



General Services Administration  
Federal Supply Service  
Authorized Federal Supply Schedule Pricelist

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

## **Multiple Award Schedule Federal Supply Group: Professional Services**

**Contract Number: GS-00F-240CA**

*For more information on ordering from Federal Supply Schedules click on the "GSA Schedule" button at [www.gsa.gov](http://www.gsa.gov).*

**Period Covered by Contract: July 30, 2020 through July 29, 2025**

**Pricelist current through PS-0012, effective July 30, 2020**

**BAE SYSTEMS**

**BAE Systems Technology Solutions & Services Inc.  
520 Gaither Road, Rockville, MD 20850-6198**

Point of Contact for Administration: Bruce Heller

Phone: (301) 738-5985

Fax: (301) 738-4750 (Please notify of fax transmission)

[www.baesystems.com](http://www.baesystems.com)

**Business size: Large**

**Customer Information**

**1(a) Special Item Numbers (SINs):** BAE Systems Technology Solutions & Services Inc. has been awarded the following SINs:

<b>SIN</b>	<b>Recovery</b>	<b>SIN Description</b>
541330ENG	541330ENG - RC	Engineering Services
541420	541420 - RC	Engineering System Design and Integration Services
541715	54175 - RC	Engineering Research and Development and Strategic Planning
541380	541380 - RC	Testing Laboratory Services
541614SVC	541614SVC - RC	Supply and Value Chain Management
541614	541614 - RC	Deployment, Distribution and Transportation Logistics Services
611430	611430 - RC	Professional and Management Development Training
561210FS	561210FS - RC	Facilities Support Services
541611	541611 - RC	Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services
OLM	OLM - RC	Order-Level Materials

**1(b). Pricelist:** See page 33

**1(c). Labor Category Descriptions:** See page 9

**2. Maximum Order:** The maximum order designated for contracts awarded under this Schedule is \$1,000,000. Ordering activities may seek a price reduction for orders placed over this amount.

**3. Minimum Order:** The minimum order designated for contracts awarded under this solicitation is \$100.

**4. Geographic Coverage:** The geographic scope of this contract is within the 48 contiguous states, Washington, D.C., Alaska, Hawaii, Puerto Rico and, on a worldwide basis, in any foreign country in which trade is not prohibited by the United States Government.

**5. Points of Production:** USA

**6. Discounts from Price Lists:** All applicable discounts have been included in the hourly rates provided herein.

**7. Quantity Discounts:** 2.5% Discount Off of Orders Exceeding \$20,000,000

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

**9(a). Government Purchase Cards are accepted for purchases at or below the micro-purchase threshold.**

**9(b). Government Purchase Cards are accepted for purchases above the micro-purchase threshold.**

**10. Foreign Items:** Not Applicable

**11. Delivery:**

**11 (a) Time of Delivery:** As negotiated in each task order

**11 (b) Expedited Delivery:** Please coordinate with appropriate BAE Systems Task Order Contracts Administrator for expedited deliveries.

**11 (c) Overnight and 2-day Delivery:** Please coordinate with appropriate BAE Systems Task Order Contracts Administrator for overnight and 2-day deliveries.

**11 (d) Urgent Requirements:** Please coordinate with appropriate BAE Systems Task Order Contracts Administrator for urgent requirements.

**12. F.O.B. Points:** Destination

**13 (a). Ordering Address:**

BAE Systems Technology Solutions & Services Inc.  
520 Gaither Road  
Rockville, MD 20850-6198

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

**14. Payment Addresses:**

**Electronic Payment**

BAE Systems Technology Solutions &  
Services Inc.  
Citibank Delaware  
One Penn's Way  
New Castle, DE 19720

**Conventional Payment**

BAE Systems Technology Solutions &  
Services Inc.  
P.O. Box 64528  
Baltimore, MD 21264

**15. Warranty Provision:** None

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

**17. Terms and Conditions of Government Purchase Card Acceptance:** Contact Contractor

**18. Terms and Conditions of Rental, Maintenance, and Repair:** Not Applicable

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

**20 (a) Terms and Conditions of Repair Parts:** Not Applicable

**20 (b) Terms and Conditions for Any Other Services:** Travel – Any travel required by an ordering agency in the performance of PES services under this contract will be reimbursed by the ordering agency. Contractor travel will be in accordance with the Federal Travel Regulations or Joint Travel Regulations, as applicable. Established Federal Government per diem rates will apply to contractor travel, plus applicable burdens allowed and negotiated with the Government customer.

**21. Service and Distribution Points:** Not Applicable

**22. List of Participating Dealers:** Not Applicable

**23. Preventive Maintenance:** Not Applicable

**24 (a) Environmental Attributes:** Not Applicable

**24 (b) Section 508 Compliance:** BAE Systems shall comply with Section 508 standards and requirements as specified in each Statement of Work (SOW) and its associated individual task/delivery order. Each SOW must specifically state the standards that must be met for accessibility relative to the products or services requested. More information regarding Section 508 can be found at the Government's web site [www.section508.gov](http://www.section508.gov).

**25. Data Universal Number System (DUNS) Number:** 103933453

**26. System for Award Management (SAM):** BAE Systems Technology Solutions & Services Inc. has registered and is current in Systems for Award Management (SAM).

**Special Item Number (SIN) Descriptions****Large Category: Professional Services****541330ENG & 541330ENG RC: Engineering Services**

Services include: applying physical laws and principles of engineering in the design, development, and utilization of machines, materials, instruments, processes, and systems. Services may involve any of the following activities: provision of advice, concept development, requirements analysis, preparation of feasibility studies, preparation of preliminary and final plans and designs, provision of technical services during the construction or installation phase, inspection and evaluation of engineering projects, and related services.

NOTE: Services under this SIN cannot include architect-engineer services as defined in the Brooks Act and FAR Part 2, or construction services as defined in FAR Parts 2 and 36.

**541420 & 541420 RC: Engineering System Design and Integration Services**

Services include creating and developing designs and specifications that optimize the use, value, and appearance of their products. These services can include determination of the materials, construction, mechanisms, shape, color, and surface finishes of the product, taking into consideration human characteristics and needs, safety, market appeal, and efficiency in production, distribution, use, and maintenance.

