GENERAL SERVICES ADMINISTRATION
Federal Acquisition Service
Authorized Federal Supply Schedule FSS Price List

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

Multiple Award Schedule
Federal Supply Group: Professional Services
Contract Number: GS-00F-224GA
Contract Period: June 16, 2017 to June 15, 2027

For more information on ordering go to the following website: https://www.gsa.gov/schedules.
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Contractor:	***CEPEDA SYSTEMS & SOFTWARE ANALYSIS, INC.***
	850 Ben Graves DR NW
	Huntsville, Alabama 35816
Business Size:	Woman Owned Small Business, Veteran Owned Small Business, SBA Certified HUBZone

Telephone:	(256) 797-6492
FAX Number:	(256) 417-6354
Web Site:	www.cepedasystems.com
Contract Administration:	Kristy Powell kristy.powell@cepedasystems.com

Price list current as of Modification # PS-0030 effective February 5, 2025
Prices Shown Herein are Net (discount deducted)

CUSTOMER INFORMATION:

1a.   Table of Awarded Special Item Number(s):

SIN	SIN Description
541330ENG	Engineering Services
541330EMI	Engineering Services Related to Military, Aerospace Equipment, or Military Weapons, the National Energy Policy Act of 1992, Marine Engineering and/or Naval Architecture
541715	Engineering Research and Development and Strategic Planning
541420	Engineering System Design and Integration Services
541611	Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services
611430	Professional and Management Development Training
54151S	Information Technology Professional Services
OLM	Order Level Materials

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. See Rate Table below.

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 below.

2.   Maximum Order: $1,000,000.00

3.   Minimum Order: $100.00

4.   Geographic Coverage (delivery Area): Domestic

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).

7.   Quantity discounts: None

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

9. Foreign items (list items by country of origin): Not Applicable

10a. Time of delivery: Contact Contractor.

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

10c. Overnight and 2-day delivery: Contact Contractor.

10d. Urgent Requirements: Contact Contractor.

11. F.O.B. point(s): Destination

12a. Ordering address(es): Same as company address

12b. Ordering procedures: See Federal Acquisition Regulation (FAR) 8.405-3.

13. Payment address(es): Same as company address

14. Warranty provision: Standard Commercial Warranty Terms & Conditions

15. Export packing charges, if applicable: Not Applicable

16. Terms and conditions of rental, maintenance, and repair (if applicable): Not Applicable

17. Terms and conditions of installation (if applicable): Not Applicable

18a. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable): Not Applicable

18b. Terms and conditions for any other services (if applicable): Not Applicable

19. List of service and distribution points (if applicable): Not Applicable

20. List of participating dealers (if applicable): Not Applicable

21. Preventive maintenance (if applicable): Not Applicable

22a. Special attributes such as environmental attributes (e.g., recycled content, energy efficiency, and/or reduced pollutants): Not Applicable

22b. If applicable, indicate that Section 508 compliance information is available for the information and communications technology (ICT) products and services and show where full details can be found (e.g. contractor's website or other location.) ICT accessibility standards can be found at: https://www.Section508.gov/. Not Applicable

23. Unique Entity Identifier (UEI) number: DVKXGN7LJVD9

24. Notification regarding registration in System for Award Management (SAM) database: Contractor registered and active in SAM

Item	SIN	Awarded Labor Category	Year 7 6/16/23-6/15/24	Year 8 6/16/24-6/15/25	Year 9 6/16/25-6/15/26	Year 10 6/16/26-6/15/27
1	541330ENG, 541330EMI, 541715, 541420, 541611, 611430, 54151S	Program Manager	$204.97	$210.71	$216.61	$222.68
2	541330ENG, 541330EMI, 541715, 541420	Sr. Engineer/Scientist I	$143.59	$147.61	$151.74	$155.99
3	541330ENG, 541330EMI, 541715, 541420	Sr. Engineer/Scientist II	$165.42	$170.05	$174.81	$179.70
4	541330ENG, 541330EMI, 541715, 541420	Sr. Engineer/Scientist III	$214.14	$220.14	$226.30	$232.64
5	541330ENG, 541330EMI, 541715, 541420	Sr. Engineer/Scientist IV	$286.00	$294.01	$302.24	$310.70
6	541330ENG, 541330EMI, 541715, 541420	Engineer/Scientist I	$69.22	$71.16	$73.15	$75.20
7	541330ENG, 541330EMI, 541715, 541420	Engineer/Scientist II	$86.66	$89.09	$91.58	$94.14
8	541330ENG, 541330EMI, 541715, 541420	Engineer/Scientist III	$99.80	$102.59	$105.46	$108.41
9	541330ENG, 541330EMI, 541715, 541420	Engineer/Scientist IV	$111.66	$114.79	$118.00	$121.30
10	541330ENG, 541330EMI, 541715, 541420	Engineer/Scientist V	$122.04	$125.46	$128.97	$132.58
11	541330ENG, 541330EMI, 541715, 541420, 541611, 611430, 54151S	Sr. Analyst I	$96.53	$99.23	$102.01	$104.87
12	541330ENG, 541330EMI, 541715, 541420, 541611, 611430, 54151S	Sr. Analyst II	$113.85	$117.04	$120.32	$123.69
13	541330ENG, 541330EMI, 541715, 541420, 541611, 611430, 54151S	Sr. Analyst III	$134.10	$137.85	$141.71	$145.68
14	541330ENG, 541330EMI, 541715, 541420, 541611, 611430, 54151S	Sr. Analyst IV	$154.35	$158.67	$163.11	$167.68
15	541330ENG, 541330EMI, 541715, 541420, 541611, 611430, 54151S	Analyst I	$50.60	$52.02	$53.48	$54.98
16	541330ENG, 541330EMI, 541715, 541420, 541611, 611430, 54151S	Analyst II	$54.53	$56.06	$57.63	$59.24
17	541330ENG, 541330EMI, 541715, 541420, 541611, 611430, 54151S	Analyst III	$72.78	$74.82	$76.91	$79.06
18	541330ENG, 541330EMI, 541715, 541420, 541611, 611430, 54151S	Business Specialist I	$83.53	$85.87	$88.27	$90.74
19	541330ENG, 541330EMI, 541715, 541420, 541611, 611430, 54151S	Business Specialist III	$123.98	$127.45	$131.02	$134.69
20	541330ENG, 541330EMI, 541715, 541420, 541611, 611430, 54151S	Business Specialist IV	$144.25	$148.29	$152.44	$156.71
21	541330ENG, 541330EMI, 541715, 541420, 541611, 611430, 54151S	Sr. Program/Analyst	$124.14	$127.62	$131.19	$134.86

