, mechanical or other specialty functions. Work may be of a technical nature requiring a specialized skill or specialized training. Work may include operation of or oversight of others who operate computers or fabrication equipment, instrumentation, environmental equipment, or test equipment. May create, apply and evaluate safety procedures.</p> <p>Minimum Education: High School Minimum Experience: 20 years</p> <p>Substitutions: Minimum Education: Bachelor's Degree Minimum Experience: 16 years</p>

Labor Category Title	Labor Category Criteria
Engineering Master Technician II	<p>Typical Functional Duties: Performs and leads technician work relating to aviation, engineering, maintenance, computers, mechanical or other specialty functions. Work may be of a technical nature requiring a specialized skill or specialized training. Work may include operation of or oversight of others who operate computers or fabrication equipment, instrumentation, environmental equipment, or test equipment. May create, apply and evaluate safety procedures.</p> <p>Minimum Education: High School Minimum Experience: 25 years</p> <p>Substitutions: Minimum Education: Bachelor's Degree Minimum Experience: 21 years</p>
Clerk I	<p>Typical Functional Duties: Performs entry-level administrative duties. Assists by performing duties requiring basic knowledge and application of basic work methods and procedures. This may include entering/tracking information via a computer to prepare correspondence, prepare, issue, and send out receipts, bills, policies, invoices, statements, and checks. Operates various office machines, opens and routes incoming mail, answers correspondence, and prepares outgoing mail. Answers telephones, makes appointments, and conveys messages.</p> <p>Minimum Education: High School Minimum Experience: 0 years</p> <p>Substitutions: none</p>
Clerk II	<p>Typical Functional Duties: Performs administrative duties. Assists by performing duties requiring basic knowledge and application of basic work methods and procedures. This may include entering/tracking information via a computer to prepare correspondence, prepare, issue, and send out receipts, bills, policies, invoices, statements, and checks. Operates various office machines, opens and routes incoming mail, answers correspondence, and prepares outgoing mail. Answers telephones, makes appointments, and conveys messages.</p> <p>Minimum Education: High School Minimum Experience: 2 years</p> <p>Substitutions: none</p>

Labor Category Title	Labor Category Criteria
Clerk III	<p>Typical Functional Duties: Performs administrative duties. Assists by performing duties requiring basic knowledge and application of basic work methods and procedures. This may include entering/tracking information via a computer to prepare correspondence, prepare, issue, and send out receipts, bills, policies, invoices, statements, and checks. Operates various office machines, opens and routes incoming mail, answers correspondence, and prepares outgoing mail. Answers telephones, makes appointments, and conveys messages.</p> <p>Minimum Education: High School Minimum Experience: 6 years</p> <p>Substitutions: Minimum Education: Bachelor's Degree Minimum Experience: 2 years</p>
Typist/Secretary I	<p>Typical Functional Duties: Performs administrative support duties involving word processing/document preparation, and/or computer operations that support expense reporting, travel, and scheduling appointments. Plans, schedules, provides hospitality or other logistics for meetings and conferences.</p> <p>Minimum Education: High School Minimum Experience: 2 years</p> <p>Substitutions: Minimum Education: Associates Degree Minimum Experience: 0 years</p>
Typist/Secretary II	<p>Typical Functional Duties: Performs administrative support duties involving word processing/document preparation, and/or computer operations that support expense reporting, travel, and scheduling appointments. Plans, schedules, provides hospitality or other logistics for meetings and conferences.</p> <p>Minimum Education: High School Minimum Experience: 4 years</p> <p>Substitutions: Minimum Education: Bachelor's Degree Minimum Experience: 0 years</p>

Labor Category Title	Labor Category Criteria
Illustrator/Gps/Tech Writer I	<p>Typical Functional Duties: Performs entry-level graphics/illustrator/technical writer duties. Responsibilities may require using specialized software in designing graphics, drawing illustrations, layout of animated content, writing technical documentation/instructions for presentations, training, briefings, or web pages. Graphics, illustrations, and technical documentation may be assimilated and introduced via multimedia applications, including computer-based interactive training, data presentation and information kiosks and other electronic means that require audio/visual integration.</p> <p>Minimum Education: High School Minimum Experience: 0 years</p>
Illustrator/Gps/Tech Writer II	<p>Typical Functional Duties: Performs graphics/illustrator/technical writer duties. Responsibilities may require using specialized software in designing graphics, drawing illustrations, layout of animated content, writing technical documentation/instructions for presentations, training, briefings, or web pages. Graphics, illustrations, and technical documentation may be assimilated and introduced via multimedia applications, including computer-based interactive training, data presentation and information kiosks and other electronic means that require audio/visual integration.</p> <p>Minimum Education: High School Minimum Experience: 6 years</p> <p>Substitutions: Minimum Education: Bachelor's Degree Minimum Experience: 2 years.</p>
Illustrator/Gps/Tech Writer III	<p>Typical Functional Duties: Performs graphics/illustrator/technical writer duties. Responsibilities may require using specialized software in designing graphics, drawing illustrations, layout of animated content, writing technical documentation/instructions for presentations, training, briefings, or web pages. Graphics, illustrations, and technical documentation may be assimilated and introduced via multimedia applications, including computer-based interactive training, data presentation and information kiosks and other electronic means that require audio/visual integration.</p> <p>Minimum Education: High School Minimum Experience: 10 years</p> <p>Substitutions: Minimum Education: Bachelor's Degree Minimum Experience: 6 years.</p>