Associated tasks include, but are not limited to computer-aided design, e.g. CADD, risk reduction strategies and recommendations to mitigate identified risk conditions, fire modeling, performance-based design reviews, high level detailed specification and scope preparation, configuration, management and document control, fabrication, assembly and simulation, modeling, training, consulting, analysis of single or multi spacecraft missions and mission design analysis.

NOTE: Services under this NAICs cannot include architect-engineer services as defined in the Brooks Act and FAR Part 2 or construction services as defined in the Federal Acquisition Regulation Part 36 and Part 2.

An implementation guide for Space launch Integration Services (SLIS) can be found at [www.gsa.gov/psschedule](http://www.gsa.gov/psschedule) - click on "Professional Engineering Solutions".

**541715 & 541714 RC: Engineering Research and Development and Strategic Planning**

Service include conducting research and experimental development (except nanotechnology and biotechnology research and experimental development) in the physical, engineering and life sciences such as; such as agriculture, electronics, environmental, biology, botany, computers, chemistry, food, fisheries, forests, geology, health, mathematics, medicine, oceanography, pharmacy, physics, veterinary and other allied subjects.

Typical tasks include, but are not limited to, analysis of mission, program goals and objectives, program evaluations, analysis of program effectiveness, requirements analysis, organizational performance assessment, special studies and analysis, training, and consulting; requirements analysis, cost/cost performance trade-off analysis, feasibility analysis, developing and completing fire safety evaluation worksheets as they relate to professional engineering services; operation and maintenance, evaluation of inspection, testing, and maintenance program for fire protection and life safety systems, program/project management, technology transfer/insertion, training and consulting.

NOTE: Services under this NAICs cannot include architect-engineer services as defined in the Brooks Act and FAR Part 2 or construction services as defined in the Federal Acquisition Regulation Part 36 and Part 2.

**541614SVC & 541614SVC RC: Supply and Value Chain Management**

Includes supply and value chain management, which involves all phases of the planning, acquisition, and management of logistics systems.

**541614 & 54614 RC: Deployment, Distribution and Transportation Logistics Services**

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

**611430 & 611430 RC: Professional and Management Development Training**

Services include offering an array of short duration courses and seminars for management and professional development. Training for career development may be provided directly to individuals or through employers' training programs, and courses may be customized or modified to meet the special needs of customers. Instruction may be provided in diverse settings, such as the establishment's or agency's training facilities, and through diverse means, such as correspondence, television, the Internet, or other electronic and distance-learning methods. The training provided may include the use of simulators and simulation methods.

Examples include Training Services that are instructor led Training or Web Based Training of Education Courses, Course Development and Test Administration, Learning Management, and Internships; Environmental Training Services in order to meet Federal mandates and Executive Orders; training of agency personnel to deal with media and media responses; Logistics Training Services related to system operations, automated tools for supply and value chain management, property and inventory management, distribution and transportation management, and maintenance of equipment and facilities; Audit & Financial training services related to course development and instruction required to support audit, review, financial assessment and financial management activities.

Any firm offering Defense Acquisition Workforce Improvement Act (DAWIA) and Federal Acquisition Certification in Contracting (FAC-C) Training for Acquisition Workforce Personnel will include an identify only DAWIA and FAC-C courses that have been deemed DAU equivalent or approved by the Federal Acquisition Institute (FAI).

NOTE: In accordance with OMB Policy Letter 05-01, civilian agencies must follow the course equivalency determinations accepted by the Defense Acquisition University (DAU) to ensure that core training is comparable across the workforce and qualifies for certification. When procuring FAC-C and DAWIA training for the audience identified below, the task order level Contracting Officer shall confirm that the courses being acquired are listed on one of the following websites: <https://www.fai.gov/drupal/certification/verified-contracting-course-vendor-listing> OR <http://icatalog.dau.mil/appg.aspx> (click on commercial vendors). Training Audience-Acquisition professionals interested in completing FAC-C or DAWIA

**541611 & 541611 RC: Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services**

Provide operating advice and assistance on administrative and management issues. Examples include: strategic and organizational planning, business process improvement, acquisition and grants management support, facilitation, surveys, assessment and improvement of financial management systems, financial reporting and analysis, due diligence in validating an agency's portfolio of assets and related support services, strategic financial planning, financial policy formulation and development, special cost studies, actuarial services, economic and regulatory analysis, benchmarking and program metrics, and business program and project management.

Inherently Governmental services as identified in FAR 7.503 or by the ordering agency are prohibited. It is the responsibility of the Contracting Officer placing the order to make this determination. Ordering activities must require prospective contractors to identify potential conflicts of interest and address those, prior to task order award.

Personal services as defined in FAR 37.104 are prohibited.

**Large Category: Facilities****561210FS & 561210FS RC: Facilities Support Services**

Providing operating staff to perform a combination of support services within an agency's facilities that include planning, designing, managing, operating and maintaining reliable and efficient systems, equipment, facilities and logistics infrastructures to improve equipment and logistics performance, and reduce life cycle costs.

Examples include providing a combination of services, such as complete turnkey operations, maintenance and support services, Base facilities operation support services (excluding computer operations), depot maintenance, preventative maintenance planning, fleet/property management and maintenance, mobile utility support equipment operation, maintenance and repair, strategic account/project management, integrated facility management and operations management support., janitorial, maintenance, trash disposal, guard and security, mail routing, reception, laundry, and related services to support operations within facilities.

**Large Category: Scientific Management and Solutions****541380 & 541380 RC: Testing Laboratory Services**

Includes testing laboratory services and veterinary, natural, and life sciences; testing services and laboratories; and other professional, scientific, and technical consulting services.

Testing and services include, but are not limited to: physical, chemical, analytical, or other testing services; quality assurance; fire safety inspections; training; safety audits; relying upon experimental, empirical, quantifiable data, relying on the scientific method, and professional services, tasks, and labor categories in the fields of biology, chemistry, physics, earth sciences, atmospheric science, oceanography, materials sciences, mathematics, geology, astronomy, veterinary medicine, statistics, systems science, etc., (excludes social and behavioral sciences).

Examples of labor categories include, but are not limited to, Scientific Researchers, Biologists, Physicists, Mathematicians, Statisticians, Research Engineers, Meteorologists, Lab Technicians, Veterinarians and Veterinary Services, Chemists, Biochemical Engineers, Research Nurses. Transportation management, and maintenance of equipment and facilities supporting these activities.