Item	SIN	Awarded Labor Category	Year 7 6/16/23-6/15/24	Year 8 6/16/24-6/15/25	Year 9 6/16/25-6/15/26	Year 10 6/16/26-6/15/27
22	541330ENG, 541330EMI, 541715, 541420, 541611, 611430, 54151S	Database Analyst/Programmer	$98.10	$100.85	$103.67	$106.57
23	541330ENG, 541330EMI, 541715, 541420, 541611, 611430, 54151S	Technical Specialist**	$67.89	$69.79	$71.74	$73.75
24	541330ENG, 541330EMI, 541715, 541420, 541611, 611430, 54151S	Subject Matter Expert (SME) I – Science and Technology	$181.50	$186.58	$191.80	$197.17
25	541330ENG, 541330EMI, 541715, 541420, 541611, 611430, 54151S	Subject Matter Expert (SME) III -Science and Technology	$256.72	$263.91	$271.30	$278.90
26	541330ENG, 541330EMI, 541715, 541420, 541611, 611430	Subject Matter Expert (SME) I – Process Improvement	$167.27	$171.95	$176.76	$181.71
27	541330ENG, 541330EMI, 541715, 541420, 541611, 611430	Subject Matter Expert (SME) II – Process Improvement	$208.23	$214.06	$220.05	$226.21
28	541330ENG, 541330EMI, 541715, 541420, 541611, 611430	Subject Matter Expert (SME) III– Process Improvement	$267.08	$274.56	$282.25	$290.15
29	541330ENG, 541330EMI, 541715, 541420, 541611, 611430	Subject Matter Expert (SME) IV– Process Improvement	$296.82	$305.13	$313.67	$322.45
30	541330ENG, 541330EMI, 541715, 541420, 541611, 611430	Subject Matter Expert (SME) V – Process Improvement	$355.86	$365.82	$376.06	$386.59
31	541330ENG, 541330EMI, 541715, 541420, 541611, 611430	Appraiser/Auditor I	$225.93	$232.26	$238.76	$245.45
32	541330ENG, 541330EMI, 541715, 541420, 541611, 611430	Appraiser/Auditor II	$249.95	$256.95	$264.14	$271.54
33	541330ENG, 541330EMI, 541715, 541420, 541611, 611430	Appraiser/Auditor III	$267.25	$274.73	$282.42	$290.33
34	541330ENG, 541330EMI, 541715, 541420, 541611, 611430, 54151S	Consultant / Facilitator / Trainer I	$102.13	$104.99	$107.93	$110.95
35	541330ENG, 541330EMI, 541715, 541420, 541611, 611430, 54151S	Consultant / Facilitator / Trainer II	$124.19	$127.67	$131.24	$134.91
36	541330ENG, 541330EMI, 541715, 541420, 541611, 611430, 54151S	Consultant / Facilitator / Trainer III	$148.22	$152.37	$156.64	$161.03
37	541330ENG, 541330EMI, 541715, 541420, 541611, 611430, 54151S	Consultant / Facilitator / Trainer IV	$172.58	$177.41	$182.38	$187.49
38	541330ENG, 541330EMI, 541715, 541420, 541611, 611430, 54151S	Consultant / Facilitator / Trainer V	$190.55	$195.89	$201.37	$207.01

SERVICE CONTRACT LABOR STANDARDS MATRIX

SCLS Eligible Contract Labor Category	SCLS Equivalent Code Title	WD Number
Technical Specialist	01113 - General Clerk III	2015-4603

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).