Labor Category Title	Labor Category Criteria
Illustrator/Gps/Tech Writer IV	<p>Typical Functional Duties: Performs graphics/illustrator/technical writer duties. Responsibilities may require using specialized software in designing graphics, drawing illustrations, layout of animated content, writing technical documentation/instructions for presentations, training, briefings, or web pages. Graphics, illustrations, and technical documentation may be assimilated and introduced via multimedia applications, including computer-based interactive training, data presentation and information kiosks and other electronic means that require audio/visual integration.</p> <p>Minimum Education: High School Minimum Experience: 15 years</p> <p>Substitutions: Minimum Education: Bachelor's Degree Minimum Experience: 11 years.</p>

Labor Category Title	Position Description
Logistics Engineer I	<p>Typical Functional Duties: Participation in or consultation to concept development and logistics integrated process teams; market research; development of specifications and logistics life cycle supportability analysis.</p> <p>Minimum Education: Requires Bachelor's Degree Minimum Experience: 0 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 4 years or Minimum Education: Associate Degree Minimum Experience: 2 years</p>
Logistics Engineer II	<p>Typical Functional Duties: Participation in or consultation to concept development and logistics integrated process teams; market research; development of specifications and logistics life cycle supportability analysis.</p> <p>Minimum Education: Requires Bachelor's Degree Minimum Experience: 2 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 6 years or Minimum Education: Associate Degree Minimum Experience: 4 years or Minimum Education: Master's Degree Minimum Experience: 0 years</p>

Labor Category Title	Position Description
<p>Logistics Engineer III</p>	<p>Typical Functional Duties: Participation in or consultation to concept development and logistics integrated process teams; market research; development of specifications and logistics life cycle supportability analysis. Minimum Education: Requires Bachelor’s Degree Minimum Experience: 4 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 8 years or Minimum Education: Associate Degree Minimum Experience: 6 years or Minimum Education: Master’s Degree Minimum Experience: 2 years or Minimum Education: PhD Minimum Experience: 0 years</p>
<p>Logistics Engineer IV</p>	<p>Typical Functional Duties: Participation in or consultation to concept development and logistics integrated process teams; market research; development of specifications and logistics life cycle supportability analysis. Minimum Education: Requires Bachelor’s Degree Minimum Experience: 6 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 10 years or Minimum Education: Associate Degree Minimum Experience: 8 years or Minimum Education: Master’s Degree Minimum Experience: 4 years or Minimum Education: PhD Minimum Experience: 2 years</p>

Labor Category Title	Position Description
Logistics Engineer V	<p>Typical Functional Duties: Participation in or consultation to concept development and logistics integrated process teams; market research; development of specifications and logistics life cycle supportability analysis.</p> <p>Minimum Education: Requires Bachelor's Degree Minimum Experience: 9 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 13 years or Minimum Education: Associate Degree Minimum Experience: 11 years or Minimum Education: Master's Degree Minimum Experience: 7 years or Minimum Education: PhD Minimum Experience: 5 years</p>
Logistics Engineer VI	<p>Typical Functional Duties: Participation in or consultation to concept development and logistics integrated process teams; market research; development of specifications and logistics life cycle supportability analysis.</p> <p>Minimum Education: Requires Bachelor's Degree Minimum Experience: 12 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 16 years or Minimum Education: Associate Degree Minimum Experience: 14 years or Minimum Education: Master's Degree Minimum Experience: 10 years or Minimum Education: PhD Minimum Experience: 8 years</p>