**Large Category: Miscellaneous****OLM & OLM RC: Order-Level Materials**

OLMs are supplies and/or services acquired in direct support of an individual task or delivery order placed against a Schedule contract or BPA. OLM pricing is not established at the Schedule contract or BPA level, but at the order level. Since OLMs are identified and acquired at the order level, the ordering contracting officer (OCO) is responsible for making a fair and reasonable price determination for all OLMs.

OLMs are procured under a special ordering procedure that simplifies the process for acquiring supplies and services necessary to support individual task or delivery orders placed against a Schedule contract or BPA. Using this new procedure, ancillary supplies and services not known at the time of the Schedule award may be included and priced at the order level.

**LABOR CATEGORY DESCRIPTIONS**

**SINS: 541330ENG, 541420, 541380 (PES)**

<b>Labor Category Title</b>	<b>Description</b>	<b>Minimum Education/Experience</b>	<b>Education/Experience Substitutions</b>
<b>Administrative **</b>	Performs moderately complex diverse office or clerical duties following established policies and procedures. Produces, maintains and updates documents, reports and correspondence using word processing systems or computer word processing software	High School Diploma & 4 years related experience.	Associates Degree & 1 year related experience
<b>Analyst 1</b>	Works under the direction of a senior-related position. Provides analysis support in any of the following disciplines: engineering, science, business, financial, cost, or program management. Typical duties performed may include; analysis, design, development, testing, integration, logistics, program management, cost, financial, or management analysis, or maintenance of systems, processes, programs, offices or products.	Bachelor's Degree	High School Diploma & 4 years related experience  Associates Degree & 2 years related experience
<b>Analyst 2</b>	Provides analysis support in any of the following disciplines: engineering, science, business, financial, cost, or program management. Typical duties performed may include; analysis, design, development, testing, integration, logistics, program management, cost, financial, or management analysis, or maintenance of systems, processes, programs, offices or products.	Bachelor's Degree & 2 years related experience.	High School Diploma & 6 years related experience  Associates Degree & 4 years related experience  Master's Degree
<b>Analyst 3</b>	Provides analysis support in any of the following disciplines: engineering, science, business, financial, cost, or program management. Typical duties performed may include; analysis, design, development, testing, integration, logistics, program management, cost, financial, or management analysis, or maintenance of systems, processes, programs, offices or products.	Bachelor's Degree & 4 years related experience.	High School Diploma & 8 years related experience  Associates Degree & 6 years related experience  Master's Degree & 2 years related experience  PhD
<b>Analyst 5</b>	Provides analysis support in any of the following disciplines: engineering, science, business, financial, cost, or program management. Typical duties performed may include; analysis, design, development, testing, integration, logistics, program management, cost, financial, or management analysis, or maintenance of systems, processes, programs, offices or products.	Bachelor's Degree & 8 years related experience.	High School Diploma & 12 years related experience  Associates Degree & 10 years related experience  Master's Degree & 6 years related experience  PhD & 4 years related experience
<b>Analyst 7</b>	Provides analysis support in any of the following disciplines: engineering, science, business, financial, cost, or program management. Typical duties performed may include; analysis, design, development, testing, integration, logistics, program management, cost, financial, or management analysis, or maintenance of systems, processes, programs, offices or products.	Bachelor's Degree & 12 years related experience.	High School Diploma & 16 years related experience  Associates Degree & 10 years related experience  Master's Degree & 6 years related experience  PhD & 8 years related experience

Labor Category Title	Description	Minimum Education/Experience	Education/Experience Substitutions
<b>Analyst 8</b>	Provides analysis support in any of the following disciplines: engineering, science, business, financial, cost, or program management. Typical duties performed may include; analysis, design, development, testing, integration, logistics, program management, cost, financial, or management analysis, or maintenance of systems, processes, programs, offices or products.	Bachelor's Degree & 16 years related experience.	High School Diploma & 20 years related experience  Associates Degree & 14 years related experience  Master's Degree & 10 years related experience  PhD & 12 years related experience
<b>Analyst 9</b>	Provides analysis support in any of the following disciplines: engineering, science, business, financial, cost, or program management. Typical duties performed may include; analysis, design, development, testing, integration, logistics, program management, cost, financial, or management analysis, or maintenance of systems, processes, programs, offices or products.	Bachelor's Degree & 25 years related experience.	High School Diploma & 29 years related experience  Associates Degree & 20 years related experience  Master's Degree & 14 years related experience  PhD & 16 years related experience
<b>Business Consultant 1</b>	Support role working under supervision. May include any of the following: competitive sourcing, outsourcing methodologies, value chain analysis, strategic planning, process improvement methodologies, change enablement and management, site-selection, and consolidation of operations. Other duties may include development of training curriculum to meet the unique needs of a particular customer's requirements, facilitate working groups and sessions, design schedules, conduct analyses, develop models, write reports, prepare presentations, present results, perform data collection, and data reduction/consolidation requirements	Bachelor's Degree & 4 years related experience.	High School Diploma & 8 years related experience  Associates Degree & 6 years related experience  Master's Degree & 2 years related experience  PhD
<b>Business Consultant 2</b>	May include any of the following: competitive sourcing, outsourcing methodologies, value chain analysis, strategic planning, process improvement methodologies, change enablement and management, site-selection, and consolidation of operations. Other duties may include development of training curriculum to meet the unique needs of a particular customer's requirements, facilitate working groups and sessions, design schedules, conduct analyses, develop models, write reports, prepare presentations, present results, perform data collection, and data reduction/consolidation requirements. Supports tasks for one or multiple customers. May lead a specific task in support of a particular customer.	Bachelor's Degree & 6 years related experience.	High School Diploma & 10 years related experience  Associates Degree & 8 years related experience  Master's Degree & 4 years related experience  PhD & 2 years related experience
<b>Business Consultant 3</b>	May include any of the following: competitive sourcing, outsourcing methodologies, value chain analysis, strategic planning, process improvement methodologies, change enablement and management, site-selection, and consolidation of operations. Other duties may include development of training curriculum to meet the unique needs of a particular customer's requirements, facilitate working groups and sessions, design schedules, conduct analyses, develop models, write reports, prepare presentations, present results, perform data collection, and data reduction/consolidation requirements. Manages tasks or contracts for a single customer and is responsible for technical, management, and cost performance. Performs work in a variety of operational areas or in a single consulting area.	Bachelor's Degree & 10 years related experience.	High School Diploma & 14 years related experience  Associates Degree & 12 years related experience  Master's Degree & 8 years related experience  PhD & 6 years related experience