CEPEDA GSA TRAINING COURSE PRICELIST

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

Course Title	Course Description	Course Objective	Days	Price
CMMI-DEV 1.3 Executive Overview – Half Day	This course introduces participants to version 1.3 of the CMMI for Development model to help them understand how engineering, management and support activities can be improved.	The course introduces executives to CMMI-DEV and provides an overview of: (1) Overview including terms and concepts; (2) Business Case for CMMI; (3) CMMI adoption; (4) How CMMI meets its purpose and (5) Implementation guidance and suggestions.	2-4 hours	$3,350.13 for up to 20 people $143.58 for each additional student Max of 40 people
CMMI-DEV 1.3 Executive Overview – 1 Day	This course introduces participants to version 1.3 of the CMMI for Development model to help them understand how to apply best practices to engineering, management and support activities.	Class participant will be able to: 1) understand CMMI-DEV model structure; 2) understand model terminology; 3) map model terminology to organizational terminology; 4) interpret all process areas within the context of the organization's culture, business needs, and circumstance; 5) Discuss implementation guidance and suggestions.	1	$5,743.07 for up to 20 people $382.87 for each additional student Max of 40 people
CMMI-SVC 1.3 Executive Overview – Half Day	This course introduces executives to version 1.3 of the CMMI for Services model to help them understand how engineering services and other services can be improved.	The course introduces executives to CMMI-SVC and provides an overview of: (1) Overview including terms and concepts; (2) Business Case for CMMI; (3) CMMI adoption; (4) How CMMI meets its purpose; and (5) Implementation guidance and suggestions.	2-4 hours	$3,350.13 for up to 20 people $143.58 for each additional student Max of 40 people
CMMI-SVC 1.3 Executive Overview – 1 Day	This course introduces participants to version 1.3 of the CMMI for Services model to help them understand how to apply best practices to the delivery of engineering services and other services.	Class participant will be able to: 1) understand CMMI-SVC model structure; 2) understand model terminology; 3) map model terminology to organizational terminology; 4) interpret all process areas within the context of the organization's culture, business needs, and circumstance; 5) Discuss implementation guidance and suggestions.	1	$5,743.07 for up to 20 people $382.87 for each additional student Max of 40 people
CMMI 2.0 Overview – Half Day	This course introduces participants to the CMMI v2.0 and how it can help them improve business performance and increase capability.	Course participants are provided an overview of the following: (1) Business Case for CMMI; (2) Model Components; (3) CMMI Adoption; and (4) Implementation Guidance for selected Practice Areas. Note: this class can be tailored to a specific role (e.g., Executives) and/or a specific model View (e.g., Development, Services).	2-4 hours	$3579.35 for up to 15 people $221.66 for each additional student Max of 40 people
CMMI 2.0 Overview – 1 Day	This course introduces participants to the CMMI v2.0 and how it can help them improve business performance and increase capability.	Course participants are provided an overview of the following: (1) Business Case for CMMI; (2) Model Components, Views, and Structure; (3) CMMI Adoption within the context of the organization's culture and business needs; and (4) Implementation Guidance for the relevant Practice Areas. Note: this class can be tailored to a specific role (e.g., Executives) and/or a specific model View (e.g., Development, Services).	1	$6136.02 for up to 15 people $338.04 for each additional student Max of 40 people
3-Day CMMI Institute Introduction to CMMI-DEV V1.3	This three-day course introduces engineers, managers and practitioners, appraisal team members, and process improvement teams to CMMI for Development fundamental concepts. The course will help attendees understand how to apply best practices to engineering, management and support activities.	Successful completion of this course will enable participants to: (1) Describe the components of the CMMI-DEV model and their relationships; (2) Discuss the process areas; (3) Describe the model content; (4) Learn effective practices for product development; (5) Sustain improvement; and (6) Prepare for next steps, such as an appraisal or certification.	3	$1,459.70 per participant* Min of 10 participants and max of 30 participants

Course Title	Course Description	Course Objective	Days	Price
3-Day CMMI Institute Introduction to CMMI-SVC	This three-day course introduces engineering services managers and practitioners and other service managers and practitioners, appraisal team members, and process improvement teams to CMMI for Services fundamental concepts. The course will help attendees understand how service delivery can be improved.	Successful completion of this course will enable participants to: (1) Describe the components of the CMMI-SVC model and their relationships; (2) Discuss the process areas; (3) Describe the model content; (4) Determine whether CMMI-SVC applies to their business context; (5) Learn effective practices for defining, establishing, and managing service; (6) Sustain improvement; and (7) Prepare for next steps, such as an appraisal or certification.	3	$1,459.70 per participant* Min of 10 participants and max of 30 participants
3-Day CMMI Institute Introduction to CMMI-DEV and CMMI-SVC Combined	This three-day course combines the 3-day Introduction to CMMI-SVC or 3-day Introduction to CMMI-DEV course described above with the 1-day CMMI-DEV or 1-day CMMI-SVC supplement course described below into a single course.	Successful completion of this course will enable participants to achieve the objectives for the both the 3-day CMMI Institute Introduction to CMMI-DEV 1.3 and the 3-day CMMI Institute Introduction to CMMI-SVC described above.	3	$1,722.92 per participant* Min of 10 participants and max of 30 participants
CMMI Institute Introduction to CMMI-DEV Supplement	This half-day course introduces engineering service providers as well as other service providers, appraisal team members, engineers, practitioners and process group members to the CMMI for Development (CMMI-DEV) model, which describes effective practices for developing quality products for customers and end users. Pre-requisite: 3-day CMMI-SVC course.	Successful completion of this course enables participants to do the following: (1) Explain how CMMI-DEV can help a development or service organization to improve its development processes; (2) Describe the unique elements of CMMI-DEV; and (3) Locate information in the CMMI-DEV model.	1/2	$516.88 per participant* Min of 10 participants and max of 30 participants
CMMI Institute Introduction to CMMI-SVC Supplement	This half-day course introduces engineering service providers as well as other service providers, appraisal team members, engineers, practitioners and process group members to CMMI fundamental concepts related to service delivery. Pre-requisite: 3-day CMMI-DEV course.	Successful completion of this course enables participants to do the following: (1) Understand how CMMI-SVC can help a services organization improve their performance; (2) Describe the unique elements of CMMI-SVC; and (3) Locate information in the CMMI-SVC model.	1/2	$516.88 per participant* Min of 10 participants and max of 30 participants
CMMI 2.0 Upgrade	This 1-day course introduces students to the CMMI version 2.0 model and highlights the differences between the CMMI version 1.3 and the CMMI version 2.0 Pre-requisite: 3-day Introduction to CMMI course.	Successful completion of this course enables participants to (1) understand the model components and views; (2) understand the differences between the CMMI v1.3 and v2.0; (3) understand how implementation of the model practices can improve performance and increase capability within an organization; and (4) understand the Appraisal Method.	1	$957.18 per participant* Min of 12 participants and max of 25 participants
Foundations of Capability	This 2-day course introduces students to the CMMI v2.0 Model and the business value that can be gained by improving performance and increasing capability.	Successful completion of this course enables participants to (1) understand the model components and views; (2) understand the core content of the CMMI v2.0 model; and (3) understand how implementation of the model practices can improve performance and increase capability within an organization.	2	$1292.19 per participant* Min of 12 participants and max of 25 participants