Labor Category Title	Position Description
Logistics Engineer VII	<p>Typical Functional Duties: Participation in or consultation to concept development and logistics integrated process teams; market research; development of specifications and logistics life cycle supportability analysis.</p> <p>Minimum Education: Requires Bachelor's Degree Minimum Experience: 16 years</p> <p>Substitutions:</p> <p>Minimum Education: High School Minimum Experience: 20 years</p> <p>or</p> <p>Minimum Education: Associate Degree Minimum Experience: 18 years</p> <p>or</p> <p>Minimum Education: Master's Degree Minimum Experience: 14 years</p> <p>or</p> <p>Minimum Education: PhD Minimum Experience: 12 years</p>
Logistics Engineer VIII	<p>Typical Functional Duties: Participation in or consultation to concept development and logistics integrated process teams; market research; development of specifications and logistics life cycle supportability analysis.</p> <p>Minimum Education: Requires Bachelor's Degree Minimum Experience: 25 years</p> <p>Substitutions:</p> <p>Minimum Education: High School Minimum Experience: 29 years</p> <p>or</p> <p>Minimum Education: Associate Degree Minimum Experience: 27 years</p> <p>or</p> <p>Minimum Education: Master's Degree Minimum Experience: 23 years</p> <p>or</p> <p>Minimum Education: PhD Minimum Experience: 21 years</p>

Labor Category Title	Position Description
Logistics Ops Research Analyst I	<p>Typical Functional Duties: Participation in or consultation to concept development and logistics integrated process teams; perform trades off analyses for life cycle supportability considerations; perform spares modeling analysis and examinations; development of system specifications and related life cycle supportability analysis. Performs entry-level operations research and analysis tasks. Minimum Education: Requires Bachelor’s Degree Minimum Experience: 0 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 4 years or Minimum Education: Associate Degree Minimum Experience: 2 years</p>
Logistics Ops Research Analyst II	<p>Typical Functional Duties: Participation in or consultation to concept development and logistics integrated process teams; perform trades off analyses for life cycle supportability considerations; perform spares modeling analysis and examinations; development of system specifications and related life cycle supportability analysis. Performs entry-level operations research and analysis tasks. Minimum Education: Requires Bachelor’s Degree Minimum Experience: 2 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 6 years or Minimum Education: Associate Degree Minimum Experience: 4 years or Minimum Education: Master’s Degree Minimum Experience: 0 years</p>

Labor Category Title	Position Description
<p>Logistics Ops Research Analyst III</p>	<p>Typical Functional Duties: Participation in or consultation to concept development and logistics integrated process teams; perform trades off analyses for life cycle supportability considerations; perform spares modeling analysis and examinations; development of system specifications and related life cycle supportability analysis. Performs entry-level operations research and analysis tasks. Minimum Education: Requires Bachelor's Degree Minimum Experience: 4 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 8 years or Minimum Education: Associate Degree Minimum Experience: 6 years or Minimum Education: Master's Degree Minimum Experience: 2 years or Minimum Education: PhD Minimum Experience: 0 years</p>
<p>Logistics Ops Research Analyst IV</p>	<p>Typical Functional Duties: Participation in or consultation to concept development and logistics integrated process teams; perform trades off analyses for life cycle supportability considerations; perform spares modeling analysis and examinations; development of system specifications and related life cycle supportability analysis. Performs entry-level operations research and analysis tasks. Minimum Education: Requires Bachelor's Degree Minimum Experience: 6 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 10 years or Minimum Education: Associate Degree Minimum Experience: 8 years or Minimum Education: Master's Degree Minimum Experience: 4 years or Minimum Education: PhD Minimum Experience: 2 years</p>

Labor Category Title	Position Description
<p>Logistics Ops Research Analyst V</p>	<p>Typical Functional Duties: Participation in or consultation to concept development and logistics integrated process teams; perform trades off analyses for life cycle supportability considerations; perform spares modeling analysis and examinations; development of system specifications and related life cycle supportability analysis. Performs entry-level operations research and analysis tasks. Minimum Education: Requires Bachelor’s Degree Minimum Experience: 9 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 13 years or Minimum Education: Associate Degree Minimum Experience: 11 years or Minimum Education: Master’s Degree Minimum Experience: 7 years or Minimum Education: PhD Minimum Experience: 5 years</p>
<p>Logistics Ops Research Analyst VI</p>	<p>Typical Functional Duties: Participation in or consultation to concept development and logistics integrated process teams; perform trades off analyses for life cycle supportability considerations; perform spares modeling analysis and examinations; development of system specifications and related life cycle supportability analysis. Performs entry-level operations research and analysis tasks. Minimum Education: Requires Bachelor’s Degree Minimum Experience: 12 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 16 years or Minimum Education: Associate Degree Minimum Experience: 14 years or Minimum Education: Master’s Degree Minimum Experience: 10 years or Minimum Education: PhD Minimum Experience: 8 years</p>