Labor Category Title	Description	Minimum Education/Experience	Education/Experience Substitutions
<b>Business Consultant 4</b>	May include any of the following: competitive sourcing, outsourcing methodologies, value chain analysis, strategic planning, process improvement methodologies, change enablement and management, site-selection, and consolidation of operations. Other duties may include development of training curriculum to meet the unique needs of a particular customer's requirements, facilitate working groups and sessions, design schedules, conduct analyses, develop models, write reports, prepare presentations, present results, perform data collection, and data reduction/consolidation requirements. Serves as a senior advisor/analyst to customer's executive management team in a variety of capacities. May serve as the project lead for either a contract or task. May serve as the primary customer point of contact for an activity.	Master's Degree & 14 years related experience.	High School Diploma & 18 years related experience  Associates Degree & 16 years related experience  Bachelors & 12 years related experience  PhD & 10 years related experience
<b>Business Consultant 5</b>	May include any of the following: competitive sourcing, outsourcing methodologies, value chain analysis, strategic planning, process improvement methodologies, change enablement and management, site-selection, and consolidation of operations. Other duties may include development of training curriculum to meet the unique needs of a particular customer's requirements, facilitate working groups and sessions, design schedules, conduct analyses, develop models, write reports, prepare presentations, present results, perform data collection, and data reduction/consolidation requirements. Serves as a senior advisor/analyst to customer's executive management team in a variety of capacities and is recognized as an industry expert. May serve as the project lead for either a contract or task. May serve as the primary customer point of contact for an activity.	Master's Degree & 18 years related experience.	High School Diploma & 22 years related experience  Associates Degree & 20 years related experience  Bachelors & 16 years related experience  PhD & 14 years related experience
<b>Consultant</b>	Uses a wide application of principles, theories, concepts, and techniques to develop innovative solutions to problems. Leads concept development, system design, and simulation and modeling functions to support life cycle engineering activities. Applies expert knowledge to gather facts, research and analyze the data, and develop conclusions and recommendations.	Bachelor's Degree & 20 years related experience.	High School Diploma & 24 years related experience  Associates Degree & 22 years related experience  Master's Degree & 18 years related experience  PhD & 14 years related experience
<b>Documentation Specialist**</b>	Gathers, analyzes, and composes technical information. Translates technical information into clear readable documents to be used by technical and non-technical personnel.	High School Diploma & 9 years related experience.	Associates Degree & 7 years related experience  Bachelor's Degree & 5 years related experience
<b>Drafter**</b>	Prepares moderately complex drawings using computer drafting equipment or standard hand drafting techniques to communicate engineering ideas and information in support of engineering functions.	High School Diploma & 4 years related experience.	Associates Degree & 1 year related experience
<b>Engineering and Technical Analyst**</b>	Applies knowledge of and experience with moderately complex technological concepts in civil, electronic, electrical, mechanical, aeronautical, and related technological and engineering disciplines to prepare and accept specifications, design and production documentation, test plans and procedures.	High School Diploma & 11 years related experience	Associates Degree & 9 years related experience  Bachelor's Degree & 7 years related experience

Labor Category Title	Description	Minimum Education/Experience	Education/Experience Substitutions
<b>Engineer 1</b>	Works under the direction of a senior-related position. Plans, schedules, conducts or coordinates detailed phases of the engineering or scientific work in a project or performs work that involves conventional engineering or scientific practices. Typical work may include research, development, design, testing, logistics, analysis, production, maintenance, operation, planning, estimating, application, or standardization of engineering facilities, systems, structures, software applications, firmware, processes equipment, devices, or materials.	Bachelor's Degree	High School Diploma & 4 years related military experience  Associates Degree & 2 years related military experience
<b>Engineer 2</b>	Plans, schedules, conducts or coordinates detailed phases of the engineering or scientific work in a project or performs work that involves conventional engineering or scientific practices. Typical work may include research, development, design, testing, logistics, analysis, production, maintenance, operation, planning, estimating, application, or standardization of engineering facilities, systems, structures, software applications, firmware, processes equipment, devices, or materials.	Bachelor's Degree & 2 years related experience.	High School Diploma & 6 years related military experience  Associates Degree & 4 years related military experience  Master's Degree
<b>Engineer 3</b>	Plans, schedules, conducts or coordinates detailed phases of the engineering or scientific work in a project or performs work that involves conventional engineering or scientific practices. Typical work may include research, development, design, testing, logistics, analysis, production, maintenance, operation, planning, estimating, application, or standardization of engineering facilities, systems, structures, software applications, firmware, processes equipment, devices, or materials.	Bachelor's Degree & 4 years related experience.	High School Diploma & 8 years related military experience  Associates Degree & 6 years related military experience  Master's Degree & 2 years related experience  PhD
<b>Engineer 4</b>	Plans, schedules, conducts or coordinates detailed phases of the engineering or scientific work in a project or performs work that involves conventional engineering or scientific practices. Typical work may include research, development, design, testing, logistics, analysis, production, maintenance, operation, planning, estimating, application, or standardization of engineering facilities, systems, structures, software applications, firmware, processes equipment, devices, or materials.	Bachelor's Degree & 6 years related experience.	High School Diploma & 10 years related military experience  Associates Degree & 8 years related military experience  Master's Degree & 4 years related experience  PhD & 2 years related experience
<b>Engineer 5</b>	Plans, schedules, conducts or coordinates detailed phases of the engineering or scientific work in a project or performs work that involves conventional engineering or scientific practices. Typical work may include research, development, design, testing, logistics, analysis, production, maintenance, operation, planning, estimating, application, or standardization of engineering facilities, systems, structures, software applications, firmware, processes equipment, devices, or materials.	Bachelor's Degree & 8 years related experience.	High School Diploma & 12 years related military experience  Associates Degree & 10 years related military experience  Master's Degree & 6 years related experience  PhD & 4 years related experience
<b>Engineer 6</b>	Plans, schedules, conducts or coordinates detailed phases of the engineering or scientific work in a project or performs work that involves conventional engineering or scientific practices. Typical work may include research, development, design, testing, logistics, analysis, production, maintenance, operation, planning, estimating, application, or standardization of engineering facilities, systems, structures, software applications, firmware, processes equipment, devices, or materials.	Bachelor's Degree & 10 years related experience.	High School Diploma & 14 years related military experience  Associates Degree & 12 years related military experience  Master's Degree & 8 years related experience  PhD & 6 years related experience