Course Title	Course Description	Course Objective	Days	Price
Building Development Excellence	This 1-day course introduces students to the CMMI v2.0 Development-specific content. Pre-requisite: Foundations of Capability	Successful completion of this course enables participants to (1) understand the Development-specific content and how it can be used to build capability into developing or engineering products; and (2) understand the new Appraisal Method.	1	$717.88 per participant* Min of 12 participants and max of 25 participants
Building Services Excellence	This 1-day course introduces students to the CMMI v2.0 Services-specific content. Pre-requisite: Foundations of Capability	Successful completion of this course enables participants to (1) understand the Services-specific content and how it can be used to build capability into delivering and managing services; and (2) understand the new Appraisal Method.	1	$717.88 per participant* Min of 12 participants and max of 25 participants
High Maturity Concepts	This 1-day course teaches students how high maturity organizations obtain a competitive advantage through building capability for data-driven decisions and continuous improvement. Pre-requisite: CMMI 2.0 Upgrade Training or Foundations of Capability and Building Development Excellence or Building Services Excellence	Successful completion of this course enables participants to (1) understand the business value of improving performance using High Maturity concepts; (2) recognize process characteristics that meet the intent of the CMMI high maturity practices; and (3) identify quantitative and statistical techniques used to assess, improve, and sustain process capability and performance.	1	$957.18 per participant* Min of 12 participants and max of 25 participants
CMMI v2.0 Three Course Combination	This course combines Foundations of Capability, Building Development Excellence, and Building Services Excellence.		4	$2584.38 per participant Min of 12 participants and max of 25 participants
1-Day Agile Project Management	This course is for participants who want to understand the principles of Agile Project Management as it relates to Agile principles and characteristics.	The course prepares participants to: (1) Initiate the investigation into whether and where their organization is ready for Agile project management; (2) Understand the values, principles, and attributes of agile projects and agile project management; (3) Identify and become familiar with selected tools and techniques that support agile project management; (4) Understand selected Agile methodologies and process frameworks such as Scrum, XP, Crystal; and (5) Understand an Agile implementation roadmap for their organization.	1	$5,743.07 for up to 20 people $382.87 for each additional student Max of 40 people
CMMI High Maturity Overview	This half-day course introduces participants to the concepts associated with the CMMI Process Areas at Maturity Levels 4 and 5	The course prepares participants to: (1) Understand statistical and quantitative management techniques; (2) Understand the intent of high maturity in CMMI; (3) Understand the practices at Maturity Levels 4 and 5; and (4) Understand the value of a high maturity implementation and how to get started.	½ day	$10,528.97 for up to 20 people $191.44 for each additional student Max of 40 participants
Process Improvement Workshop – Half Day	This half-day workshop provides a practical approach to initiating and maintaining a process improvement program	This workshop prepares participants to perform the following in their organization: (1) initiate a Process Group; (2) establish a process improvement infrastructure; (3) effectively perform process definition, deployment, and sustainment	½ day	$670.03 per participant* Min of 10 participants and max of 25 participants

Course Title	Course Description	Course Objective	Days	Price
Process Improvement Workshop – 1 Day	This full-day workshop provides a practical approach to initiating and maintaining a process improvement program as well as providing an understanding of how to interpret the CMMI 2.0 for the participant's organization	This workshop addresses the course objectives for the ½ day Process Improvement Workshop as well as facilitating the following practical hands-on activities: (1) defining a Process Architecture; (2) using the CEPEDA CMMI 2.0 Mapping Aid to perform process definition; and (3) understanding the application of key CMMI 2.0 Practice Areas for your organizational environment.	1	$1163.73 per participant* Min of 10 participants and max of 25 participants
Process Improvement Workshop – 2 Day	This two-day workshop provides a practical approach to initiating and maintaining a process improvement program as well as providing an understanding of how to interpret the CMMI 2.0 for the participant's organization	This workshop addresses the course objectives for the 1- day Process Improvement Workshop as well as facilitating the following practical hands-on activities: (1) populating the CEPEDA CMMI 2.0 Mapping Aid for your organization; and (3) understanding the application of key CMMI 2.0 Practice Areas for your organizational environment.	2	$1710.33 per participant* Min of 10 participants and max of 25 participants
CMMI High Maturity Workshop	This 2-day course provides a practical application of high maturity concepts to enable quantitative management. Pre-requisite: CMMI High Maturity Overview	During this workshop participants will use their own metrics to build process performance baselines and process performance models so that quality and process performance objectives can be achieved.	2 days	$17,229.22 for up to 20 people $478.59 for each additional student Max of 40 participants

Note: all courses can be taught live or via virtual instructor-led training.

Discounts offered with paid registration of 10 or more individuals from the same organization.