Labor Category Title	Position Description
<p>Logistics Ops Research Analyst VII</p>	<p>Typical Functional Duties: Participation in or consultation to concept development and logistics integrated process teams; perform trades off analyses for life cycle supportability considerations; perform spares modeling analysis and examinations; development of system specifications and related life cycle supportability analysis. Performs entry-level operations research and analysis tasks. Minimum Education: Requires Bachelor's Degree Minimum Experience: 16 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 20 years or Minimum Education: Associate Degree Minimum Experience: 18 years or Minimum Education: Master's Degree Minimum Experience: 14 years or Minimum Education: PhD Minimum Experience: 12 years</p>
<p>Logistics Ops Research Analyst VIII</p>	<p>Typical Functional Duties: Participation in or consultation to concept development and logistics integrated process teams; perform trades off analyses for life cycle supportability considerations; perform spares modeling analysis and examinations; development of system specifications and related life cycle supportability analysis. Performs entry-level operations research and analysis tasks. Minimum Education: Requires Bachelor's Degree Minimum Experience: 25 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 29 years or Minimum Education: Associate Degree Minimum Experience: 27 years or Minimum Education: Master's Degree Minimum Experience: 23 years or Minimum Education: PhD Minimum Experience: 21 years</p>

Labor Category Title	Position Description
Logistics Analyst I	<p>Typical Functional Duties: Support for supply chain management services to include material requirements planning, inventory management operations, warehouse and inventory management operations; logistics strategic planning for both contingency planning and deployment support. Minimum Education: Requires Bachelor's Degree Minimum Experience: 0 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 4 years or Minimum Education: Requires Associate Degree Minimum Experience: 2 years</p>
Logistics Analyst II	<p>Typical Functional Duties: Support for supply chain management services to include material requirements planning, inventory management operations, warehouse and inventory management operations; logistics strategic planning for both contingency planning and deployment support. Minimum Education: Requires Bachelor's Degree Minimum Experience: 2 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 6 years or Minimum Education: Associate Degree Minimum Experience: 4 years or Minimum Education: Master's Degree Minimum Experience: 0 years</p>

Labor Category Title	Position Description
Logistics Analyst III	<p>Typical Functional Duties: Support for supply chain management services to include material requirements planning, inventory management operations, warehouse and inventory management operations; logistics strategic planning for both contingency planning and deployment support. Minimum Education: Requires Bachelor's Degree Minimum Experience: 4 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 8 years or Minimum Education: Associate Degree Minimum Experience: 6 years or Minimum Education: Master's Degree Minimum Experience: 2 years or Minimum Education: PhD Minimum Experience: 0 years</p>
Logistics Analyst IV	<p>Typical Functional Duties: Support for supply chain management services to include material requirements planning, inventory management operations, warehouse and inventory management operations; logistics strategic planning for both contingency planning and deployment support. Minimum Education: Requires Bachelor's Degree Minimum Experience: 6 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 10 years or Minimum Education: Associate Degree Minimum Experience: 8 years or Minimum Education: Master's Degree Minimum Experience: 4 years or Minimum Education: PhD Minimum Experience: 2 years</p>

Labor Category Title	Position Description
Logistics Analyst V	<p>Typical Functional Duties: Support for supply chain management services to include material requirements planning, inventory management operations, warehouse and inventory management operations; logistics strategic planning for both contingency planning and deployment support. Minimum Education: Requires Bachelor’s Degree Minimum Experience: 9 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 13 years or Minimum Education: Associate Degree Minimum Experience: 11 years or Minimum Education: Master’s Degree Minimum Experience: 7 years or Minimum Education: PhD Minimum Experience: 5 years</p>
Logistics Analyst VI	<p>Typical Functional Duties: Support for supply chain management services to include material requirements planning, inventory management operations, warehouse and inventory management operations; logistics strategic planning for both contingency planning and deployment support. Minimum Education: Requires Bachelor’s Degree Minimum Experience: 12 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 16 years or Minimum Education: Associate Degree Minimum Experience: 14 years or Minimum Education: Master’s Degree Minimum Experience: 10 years or Minimum Education: PhD Minimum Experience: 8 years</p>

Labor Category Title	Position Description
Logistics Analyst VII	<p>Typical Functional Duties: Support for supply chain management services to include material requirements planning, inventory management operations, warehouse and inventory management operations; logistics strategic planning for both contingency planning and deployment support. Minimum Education: Requires Bachelor's Degree Minimum Experience: 16 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 20 years or Minimum Education: Associate Degree Minimum Experience: 18 years or Minimum Education: Master's Degree Minimum Experience: 14 years or Minimum Education: PhD Minimum Experience: 12 years</p>
Logistics Analyst VIII	<p>Typical Functional Duties: Support for supply chain management services to include material requirements planning, inventory management operations, warehouse and inventory management operations; logistics strategic planning for both contingency planning and deployment support. Minimum Education: Requires Bachelor's Degree Minimum Experience: 20 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 24 years or Minimum Education: Associate Degree Minimum Experience: 22 years or Minimum Education: Master's Degree Minimum Experience: 18 years or Minimum Education: PhD Minimum Experience: 16 years</p>