Labor Category Title	Description	Minimum Education/Experience	Education/Experience Substitutions
<b>Engineer 7</b>	Plans, schedules, conducts or coordinates detailed phases of the engineering or scientific work in a project or performs work that involves conventional engineering or scientific practices. Typical work may include research, development, design, testing, logistics, analysis, production, maintenance, operation, planning, estimating, application, or standardization of engineering facilities, systems, structures, software applications, firmware, processes equipment, devices, or materials.	Bachelor's Degree & 12 years related experience.	High School Diploma & 16 years related military experience  Associates Degree & 14 years related military experience  Master's Degree & 10 years related experience  PhD & 8 years related experience
<b>Engineer 8</b>	Plans, schedules, conducts or coordinates detailed phases of the engineering or scientific work in a project or performs work that involves conventional engineering or scientific practices. Typical work may include research, development, design, testing, logistics, analysis, production, maintenance, operation, planning, estimating, application, or standardization of engineering facilities, systems, structures, software applications, firmware, processes equipment, devices, or materials.	Bachelor's Degree & 16 years related experience.	High School Diploma & 18 years related military experience  Associates Degree & 16 years related military experience  Master's Degree & 12 years related experience  PhD & 10 years related experience
<b>Engineer 9</b>	Plans, schedules, conducts or coordinates detailed phases of the engineering or scientific work in a project or performs work that involves conventional engineering or scientific practices. Typical work may include research, development, design, testing, logistics, analysis, production, maintenance, operation, planning, estimating, application, or standardization of engineering facilities, systems, structures, software applications, firmware, processes equipment, devices, or materials.	Bachelor's Degree & 25 years related experience.	High School Diploma & 20 years related military experience  Associates Degree & 18 years related military experience  Master's Degree & 14 years related experience  PhD & 12 years related experience
<b>Field Engineer**</b>	Applies broad and diversified knowledge of principles and techniques in civil, electronic, mechanical and related engineering fields to provide on-site technical and operational support in the design, development, installation, test and maintenance of equipment and systems.	High School Diploma & 12 years related military experience	Associates Degree & 10 years related military experience  Bachelor's Degree & 8 years related experience
<b>Financial Analyst</b>	Applies broad knowledge of accounting and finance principles in the analysis and evaluation of the prior, current and future financial conditions of ongoing and projected projects, programs and operations to determine status, performance, expenditures and revenue.	Bachelor's Degree	High School Diploma & 4 years related experience  Associates Degree & 2 years related experience
<b>Illustrator**</b>	Uses computer graphic tools or hand rendering techniques to draw, design or lay out complex camera-ready art for visual presentations.	High School Diploma & 6 years related experience	Associates Degree & 4 years related experience  Bachelor's Degree & 2 years related experience
<b>Information Specialist</b>	Assists in the development and maintenance of management information systems.	Bachelor's Degree & 4 years related experience	High School Diploma & 8 years related experience  Associates Degree & 6 years related experience  Master's Degree & 2 years related experience  PhD

Labor Category Title	Description	Minimum Education/Experience	Education/Experience Substitutions
<b>Jr. Engineering and Technical Analyst**</b>	Applies knowledge of and experience with moderately complex technological concepts in civil, electrical, mechanical, aeronautical, and related technological and engineering disciplines to prepare and accept specifications, design and production documentation, test plans and procedures.	High School Diploma & 10 years related experience	Associates Degree & 7 years related experience  Bachelor's Degree & 5 years related experience
<b>Jr. Field Engineer**</b>	Applies broad and diversified knowledge of principles and techniques in civil, electronic, mechanical and related engineering fields to provide on-site technical and operational support in the design, development, installation, test and maintenance of equipment and systems.	High School Diploma & 10 years related experience	Associates Degree & 8 years related experience  Bachelor's Degree & 6 years related experience
<b>Jr. Logistics Engineering and Technical Specialist</b>	Analyzes and coordinates integrated logistics support activities designed to provide effective and efficient life cycle support to equipment or systems. Prepares handbooks, bulletins, and information systems to provide logistics support. Compiles data on standardization and interchangeability of parts to expedite logistics activities. Maintains logistics records of operation or project.	High School Diploma & 4 years related experience	Associates Degree & 2 years related experience  Bachelor's Degree
<b>Jr. Technician</b>	Applies standard and unique practices and techniques in civil, electronic, mechanical and other technical disciplines in providing support for ongoing manufacturing, engineering and related technical projects and programs.	High School Diploma & 6 years related experience	Associates Degree & 4 years related experience
<b>Logistics Engineering and Technical Specialist</b>	Directs and coordinates integrated logistics support activities designed to provide effective and efficient life cycle support to equipment and systems. Formulates customer program requirements from consideration of equipment design and other data and recommends appropriate program activities from conceptual stage throughout life cycle of product.	Bachelor's Degree & 6 years related experience	High School Diploma & 10 years related experience  Associates Degree & 8 years related experience  Master's Degree & 4 years related experience  PhD & 2 years related experience
<b>Material Management Engineer and Technical Specialist</b>	Applies principles, techniques and policies of acquisition management to the development, installation, deployment and operation of new and existing systems. Identifies and monitors expenditures, provides projections, and prepares interim status and completion project reports.	Bachelor's Degree & 2 years related experience	Associates Degree & 4 years related experience  High School Diploma & 6 years related experience  Master's Degree
<b>Operations Research Specialist</b>	Performs qualitative and quantitative analysis of complex strategic, operational, and management problems. Uses ORSA tools and techniques (statistical and decision theory, mathematical programming, probabilistic models) during conduct of studies and investigations of concepts, designs, and new technologies.	Bachelor's Degree & 8 years related experience	High School Diploma & 12 years related experience  Associates Degree & 10 years related experience  Master's Degree & 6 years related experience  PhD & 4 years related experience
<b>Principal Systems Analyst</b>	Applies knowledge of and experience with technological, programmatic, program management or business fields to support the analysis of highly complex systems engineering, systems technology, support systems, program management, management or other related programs.	Bachelor's Degree & 8 years related experience	High School Diploma & 12 years related experience  Associates Degree & 10 years related experience  Master's Degree & 6 years related experience  PhD & 4 years related experience