CEPEDA LABOR CATEGORY DESCRIPTIONS

LABOR CATEGORY	FUNCTIONAL RESPONSIBLITIES	EDUCATION	YEARS OF EXPERIENCE
Program Manager	Directs the performance of a variety of related projects that may be organized by technology, program, or client. Oversees the technology development and/or application, marketing, and resource allocation within program client base. Responsible for the effective management of funds and personnel and is accountable for the quality and timely delivery of all contractual items. Operates within client guidance, contractual limitations, and company business and policy directives. Serves as focal point of contact with client regarding program activities. Ensures that all required resources including work force, production standards, computer time, and facilities are available for program implementation. Manages program consisting of multiple projects including project identification, design, development, and delivery. Confers with project manager to provide technical advice and to assist with problem resolution. May perform other duties as assigned.	Master's Degree or equivalent	12 years of relevant experience
Sr. Engineer/ Scientist I	Provides technical leadership on engineering/scientific related projects; managing high complexity efforts; briefing or leading client meetings; leading design or implementation efforts of programs, projects or tasks; ability to serve as primary interface with client management personnel regarding issues; and ensures work products adhere to customer requirements. May perform other duties as assigned. Comprehensive knowledge in one or more science and engineering disciplines discipline related to Statement of Work/Performance Work Statement.	Bachelor's Degree or equivalent	12 years of relevant experience
Sr. Engineer/ Scientist II	Provides technical leadership on engineering related projects; managing high complexity multi-task efforts; briefing or leading strategic level client meetings; leading design or implementation efforts of programs, projects or tasks; ability to serve as primary interface with client management personnel regarding strategic issues; and insure work products adhere to customer requirements and may perform other duties as assigned. Comprehensive knowledge in one or more science and engineering disciplines discipline related to Statement of Work/Performance Work Statement.	Bachelor's Degree or equivalent	14 years of relevant experience
Sr. Engineer/ Scientist III	Provides technical leadership on engineering related projects; managing high complexity multi-task efforts; briefing or leading strategic level client meetings; leading design or implementation efforts of programs, projects or tasks; ability to serve as primary interface with client management personnel regarding strategic issues; and insure work products adhere to customer requirements and may perform other duties as assigned. Comprehensive knowledge in one or more science and engineering disciplines and formal training in an engineering discipline related to Statement of Work/Performance Work Statement.	Bachelor's Degree or equivalent	16 years of relevant experience
Sr. Engineer/ Scientist IV	Provides technical leadership on engineering related projects; managing high complexity multi-task efforts; briefing or leading strategic level client meetings; leading design or implementation efforts of programs, projects or tasks; ability to serve as primary interface with client management personnel regarding strategic issues; and insure work products adhere to customer requirements and may perform other duties as assigned. Comprehensive knowledge in one or more science and engineering disciplines and formal training in an engineering discipline related to Statement of Work/Performance Work Statement.	Bachelor's Degree or equivalent	21 years of relevant experience
Engineer/ Scientist I	Receives guidance from senior level staff and works as part of a team to accomplish assigned engineering/scientific tasks. Performs assignments designed to develop professional work knowledge and abilities, and routine engineering work requiring application of standard techniques, procedures, and criteria in carrying out a sequence of related engineering tasks. Limited exercise of judgment is required on details of work and in making preliminary selections and adaptations of engineering alternatives.	Bachelor's Degree or equivalent	0 years of relevant experience

LABOR CATEGORY	FUNCTIONAL RESPONSIBLITIES	EDUCATION	YEARS OF EXPERIENCE
Engineer/ Scientist II	Receives guidance from senior level staff and works as part of a team to accomplish assigned engineering/scientific tasks. Performs assignments designed to develop professional work knowledge and abilities, and routine engineering work requiring application of standard techniques, procedures, and criteria in carrying out a sequence of related engineering tasks. Limited exercise of judgment is required on details of work and in making preliminary selections and adaptations of engineering alternatives.	Bachelor's Degree or equivalent	2 years of relevant experience
Engineer/ Scientist III	Plans and performs engineering research, design development, and other assignments in conformance with design, engineering, and customer specifications. Performs assignments designed to develop professional work knowledge and abilities, and engineering work requiring application of standard techniques, procedures, and criteria in carrying out a sequence of related engineering tasks. Compiles materials for customer briefings and technical presentations.	Bachelor's Degree or equivalent	5 years of relevant experience
Engineer/ Scientist IV	Plans and performs engineering/scientist research, analysis, design development, and/or other assignments in conformance with design, engineering, and customer specifications. Performs assignments designed to develop professional work knowledge and abilities, and engineering work requiring application of standard techniques, procedures, and criteria in carrying out a sequence of related engineering tasks. Interacts with customer representatives concerning the status of assigned tasks. Administers and coordinates tasks for assigned project work activities. Compiles materials for customer briefings and technical presentations.	Bachelor's Degree or equivalent	7 years of relevant experience
Engineer/ Scientist V	Plans and performs engineering/scientist research, analysis, design development, and/or other assignments in conformance with design, engineering, and customer specifications. Performs assignments designed to develop professional work knowledge and abilities, and engineering work requiring application of standard techniques, procedures, and criteria in carrying out a sequence of related engineering tasks. Interacts with customer representatives concerning the status of assigned tasks. Administers and coordinates tasks for assigned project work activities. Compiles materials for customer briefings and technical presentations.	Bachelor's Degree or equivalent	9 years of relevant experience
Sr. Analyst I	Performs a variety of technical tasks, either independently or under supervision, which are broad in nature and are concerned with the design and implementation, including personnel, hardware, software and support facilities and/or equipment. Supervises a team through project completion. Plans and performs technical research, design development, and other assignments in conformance with design, technical , and customer specifications. Responsible for major technical projects of higher complexity and importance than those normally assigned to lower level analysts. Coordinates the activities of personnel assigned to specific technical projects. May perform other duties as assigned.	Bachelor's Degree or equivalent	10 years of relevant experience
Sr. Analyst II	Performs a variety of technical tasks, either independently or under supervision, which are broad in nature and are concerned with the design and implementation, including personnel, hardware, software and support facilities and/or equipment. Supervises a team through project completion. Plans and performs technical research, design development, and other assignments in conformance with design, technical , and customer specifications. Responsible for major technical projects of higher complexity and importance than those normally assigned to lower level analysts. Coordinates the activities of personnel assigned to specific technical projects. May perform other duties as assigned.	Bachelor's Degree or equivalent	14 years of relevant experience