Labor Category Title	Position Description
Logistics Analyst IX	<p>Typical Functional Duties: Support for supply chain management services to include material requirements planning, inventory management operations, warehouse and inventory management operations; logistics strategic planning for both contingency planning and deployment support. Minimum Education: Requires Bachelor's Degree Minimum Experience: 25 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 29 years or Minimum Education: Associate Degree Minimum Experience: 27 years or Minimum Education: Master's Degree Minimum Experience: 23 years or Minimum Education: PhD Minimum Experience: 21 years</p>
Logistics Support Programmer I	<p>Typical Functional Duties: Support for development of and/or operation of supply and logistics models that address warfighter needs assessments, configuration and data management requirements, supply chain modeling for integration planning, deployment support for operational surges and other spares modeling tasks in support of related life cycle supportability analysis. Minimum Education: Requires Bachelor's Degree Minimum Experience: 0 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 4 years or Minimum Education: Associate Degree Minimum Experience: 2 years</p>

Labor Category Title	Position Description
<p>Logistics Support Programmer II</p>	<p>Typical Functional Duties: Support for development of and/or operation of supply and logistics models that address warfighter needs assessments, configuration and data management requirements, supply chain modeling for integration planning, deployment support for operational surges and other spares modeling tasks in support of related life cycle supportability analysis. Minimum Education: Requires Bachelor's Degree Minimum Experience: 4 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 8 years or Minimum Education: Associate Degree Minimum Experience: 6 years or Minimum Education: Master's Degree Minimum Experience: 2 years or Minimum Education: PhD Minimum Experience: 0 years</p>
<p>Logistics Support Programmer III</p>	<p>Typical Functional Duties: Support for development of and/or operation of supply and logistics models that address warfighter needs assessments, configuration and data management requirements, supply chain modeling for integration planning, deployment support for operational surges and other spares modeling tasks in support of related life cycle supportability analysis. Minimum Education: Requires Bachelor's Degree Minimum Experience: 8 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 12 years or Minimum Education: Associate Degree Minimum Experience: 10 years or Minimum Education: Master's Degree Minimum Experience: 6 years or Minimum Education: PhD Minimum Experience: 4 years</p>

Labor Category Title	Position Description
<p>Logistics Support Programmer IV</p>	<p>Typical Functional Duties: Support for development of and/or operation of supply and logistics models that address warfighter needs assessments, configuration and data management requirements, supply chain modeling for integration planning, deployment support for operational surges and other spares modeling tasks in support of related life cycle supportability analysis. Minimum Education: Requires Bachelor's Degree Minimum Experience: 12 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 16 years or Minimum Education: Associate Degree Minimum Experience: 14 years or Minimum Education: Master's Degree Minimum Experience: 10 years or Minimum Education: PhD Minimum Experience: 8 years</p>
<p>Logistics Support Programmer V</p>	<p>Typical Functional Duties: Lead support for development of and/or operation of supply and logistics models that address warfighter needs assessments, configuration and data management requirements, supply chain modeling for integration planning, deployment support for operational surges and other spares modeling tasks in support of related life cycle supportability analysis. Minimum Education: Requires Bachelor's Degree Minimum Experience: 15 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 19 years or Minimum Education: Associate Degree Minimum Experience: 17 years or Minimum Education: Master's Degree Minimum Experience: 13 years or Minimum Education: PhD Minimum Experience: 11 years</p>

Labor Category Title	Position Description
Logistics Sr. Principal Investigator I	<p>Typical Functional Duties: Highly skilled and extremely knowledgeable individual who has comprehensive knowledge of a specific logistics technology, or technical/operational area. Plan and implement actions by the program/project team to define and implement technical baseline and meet quality requirements for project/program products and logistics services.</p> <p>Minimum Education: Requires Bachelor's Degree Minimum Experience: 27 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 31 years or Minimum Education: Associate Degree Minimum Experience: 29 years or Minimum Education: Master's Degree Minimum Experience: 25 years or Minimum Education: PhD Minimum Experience: 23 years</p>
Logistics Sr. Principal Investigator II	<p>Typical Functional Duties: Highly skilled and extremely knowledgeable individual who has comprehensive knowledge of a specific logistics technology, or technical/operational area. Plan and implement actions by the program/project team to define and implement technical baseline and meet quality requirements for project/program products and logistics services.</p> <p>Minimum Education: Requires Bachelor's Degree Minimum Experience: 32 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 36 years or Minimum Education: Associate Degree Minimum Experience: 34 years or Minimum Education: Master's Degree Minimum Experience: 30 years or Minimum Education: PhD Minimum Experience: 28 years</p>