Labor Category Title	Description	Minimum Education/Experience	Education/Experience Substitutions
<b>Program Analyst</b>	Develops and implements efficient methodologies to monitor the progress and compliance of one or more activities in meeting established program and/or contract milestones and deliverables.	Bachelor's Degree & 6 years related experience	High School Diploma & 10 years related experience  Associates Degree & 8 years related experience
<b>Program Manager</b>	Directs, coordinates and exercises supervisory authority for planning, organizing, controlling, integrating and completing engineering or technically related projects. Develops and establishes procedures and guidelines for daily operation of assigned program. Executes and implements program directives and develops systems and controls to carry out program tasks. Determines work schedules, sets priorities and implements procedures for performing work activities. Directs and monitors work results for meeting customer requirements, specifications and quality assurance standards. Evaluates performance of assigned program tasks in terms of quality, cost control and program schedules.	Bachelor's Degree & 8 years related experience	High School Diploma & 12 years related experience  Associates Degree & 10 years related experience  Master's Degree & 6 years related experience  PhD & 4 years related experience
<b>Programmer 1**</b>	Support role working under supervision. Designs, develops, implements, tests, maintains, operates, and/or documents computer programs and systems. Other duties may include design, development, and/or implementation of databases with respect to access methods, access time, and device allocation, as well as maintenance of database files and monitoring of standards and procedures.	Bachelor's Degree	High School Diploma & 4 years related experience  Associates Degree & 2 years related experience
<b>Programmer 2</b>	Designs, develops, implements, tests, maintains, operates, and/or documents computer programs and systems. Other duties may include design, development, and/or implementation of databases with respect to access methods, access time, and device allocation, as well as maintenance of database files and monitoring of standards and procedures.	Bachelor's Degree & 4 years related experience	High School Diploma & 8 years related experience  Associates Degree & 6 years related experience  Master's Degree & 2 years related experience  PhD
<b>Programmer 3</b>	Designs, develops, implements, tests, maintains, operates, and/or documents computer programs and systems. Other duties may include design, development, and/or implementation of databases with respect to access methods, access time, and device allocation, as well as maintenance of database files and monitoring of standards and procedures.	Bachelor's Degree & 8 years related experience	High School Diploma & 12 years related experience  Associates Degree & 10 years related experience  Master's Degree & 6 years related experience  PhD & 4 years related experience
<b>Programmer 4</b>	Designs, develops, implements, tests, maintains, operates, and/or documents computer programs and systems. Other duties may include design, development, and/or implementation of databases with respect to access methods, access time, and device allocation, as well as maintenance of database files and monitoring of standards and procedures.	Bachelor's Degree & 12 years related experience	High School Diploma & 16 years related experience  Associates Degree & 14 years related experience  Master's Degree & 10 years related experience  PhD & 8 years related experience
<b>Programmer/Programmer Analyst</b>	Translates operational requirements for moderately complex systems involving hardware and software to design effective and efficient software requirements. Plans and prepares technical reports, memoranda and	Bachelor's Degree & 4 years related experience	High School Diploma & 8 years related experience  Associates Degree & 6 years related experience

Labor Category Title	Description	Minimum Education/Experience	Education/Experience Substitutions
<b>Project Manager</b>	Directs, coordinates and exercises supervisory authority for planning, organizing, controlling, integrating and completing engineering or technically related projects. Develops and establishes procedures and guidelines for daily operation of assigned program. Executes and implements program directives and develops systems and controls to carry out program tasks. Determines work schedules, sets priorities and implements procedures for performing work activities. Directs and monitors work results for meeting customer requirements, specifications and quality assurance standards. Evaluates performance of assigned program tasks in terms of quality, cost control and program schedules.	Bachelor's Degree & 6 years related experience	High School Diploma & 10 years related experience  Associates Degree & 8 years related experience  Master's Degree & 4 years related experience  PhD & 2 years related experience
<b>Scientist</b>	Applies knowledge of and experience with scientific principles and techniques to develop complex analyses and investigations; develops and analyzes scientific solutions; and evaluates technical reports. Performs a variety of complex quantitative and qualitative analyses of data for such purposes as research, validation of prior analysis, quality control and other related purposes involving experimental, theoretical or practical application. Prepares reports based upon results of analysis.	Bachelor's Degree & 8 years related experience	High School Diploma & 12 years related military experience  Associates Degree & 10 years related military experience  Master's Degree & 4 years related experience  PhD & 2 years related experience
<b>Sr. Consultant</b>	Uses a wide application of principles, theories, concepts, and techniques to develop innovative solutions to problems. Leads concept development, system design, and simulation and modeling functions to support life cycle engineering activities. Applies expert knowledge to gather facts, research and analyze the data, and develop conclusions and recommendations.	Bachelor's Degree & 20 years related experience	High School Diploma & 24 years related experience  Associates Degree & 22 years related experience  Master's Degree & 18 years related experience  PhD & 16 years related experience
<b>Sr. Documentation Specialist</b>	Gathers, analyzes, and composes technical information. Translates technical information into clear readable documents to be used by technical and non-technical personnel.	Bachelor's Degree & 7 years related experience	High School Diploma & 11 years related experience  Associates Degree & 9 years related experience
<b>Sr. Drafter**</b>	Prepares complex drawings using computer drafting equipment or standard hand drafting techniques to communicate engineering ideas and information in support of engineering functions.	Bachelor's Degree & 1 year related experience	High School Diploma & 5 years related experience  Associates Degree & 3 years related experience
<b>Sr. Engineering And Technical Analyst</b>	Applies knowledge of and experience with complex technological concepts in civil electronic, electrical, mechanical, aeronautical, and related technological and engineering disciplines to prepare and accept specifications, design and production documentation, test plans and procedures.	Bachelor's Degree & 10 years related experience.	High School Diploma & 13 years related experience.  Associates Degree & 11 years related experience  Master's Degree & 7 years related experience  PhD & 5 years related experience
<b>Sr. Financial Analyst</b>	Applies broad knowledge of accounting and finance principles in the analysis and evaluation of the prior, current and future financial conditions of ongoing and future projects, programs and operations to determine status, performance, expenditures and revenues.	Bachelor's Degree & 16 years related experience	High School Diploma & 20 years related experience  Associates Degree & 18 years related experience  Master's Degree & 14 years related experience  PhD & 12 years related experience.