LABOR CATEGORY	FUNCTIONAL RESPONSIBLITIES	EDUCATION	YEARS OF EXPERIENCE
Sr. Analyst III	Performs a variety of technical tasks, either independently or under supervision, which are broad in nature and are concerned with the design and implementation, including personnel, hardware, software and support facilities and/or equipment. Supervises a team through project completion. Plans and performs technical research, design development, and other assignments in conformance with design, technical , and customer specifications. Responsible for major technical projects of higher complexity and importance than those normally assigned to lower level analysts. Coordinates the activities of personnel assigned to specific technical projects. May perform other duties as assigned.	Master's Degree or equivalent	12 years of relevant experience
Sr. Analyst IV	Performs a variety of technical tasks, either independently or under supervision, which are broad in nature and are concerned with the design and implementation, including personnel, hardware, software and support facilities and/or equipment. Supervises a team through project completion. Plans and performs technical research, design development, and other assignments in conformance with design, technical , and customer specifications. Responsible for major technical projects of higher complexity and importance than those normally assigned to lower level analysts. Coordinates the activities of personnel assigned to specific technical projects. May perform other duties as assigned.	Master's Degree or equivalent	14 years of relevant experience
Analyst I	Receives guidance from senior level staff and works as part of a team to accomplish assigned technical analysis tasks.	Bachelor's Degree or equivalent	0 years of relevant experience
Analyst II	Under supervision, performs a variety of technical analysis tasks that are broad in nature. Requires knowledge of pertinent software, hardware, work processes, applicable regulations, and practices of the assigned subject-matter area. May perform other duties as assigned.	Bachelor's Degree or equivalent	2 years of relevant experience
Analyst III	Under supervision performs a variety of technical tasks that are broad in nature and are concerned with design and implementation, including personnel, hardware, software and support facilities and/or equipment. Performs with some latitude for un-reviewed actions and decisions. Plans and performs technical research, design development, and other assignments in conformance with design and customer specifications. Responsible for the technical part of a major project or a project of lesser complexity and importance than those normally assigned to a higher-level analysts and engineers. Coordinates the activities of technicians assigned to specific projects. May perform other duties as assigned.	Bachelor's Degree or equivalent	6 years of relevant experience
Business Specialist I	Includes all labor efforts identified as business and finance in nature, including but not limited to project control, finance and accounting, project planning and scheduling, and cost estimating. Performs complex evaluations of existing procedures, processes, techniques, models, and/or systems related to management problems or contractual issues that would require a report and recommends solutions. Principal duties may include, but are not limited to, preparing work breakdown structures, charts, tables, graphs, and diagrams to assist in analyzing problems. Provides daily supervision and direction to administrative staff.	Bachelor's Degree or equivalent	3 years of relevant experience
Business Specialist III	Includes all labor efforts identified as business and finance in nature, including but not limited to project control, finance and accounting, project planning and scheduling, and cost estimating. Performs complex evaluations of existing procedures, processes, techniques, models, and/or systems related to management problems or contractual issues that would require a report and recommends solutions. Principal duties may include, but are not limited to, preparing work breakdown structures, charts, tables, graphs, and diagrams to assist in analyzing problems. Provides daily supervision and direction to administrative staff.	Bachelor's Degree or equivalent	4 years of relevant experience

LABOR CATEGORY	FUNCTIONAL RESPONSIBLITIES	EDUCATION	YEARS OF EXPERIENCE
Business Specialist IV	Includes all labor efforts identified as business and finance in nature, including but not limited to project control, finance and accounting, project planning and scheduling, and cost estimating. Performs complex evaluations of existing procedures, processes, techniques, models, and/or systems related to management problems or contractual issues that would require a report and recommends solutions. Principal duties may include, but are not limited to, preparing work breakdown structures, charts, tables, graphs, and diagrams to assist in analyzing problems. Provides daily supervision and direction to administrative staff.	Master's Degree or equivalent	7 years of relevant experience
Senior Program/ Analyst	Overseeing the development team, manages the full life cycle of the process, monitoring research, reviewing codes and supervising any testing. May also be required to administer training throughout various phases of the development cycle. Ensures that all development practices are in compliance with best practices policies and procedures. Tracking and maintaining all records and metric, reports the project's progress to senior management. Should have experience in one or more of the following disciplines: Software Development, IT Administration and Database Administration.	Master's Degree or equivalent	4 years of relevant experience
Database Analyst/ Programmer	Under general direction, designs, implements and maintains complex databases with respect to JCL, access methods, access time, device allocation, validation checks, organization, protection and security, documentation, and statistical methods. Includes maintenance of database dictionaries, overall monitoring of standards and procedures, and integration of systems through database design. Competent to work at the highest level of all phases of database management.	Bachelor's Degree or equivalent	5 years of relevant experience
Technical Specialist**	Assists in collecting and organizing information required for preparation of user's manuals, training materials, installation guides, proposals, and other reports and deliverables. Edits functional descriptions, system specifications, user's manuals, special reports, or any other customer deliverables and documents.	High School Diploma/GED	5 years of relevant experience
Subject Matter Expert (SME) I – Science & Technology	Expert in single or multiple technical disciplines providing expert knowledge and insight into specific areas of science and technology. Guides the development and application of this knowledge to the project. Independently performs a variety of system design and integration tasks where subject matter expertise is required. Supervises and guides a broad team of technical staff/engineers. Plans and performs required research, design evaluation, technical development, system integration planning and other tasks in specific technical areas. Responsible for highly complex technical/engineering tasks. Coordinates and guides the activities of technical staff assigned to specific tasks. May perform other duties as required.	Master's Degree or equivalent	10 years of relevant experience with at least 5 years in the area of expertise
Subject Matter Expert (SME) III – Science & Technology	Expert in single or multiple technical disciplines providing expert knowledge and insight into specific areas of science and technology. Guides the development and application of this knowledge to the project. Independently performs a variety of system design and integration tasks where subject matter expertise is required. Supervises and guides a broad team of technical staff/engineers. Plans and performs required research, design evaluation, technical development, system integration planning and other tasks in specific technical areas. Responsible for highly complex technical/engineering tasks. Coordinates and guides the activities of technical staff assigned to specific tasks. May perform other duties as required.	Master's Degree or equivalent	14 years of relevant experience with at least 7 years in the area of expertise
Subject Matter Expert (SME) I – Process Improvement	Expert in single or multiple technical disciplines. Provides specialized analysis, training, or consultations to address complex scenarios based on standards and quality/process improvement models. Advises on implementations to effect change needed to achieve critical objectives. Builds effective relationships at all levels of supported organization to help champion key initiatives.	Bachelor's Degree of Equivalent	10 years of experience in specialized field.