Labor Category Title	Position Description
<p>Logistics Sr. Principal Investigator III</p>	<p>Typical Functional Duties: Very highly skilled and extremely knowledgeable individual who has comprehensive knowledge of a specific logistics technology, or technical/operational area. Plan and implement actions by the program/project team to define and implement technical baseline and meet quality requirements for project/program products and logistics services. Minimum Education: Requires Bachelor's Degree Minimum Experience: 37 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 41 years or Minimum Education: Associate Degree Minimum Experience: 39 years or Minimum Education: Master's Degree Minimum Experience: 35 years or Minimum Education: PhD Minimum Experience: 33 years</p>
<p>Logistics Sr. Mgm't/Technical Staff I</p>	<p>Typical Functional Duties: Detailed knowledge of and experienced in performing basic logistics functions. Performs a variety of logistics functions which are broad in nature and include warehousing, packaging, shipping, and maintaining, repairing, and operating facilities and/or equipment. Minimum Education: Requires Bachelor's Degree Minimum Experience: 10 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 14 years or Minimum Education: Associate Degree Minimum Experience: 12 years or Minimum Education: Master's Degree Minimum Experience: 8 years or Minimum Education: PhD Minimum Experience: 6 years</p>

Labor Category Title	Position Description
<p>Logistics Sr. Mgm't/Technical Staff II</p>	<p>Typical Functional Duties: Detailed knowledge of and experienced in performing basic logistics functions. Performs a variety of logistics functions which are broad in nature and include warehousing, packaging, shipping, and maintaining, repairing, and operating facilities and/or equipment. Minimum Education: Requires Bachelor's Degree Minimum Experience: 12 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 16 years or Minimum Education: Associate Degree Minimum Experience: 14 years or Minimum Education: Master's Degree Minimum Experience: 10 years or Minimum Education: PhD Minimum Experience: 8 years</p>
<p>Logistics Sr. Mgm't/Technical Staff III</p>	<p>Typical Functional Duties: Detailed knowledge of and experienced in performing basic logistics functions. Performs a variety of logistics functions which are broad in nature and include warehousing, packaging, shipping, and maintaining, repairing, and operating facilities and/or equipment. Minimum Education: Requires Bachelor's Degree Minimum Experience: 15 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 19 years or Minimum Education: Associate Degree Minimum Experience: 17 years or Minimum Education: Master's Degree Minimum Experience: 13 years or Minimum Education: PhD Minimum Experience: 11 years</p>

Labor Category Title	Position Description
Logistics Sr. Mgm't/Technical Staff IV	<p>Typical Functional Duties: Very detailed knowledge of and experienced in performing basic logistics functions. Performs a variety of complex logistics functions which are broad in nature and include warehousing, packaging, shipping, and maintaining, repairing, and operating facilities and/or equipment.</p> <p>Minimum Education: Requires Bachelor's Degree Minimum Experience: 20 years</p> <p>Substitutions:</p> <p>Minimum Education: High School Minimum Experience: 24 years or Minimum Education: Associate Degree Minimum Experience: 22 years or Minimum Education: Master's Degree Minimum Experience: 18 years or Minimum Education: PhD Minimum Experience: 16 years</p>
Logistics Sr. Mgm't/Technical Staff V	<p>Typical Functional Duties: Very detailed knowledge of and experienced in performing basic logistics functions. Performs a variety of complex logistics functions which are broad in nature and include warehousing, packaging, shipping, and maintaining, repairing, and operating facilities and/or equipment.</p> <p>Minimum Education: Requires Bachelor's Degree Minimum Experience: 25 years</p> <p>Substitutions:</p> <p>Minimum Education: High School Minimum Experience: 29 years or Minimum Education: Associate Degree Minimum Experience: 27 years or Minimum Education: Master's Degree Minimum Experience: 23 years or Minimum Education: PhD Minimum Experience: 21 years</p>

Labor Category Title	Position Description
<p>Logistics Project Leader I</p>	<p>Typical Functional Duties: Manages small tasks. Responsible for technical activities and resource management, meet quality requirements for project/program products and services. Direct project team personnel, manage cost and schedule, ensure contract compliance, and serve as customer interface. Small to moderate risk project with responsibility for managing many tasks or functions of a single project. Minimum Education: Requires Bachelor’s Degree Minimum Experience: 12 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 16 years or Minimum Education: Associate Degree Minimum Experience: 14 years or Minimum Education: Master’s Degree Minimum Experience: 10 years or Minimum Education: PhD Minimum Experience: 8 years</p>
<p>Logistics Project Leader II</p>	<p>Typical Functional Duties: Manages small tasks. Responsible for technical activities and resource management, meet quality requirements for project/program products and services. Direct project team personnel, manage cost and schedule, ensure contract compliance, and serve as customer interface. Small to moderate risk project with responsibility for managing many tasks or functions of a single project. Minimum Education: Requires Bachelor’s Degree Minimum Experience: 15 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 19 years or Minimum Education: Associate Degree Minimum Experience: 17 years or Minimum Education: Master’s Degree Minimum Experience: 13 years or Minimum Education: PhD Minimum Experience: 11 years</p>