Labor Category Title	Description	Minimum Education/Experience	Education/Experience Substitutions
<b>Sr. Logistics Engineering and Technical Specialist</b>	Directs and coordinates integrated logistics support activities designed to provide effective and efficient life cycle support to equipment and systems. Designs integrated logistics support plans, logistics element plans and maintenance plans.	Bachelor's Degree & 6 years related experience	High School Diploma & 10 years related experience.  Associates Degree & 8 years related experience  Master's Degree & 4 years related experience  PhD & 2 years related experience
<b>Sr. Mgmt. Technical Staff 1</b>	Directs, plans, organizes, and controls the project to ensure that all project obligations are fulfilled in an effective and timely manner. Serves as point of contact with the customer, formulates and enforces work standards, develops schedules, reviews work plans and communicates policies, purposes and goals of the organization, and manages funds and resources.	Master's Degree & 10 years related experience	High School Diploma & 16 years related experience.  Associates Degree & 14 years related experience  Bachelor's Degree & 12 years related experience  PhD & 8 years related experience
<b>Sr. Mgmt. Technical Staff 2</b>	Directs, plans, organizes, and controls the project to ensure that all project obligations are fulfilled in an effective and timely manner. Serves as point of contact with the customer, formulates and enforces work standards, develops schedules, reviews work plans and communicates policies, purposes and goals of the organization, and manages funds and resources.	Master's Degree & 15 years related experience	High School Diploma & 17 years related experience.  Associates Degree & 19 years related experience  Bachelor's Degree & 13 years related experience  PhD & 13 years related experience
<b>Sr. Mgmt. Technical Staff 3</b>	Directs, plans, organizes, and controls the project to ensure that all project obligations are fulfilled in an effective and timely manner. Serves as point of contact with the customer, formulates and enforces work standards, develops schedules, reviews work plans and communicates policies, purposes and goals of the organization, and manages funds and resources.	Master's Degree & 20 years related experience	High School Diploma & 22 years related experience.  Associates Degree & 20 years related experience  Bachelor's Degree & 18 years related experience  PhD & 18 years related experience
<b>Sr. Mgmt. Technical Staff 4</b>	Directs, plans, organizes, and controls the project to ensure that all project obligations are fulfilled in an effective and timely manner. Serves as point of contact with the customer, formulates and enforces work standards, develops schedules, reviews work plans and communicates policies, purposes and goals of the organization, and manages funds and resources.	Master's Degree & 25 years related experience	High School Diploma & 31 years related experience.  Associates Degree & 29 years related experience  Bachelor's Degree & 27 years related experience  PhD & 23 years related experience
<b>Sr. Operations Research Specialist</b>	Performs qualitative and quantitative analysis of complex strategic, operational, and management problems. Uses ORSA tools and techniques (statistical and decision theory, mathematical programming, probabilistic models) during conduct of studies and investigations of concepts, designs, and new technologies.	Bachelor's Degree & 10 years related experience.	High School Diploma & 14 years related experience.  Associates Degree & 12 years related experience  Master's Degree & 8 years related experience

Labor Category Title	Description	Minimum Education/Experience	Education/Experience Substitutions
<b>Sr. Program Analyst</b>	Responsible for planning, organizing and supervising a staff involved in ILS activities. Directs the preparation of ILS element planning documents and interfaces with various support activities to ensure all logistics requirements are met.	Bachelor's Degree & 8 years related experience	High School Diploma & 12 years related experience  Associates Degree & 10 years related experience  Master's Degree & 6 years related experience
<b>Sr. Programmer/Programmer Analyst</b>	Translates operational requirements for highly complex systems involving hardware and software to design effective and efficient software requirements. Conducts special studies and investigations for development of new information systems to meet current and projected needs.	Bachelor's Degree & 8 years related experience	High School Diploma & 12 years related experience.  Associates Degree & 10 years related experience  Master's Degree & 6 years related experience
<b>Sr. Systems Analyst**</b>	Applies knowledge of and experience with technological, programmatic, program management or business fields to support the analysis of complex systems engineering, systems technology, support systems, program management, management or other related programs.	Bachelor's Degree & 4 years related experience	High School Diploma & 8 years related experience  Associates Degree & 6 years related experience  Master's Degree & 2 years related experience
<b>Sr. Technician</b>	Applies standard and unique practices and techniques in civil, electronic, and mechanical or other technical disciplines in providing support for ongoing manufacturing, engineering, testing, and related life cycle management support functions.	Bachelor's Degree & 6 years related experience	High School Diploma & 10 years related experience  Associates Degree & 8 years related experience  Master's Degree & 4 years related experience
<b>Sr. Trainer**</b>	Plans, coordinates, organizes and conducts training and educational programs for a variety of applications. Researches and analyzes various technical publications and documents to obtain necessary information for preparation of training session curriculum and lesson guides.	High School Diploma & 10 years related experience	Associates Degree & 8 years related experience  Bachelor's Degree & 6 years related experience  Master's Degree & 4 years related experience
<b>Sr. Technical Writer**</b>	Develops, writes and edits material for reports, manuals, briefs, instruction manuals, catalogs and other technical publications concerned with engineering or related technical disciplines. Organizes material and performs writing assignments according to specifications regarding order, clarity, conciseness, style and terminology. Writes technical descriptions using knowledge of material standards, industrial processes and operating procedures. Reviews published materials and recommends revisions or changes in scope, format, content, and methods of reproduction and binding. Selects or creates photographs, drawings, sketches, diagrams or charts to illustrate materials or sequences.	High School Diploma & 10 years related experience.	Associates Degree & 8 years related experience  Bachelor's Degree & 6 years related experience  Master's Degree & 4 years related experience
<b>Statistician/Mathematician</b>	Develops practical solutions and resolves problems in areas of customer interest by using knowledge and experience in mathematics. Develops and conducts statistical analyses of measured data. Conducts mathematical and probability analyses into the performance of subsystems, their interfaces and interactions, including complete systems.	Bachelor's Degree & 4 years related experience.	High School Diploma & 8 years related experience  Associates Degree & 6 years related experience  Master's Degree & 2 years related experience