LABOR CATEGORY	FUNCTIONAL RESPONSIBLITIES	EDUCATION	YEARS OF EXPERIENCE
Subject Matter Expert (SME) II -Process Improvement	Expert in single or multiple technical disciplines. Provides specialized analysis, training, or consultations to address complex scenarios based on standards and quality/process improvement models. Advises on implementations to effect change needed to achieve critical objectives. Builds effective relationships at all levels of supported organization to help champion key initiatives.	Bachelor's Degree of Equivalent	15 years of experience in specialized field.
Subject Matter Expert (SME) III – Process Improvement	Expert in single or multiple technical disciplines. Provides specialized analysis, training, or consultations to address complex scenarios based on standards and quality/process improvement models. Advises on implementations to effect change needed to achieve critical objectives. Builds effective relationships at all levels of supported organization to help champion key initiatives.	Bachelor's Degree of Equivalent	20 years of experience in specialized field.
Subject Matter Expert (SME) IV – Process Improvement	Expert in single or multiple technical disciplines. Provides specialized analysis, training, or consultations to address complex scenarios based on standards and quality/process improvement models. Advises on implementations to effect change needed to achieve critical objectives. Builds effective relationships at all levels of supported organization to help champion key initiatives.	Bachelor's Degree of Equivalent	25 years of experience in specialized field.
Subject Matter Expert (SME) V – Process Improvement	Expert in single or multiple technical disciplines. Provides specialized analysis, training, or consultations to address complex scenarios based on standards and quality/process improvement models. Advises on implementations to effect change needed to achieve critical objectives. Builds effective relationships at all levels of supported organization to help champion key initiatives.	Bachelor's Degree of Equivalent	30 years of experience in specialized field.
Appraiser/Auditor I	Serves as an Auditor/Appraiser in support of a quality management system or process asset review. Reviews are conducted in the form of formal and informal appraisals, assessments, or audits to identify gaps in processes. Provides counsel for their reviews as needed. Conducts reviews in accordance with applicable standards. Builds effective working relationships with peers and clients. May require accreditation to perform formal reviews using standards and models such as CMMI or ISO.	Bachelor's Degree or equivalent	15 years of relevant experience related to process improvement. 10 years with appraisals, assessments, or audits.
Appraiser/Auditor II	Serves as a Specialized Auditor/Appraiser in support of a quality management system or process asset review. Reviews are conducted in the form of formal and informal appraisals, assessments, or audits to identify gaps in processes. Provides counsel for their reviews as needed. Conducts reviews in accordance with applicable standards. Builds effective working relationships with peers and clients. Requires accreditation (for example, high Maturity Lead Appraiser for CMMI, Black Belt for Lean Six Sigma, etc.) to perform formal reviews using standards and models such as CMMI or ISO.	Bachelor's Degree or equivalent	15 years of relevant experience related to process improvement. 10 years with appraisals, assessments, or audits.
Appraiser/Auditor III	Serves as a Specialized Auditor/Appraiser in support of a quality management system or process asset review that requires a specialized level of expertise (for example, High Maturity appraisals for CMMI). Reviews are conducted in the form of formal and informal specialized appraisals, assessments, or audits to identify gaps in processes. Provides counsel for their specialized reviews as needed. Conducts specialized reviews in accordance with applicable standards. Builds effective working relationships with peers and clients. Requires accreditation (for example, high Maturity Lead Appraiser for CMMI, Black Belt for Lean Six Sigma, etc.) to perform specialized formal reviews using standards and models such as CMMI or ISO.	Bachelor's Degree or equivalent	15 years of relevant experience related to process improvement. 10 years with appraisals, assessments, or audits with at least 1 Specialized appraisal, assessment, or audit.