Labor Category Title	Position Description
Logistics Program Manager	<p>Typical Functional Duties: Responsible for managing the implementation of specific programs. Plan, coordinate, and manage the actions taken by an organization to achieve program goals and objectives. Integrate all functions and activities necessary to perform the project/program to meet the client or customer requirements. Plan and implement actions by the program/project team to define and implement technical baseline and meet quality requirements for project/program products and services. Direct project team personnel, manage cost and schedule, and ensure contract compliance.</p> <p>Minimum Education: Requires Bachelor's Degree Minimum Experience: 18 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 22 years or Minimum Education: Associate Degree Minimum Experience: 20 years or Minimum Education: Master's Degree Minimum Experience: 16 years or Minimum Education: PhD Minimum Experience: 14 years</p>
Logistics Technician I	<p>Typical Functional Duties: Inventory and warehouse management of system assets; analysis of field maintenance and readiness issues from a supply and maintenance viewpoint; maintenance / repair / and overhaul support from operational unit level through depot level; and support for execution of contingency deployments to include deployment with contingency forces.</p> <p>Minimum Education: High School Minimum Experience: 0 years</p>

Labor Category Title	Position Description
Logistics Technician II	<p>Typical Functional Duties: Inventory and warehouse management of system assets; analysis of field maintenance and readiness issues from a supply and maintenance viewpoint; maintenance / repair / and overhaul support from operational unit level through depot level; and support for execution of contingency deployments to include deployment with contingency forces.</p> <p>Minimum Education: Requires Bachelor's Degree Minimum Experience: 1 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 5 years or Minimum Education: Associate Degree Minimum Experience: 3 years or Minimum Education: Master's Degree Minimum Experience: 0 years</p>
Logistics Technician III	<p>Typical Functional Duties: Inventory and warehouse management of system assets; analysis of field maintenance and readiness issues from a supply and maintenance viewpoint; maintenance / repair / and overhaul support from operational unit level through depot level; and support for execution of contingency deployments to include deployment with contingency forces.</p> <p>Minimum Education: Requires Bachelor's Degree Minimum Experience: 6 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 10 years or Minimum Education: Associate Degree Minimum Experience: 8 years or Minimum Education: Master's Degree Minimum Experience: 4 years or Minimum Education: PhD Minimum Experience: 2 years</p>

Labor Category Title	Position Description
Logistics Technician IV	<p>Typical Functional Duties: Inventory and warehouse management of system assets; analysis of field maintenance and readiness issues from a supply and maintenance viewpoint; maintenance / repair / and overhaul support from operational unit level through depot level; and support for execution of contingency deployments to include deployment with contingency forces.</p> <p>Minimum Education: Requires Bachelor's Degree Minimum Experience: 11 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 15 years or Minimum Education: Associate Degree Minimum Experience: 13 years or Minimum Education: Master's Degree Minimum Experience: 9 years or Minimum Education: PhD Minimum Experience: 7 years</p>
Master Logistics Technician I	<p>Typical Functional Duties: Highly accomplished in the performance of a variety of complex logistics tasks concerned with the design, implementation, operation, and performance of logistics functions, including supply chain, acquisition, distribution, and transportation. May provide guidance and instructions to junior staff.</p> <p>Minimum Education: Requires Bachelor's Degree Minimum Experience: 16 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 20 years or Minimum Education: Associate Degree Minimum Experience: 18 years or Minimum Education: Master's Degree Minimum Experience: 14 years or Minimum Education: PhD Minimum Experience: 12 years</p>

Labor Category Title	Position Description
<p>Master Logistics Technician II</p>	<p>Typical Functional Duties: Highly accomplished in the performance of a variety of complex logistics tasks concerned with the design, implementation, operation, and performance of logistics functions, including supply chain, acquisition, distribution, and transportation. May provide guidance and instructions to junior staff. Minimum Education: Requires Bachelor's Degree Minimum Experience: 21 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 25 years or Minimum Education: Associate Degree Minimum Experience: 23 years or Minimum Education: Master's Degree Minimum Experience: 19 years or Minimum Education: PhD Minimum Experience: 17 years</p>
<p>Logistics Support Typist/Secretary II</p>	<p>Typical Functional Duties: Provides administrative-type support to technical and management-level personnel. This includes, but is not limited to, documentation planning and support, project administration, general office support, executive secretarial support, human resource planning, event planning and administration, office relocation planning, mail services, records and data input. Minimum Education: Requires Bachelor's Degree Minimum Experience: 0 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 4 years or Minimum Education: Associate Degree Minimum Experience: 2 years</p>