LABOR CATEGORY	FUNCTIONAL RESPONSIBLITIES	EDUCATION	YEARS OF EXPERIENCE
Consultant / Facilitator / Trainer I	Under supervision, provides support in strategic and organization planning, process improvement implementation and deployment, technology insertion, and change management. Typically assists with gap analysis, training, and assessments.	Bachelor's Degree or equivalent	8 years of related experience
Consultant / Facilitator / Trainer II	Guides and assists through a wide range of organizational and business improvement and modernization initiatives by applying continuous process improvement strategies, methodologies and principles. Provides assistance to consultation, strategic and organization planning, process improvement implementation and deployment, technology insertion, and change management. Identifies best practices, assesses performance measurement and researches, collects and verifies data and translates it into strategic and operational guidance. Typically performs gap analysis, and assessments. Training and coaching provided as required. Areas of focus include but are not limited to identifying and eliminating duplication, outsourcing opportunities, streamlining, centralizing, business transformation, business process redesign and modeling, quality improvement, CMMI, ISO and lean six sigma.	Bachelor's Degree or equivalent	12 years of related experience
Consultant / Facilitator / Trainer III	Provides expertise in areas such as consultation, strategic and organization planning, process improvement implementation and deployment, technology insertion, and change management. Typically performs gap analysis, and assessments. Training and coaching provided as required. Areas of focus include but are not limited to identifying and eliminating duplication, outsourcing opportunities, streamlining, centralizing, business transformation, business process redesign and modeling, quality improvement, CMMI, ISO and lean six sigma.	Bachelor's Degree or equivalent	15 years of related experience
Consultant / Facilitator / Trainer IV	Provides senior-level expertise in areas such as consultation, strategic and organization planning, process improvement implementation and deployment, technology insertion, and change management. Manages organizational and business improvement and modernization initiatives by applying continuous process improvement strategies, methodologies and principles. Identifies best practices, assesses performance measurement and researches, collects and verifies data and translates it into strategic and operational guidance. Training and coaching provided as required. Areas of focus include but are not limited to identifying and eliminating duplication, outsourcing opportunities, streamlining, centralizing, business transformation, business process redesign and modeling, quality improvement, CMMI, ISO and lean six sigma.	Bachelor's Degree or equivalent	20 years of related experience
Consultant / Facilitator / Trainer V	Provides senior-level expertise in areas such as consultation, strategic and organization planning, process improvement implementation and deployment, technology insertion, and change management. Leads organizational and business improvement and modernization initiatives by applying continuous process improvement strategies, methodologies and principles. Identifies best practices, assesses performance measurement and researches, collects and verifies data and translates it into strategic and operational guidance. Training and coaching provided as required. Areas of focus include but are not limited to identifying and eliminating duplication, outsourcing opportunities, streamlining, centralizing, business transformation, business process redesign and modeling, quality improvement, CMMI, ISO and lean six sigma.	Bachelor's Degree or equivalent	25 years of related experience

CEPEDA Education/Experience Substitution Table

Labor Category	Min Education	Min Experience	PhD	Masters	Bachelors	Associates	Highschool/GED/ Vocational Diploma
Program Manager	Masters	12	9	12	16	20	22
Sr. Engineer/Scientist I	Bachelors	12	5	8	12	N/A	N/A
Sr. Engineer/Scientist II	Bachelors	14	7	10	14	N/A	N/A
Sr. Engineer/Scientist III	Bachelors	16	9	12	16	N/A	N/A
Sr. Engineer/Scientist IV	Bachelors	21	14	17	21	N/A	N/A
Engineer/Scientist I	Bachelors	0	0	0	0	N/A	N/A
Engineer/Scientist II	Bachelors	2	0	0	2	N/A	N/A
Engineer/Scientist III	Bachelors	5	0	1	5	N/A	N/A
Engineer/Scientist IV	Bachelors	7	0	3	7	N/A	N/A
Engineer/Scientist V	Bachelors	9	2	5	9	N/A	N/A
Sr. Analyst I	Bachelors	10	3	6	10	14	16
Sr. Analyst II	Bachelors	14	7	10	14	18	20
Sr. Analyst III	Masters	12	9	12	16	20	22
Sr. Analyst IV	Masters	14	11	14	18	22	24
Analyst I	Bachelors	0	0	0	0	4	6
Analyst II	Bachelors	2	0	0	2	6	8
Analyst III	Bachelors	6	0	2	6	10	12
Business Specialist I	Bachelors	3	0	0	3	7	9
Business Specialist III	Bachelors	4	0	0	4	8	10
Business Specialist IV	Masters	7	4	7	11	15	17
Sr. Program/Analyst	Masters	4	1	4	8	12	14
Database Analyst/Programmer	Bachelors	5	0	1	5	9	11
Technical Specialist**	High School	5	0	0	0	3	5
Subject Matter Expert I - Science and Technology	Masters	10	7	10	14	18	20
Subject Matter Expert III-Science and Technology	Masters	14	11	14	18	22	24
Subject Matter Expert I - Process Improvement	Bachelors	10	3	6	10	14	16
Subject Matter Expert II - Process Improvement	Bachelors	15	8	11	15	19	21
Subject Matter Expert III - Process Improvement	Bachelors	20	13	16	20	24	26
Subject Matter Expert IV - Process Improvement	Bachelors	25	18	21	25	29	31
Subject Matter Expert V - Process Improvement	Bachelors	30	23	26	30	34	36
Appraiser/Auditor I	Bachelors	15	8	11	15	19	21
Appraiser/Auditor II	Bachelors	15	8	11	15	19	21
Appraiser/Auditor III	Bachelors	15	8	11	15	19	21
Consultant/Facilitator/Trainer I	Bachelors	8	1	4	8	12	14
Consultant/Facilitator/Trainer II	Bachelors	12	5	8	12	16	18
Consultant/Facilitator/Trainer III	Bachelors	15	8	11	15	19	21
Consultant/Facilitator/Trainer IV	Bachelors	20	13	16	20	24	26
Consultant/Facilitator/Trainer V	Bachelors	25	18	21	25	29	31