Labor Category Title	Position Description
Logistics Support Typist/Secretary III	<p>Typical Functional Duties: Provides administrative-type support to technical and management-level personnel. This includes, but is not limited to, documentation planning and support, project administration, general office support, executive secretarial support, human resource planning, event planning and administration, office relocation planning, mail services, records and data input.</p> <p>Minimum Education: Requires Bachelor's Degree Minimum Experience: 6 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 10 years or Minimum Education: Associate Degree Minimum Experience: 8 years or Minimum Education: Master's Degree Minimum Experience: 4 years or Minimum Education: PhD Minimum Experience: 2 years</p>
Logistics Illustrator/Tech Writer I	<p>Typical Functional Duties: Performs entry-level graphics/illustrator/technical writer duties. Executes graphic/illustration projects and assists in coordination of all production scheduling. Interfaces with users to determine scope of project and best medium.</p> <p>Minimum Education: High School Minimum Experience: 0 years</p>
Logistics Illustrator/Tech Writer II	<p>Typical Functional Duties: Performs graphics/illustrator/technical writer duties. Executes graphic/illustration projects and assists in coordination of all production scheduling. Interfaces with users to determine scope of project and best medium.</p> <p>Minimum Education: Requires Bachelor's Degree Minimum Experience: 2 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 6 years or Minimum Education: Associate Degree Minimum Experience: 4 years or Minimum Education: Master's Degree Minimum Experience: 0 years</p>

Labor Category Title	Position Description
<p>Logistics Illustrator/Tech Writer III</p>	<p>Typical Functional Duties: Performs graphics/illustrator/technical writer duties. Executes graphic/illustration projects and assists in coordination of all production scheduling. Interfaces with users to determine scope of project and best medium. Minimum Education: Requires Bachelor's Degree Minimum Experience: 6 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 10 years or Minimum Education: Associate Degree Minimum Experience: 8 years or Minimum Education: Master's Degree Minimum Experience: 4 years or Minimum Education: PhD Minimum Experience: 2 years</p>
<p>Logistics Illustrator/Tech Writer IV</p>	<p>Typical Functional Duties: Lead graphics/illustrator/technical writer. Performs graphics/illustrator/technical writer duties. Executes graphic/illustration projects and assists in coordination of all production scheduling. Interfaces with users to determine scope of project and best medium. Minimum Education: Requires Bachelor's Degree Minimum Experience: 11 years</p> <p>Substitutions: Minimum Education: High School Minimum Experience: 15 years or Minimum Education: Associate Degree Minimum Experience: 13 years or Minimum Education: Master's Degree Minimum Experience: 9 years or Minimum Education: PhD Minimum Experience: 7 years</p>

Overseas Differential Pay (is applicable to all SIN/NAICs under this Schedule)

The purpose of this provision is to describe how overseas differential pay will be handled on any task orders issued pursuant to Federal Supply Schedule contracts for services. Definition: Overseas differential pay includes many types of allowances, including Post (Cost of Living) Allowance, Post (Hardship) Differential, Living Quarter Allowance, Education Allowance, Foreign Per Diem, and Danger Pay Allowance. Contractor personnel may be required to perform services in areas designated by the Department of State as Danger Pay or Hardship Posts for a variety of reasons, including contingency operations, humanitarian or peacekeeping operations, military exercises and/or operations, or diplomatic missions.

The Department of State's Standardized Regulations (DSSR) provides the regulations governing allowances, differentials (i.e. Hardship Post and/or Danger Pay) and definitions for all designated areas for all U.S. Government civilian employees. The DSSR provides for additional compensation for service in foreign locations where conditions of environment differ so substantially from conditions of environment in the continental U.S. that additional compensation is warranted and necessary as a recruitment or retention incentive.

For U.S. Government civilian employees, hired in the United States, these are cumulative with a maximum of 35 percent each over the basic pay. (The cumulative maximum differential is 70 percent over basic pay, for an overall compensation of 170 percent of base pay.) Applicability to contract performance: In order to facilitate contractor performance in areas where these differentials may be appropriate, this provision allows the use of the State Departments regulations and allowances as a basis for establishing differential labor rates on task orders. Information on current rates is available at the U.S. Department of State, Office of Allowances web site (http://aoprals.state.gov/Web920/default.asp?menu_id=95).

If payment of a differential is determined appropriate by the task order contracting officer, that contracting officer may utilize any method to determine the labor rate (or additional price if pricing is based on other than labor rates) actually paid to the contractor. However, in no event shall the total price paid exceed the Schedule contract price plus the State Department compensation rate applicable to the locality in question.

Example: A task order is contemplated with performance in Kabul, Afghanistan. As of the date of the contractor's quotation, the State Department allowance for this location is 70%. The contract rate for the labor category in question is \$100.00 per hour. Therefore, the maximum allowable differential rate for that labor category would be \$170.00 per hour.