Labor Category Title	Description	Minimum Education/Experience	Education/Experience Substitutions
<b>Subject Matter Expert (Lvl I)</b>	Uses a wide application of principles, theories, concepts, and techniques to develop innovative solutions to problems. Provides expert advice, assistance, or guidance in support of technical programs and projects. Applies expert knowledge to gather facts, research and analyze the data, and develop conclusions and recommendations.	Bachelor's Degree & 6 years related experience	High School Diploma & 10 years related experience.  Associates Degree & 8 years related experience  Master's Degree & 4 years related experience  PhD & 2 years related experience
<b>Subject Matter Expert (Lvl II)</b>	Uses a wide application of principles, theories, concepts, and techniques to develop innovative solutions to problems. Provides expert advice, assistance, or guidance in support of technical programs and projects. Applies expert knowledge to gather facts, research and analyze the data, and develop conclusions and recommendations.	Bachelor's Degree & 8 years related experience	High School Diploma & 12 years related experience.  Associates Degree & 8 years related experience  Master's Degree & 6 years related experience  PhD & 4 years related experience
<b>Subject Matter Expert (Lvl III)</b>	Uses a wide application of principles, theories, concepts, and techniques to develop innovative solutions to problems. Provides expert advice, assistance, or guidance in support of technical programs and projects. Applies expert knowledge to gather facts, research and analyze the data, and develop conclusions and recommendations.	Bachelor's Degree & 10 years related experience	High School Diploma & 14 years related experience.  Associates Degree & 8 years related experience  Master's Degree & 8 years related experience  PhD & 4 years related experience
<b>Technician</b>	Applies standard and unique practices and techniques in civil, electronic, mechanical and other technical disciplines in providing support for ongoing manufacturing, engineering and related technical projects and programs.	High School Diploma & 8 years related experience.	Associates Degree & 6 years related experience  Bachelor's Degree & 4 years related experience
<b>Technician 1**</b>	Provides technical support to the senior management, engineers, scientists, analysts, programmers, and consultants working in such areas as research, design, development, program management, logistics, analysis, monitoring or testing. Candidate works under close supervision.	High School Diploma	
<b>Technician 2</b>	Provides technical support to the senior management, engineers, scientists, analysts, programmers, and consultants working in such areas as research, design, development, program management, logistics, analysis, monitoring or testing. Candidate works under close supervision.	High School Diploma & 5 years related experience.	Associates Degree & 3 years related experience  Bachelor's Degree & 1 year related experience
<b>Technician 3</b>	Provides technical support to the senior management, engineers, scientists, analysts, programmers, and consultants working in such areas as research, design, development, program management, logistics, analysis, monitoring or testing.	High School Diploma & 10 years related experience.	Associates Degree & 8 years related experience  Bachelor's Degree & 6 years related experience

Labor Category Title	Description	Minimum Education/Experience	Education/Experience Substitutions
<b>Technician 4</b>	Provides technical support to the senior management, engineers, scientists, analysts, programmers, and consultants working in such areas as research, design, development, program management, logistics, analysis, monitoring or testing.	High School Diploma & 15 years related experience.	Associates Degree & 13 years related experience  Bachelor's Degree & 11 years related experience
<b>Trainer**</b>	Plans, coordinates, organizes and conducts training and educational programs for a variety of applications. Develops training session plans, lesson guides and training aids. Writes training manuals. Prepares instructional guides, examinations, troubleshooting techniques and other training session support materials.	Associates Degree & 6 years related experience.	High School Diploma & 8 years related experience  Bachelor's Degree & 4 years related experience
<b>Typist/Secretary 1**</b>	Performs diverse administrative duties. Initiates special reports, composes routine correspondence, and compiles statistical and budget information. Must be able to communicate with all levels of company personnel to gather and convey information.	High School Diploma	
<b>Typist/Secretary 2**</b>	Performs diverse administrative duties. Initiates special reports, composes routine correspondence, and compiles statistical and budget information. Must be able to communicate with all levels of company personnel to gather and convey information.	High School Diploma & 4 years related experience.	Associates Degree & 2 related experience  Bachelor's Degree
<b>Typist/Secretary 3**</b>	Performs diverse administrative duties. Initiates special reports, composes routine correspondence, and compiles statistical and budget information. Must be able to communicate with all levels of company personnel to gather and convey information.	High School Diploma & 10 years related experience.	Associates Degree & 8 years related experience  Bachelor's Degree & 6 years related experience
<b>Typist/Secretary 4</b>	Performs diverse administrative duties. Initiates special reports, composes routine correspondence, and compiles statistical and budget information. Must be able to communicate with all levels of company personnel to gather and convey information.	High School Diploma & 15 years related experience.	Associates Degree & 13 years related experience  Bachelor's Degree & 11 years related experience
<b>Writer**</b>	Develops, writes and edits material for reports, manuals, briefs, instruction manuals, catalogs and other technical publications concerned with engineering or related technical disciplines. Reviews journals, reports and similar material to become familiar with product or process terminology. Reviews manufacturers' and trade catalogs, drawings and other data relative to operation, maintenance, testing and service of equipment. Studies blueprints, sketches, drawings, parts lists, specifications, mockups.	High School Diploma & 8 years related experience.	Associates Degree & 6 years related experience  Bachelor's Degree & 4 years related experience

**SINS: 541614SVC, 541614, 611430, 561210FS (LOGWORLD)**

Labor Category Title	Description	Minimum Education/Experience	Education/Experience Substitutions
<b>Acquisition Manager I</b>	Defines corporate objectives and long-range plans to achieve growth and financial profitability through acquisitions, disposals, mergers, joint ventures, strategic alliances and licensing agreements. Identifies, investigates and analyzes possible acquisition, merger and licensing opportunities and strategic partnerships. Acts as corporate representative and negotiator in initial contact with candidates for merger, acquisition or licensing, configuration management, data management, and test & evaluation.	Bachelor's Degree	High School Diploma & 4 years related experience  Associates Degree & 2 years related experience
<b>Acquisition Manager II</b>	Defines corporate objectives and long-range plans to achieve growth and financial profitability through acquisitions, disposals, mergers, joint ventures, strategic alliances and licensing agreements. Identifies, investigates and analyzes possible acquisition, merger and licensing opportunities and strategic partnerships. Acts as corporate representative and negotiator in initial contact with candidates for merger, acquisition or licensing, configuration management, data management, and test & evaluation.	Bachelor's Degree & 2 years related experience.	High School Diploma & 6 years related experience  Associates Degree & 4 years related experience  Master's Degree
<b>Acquisition Manager III</b>	Defines corporate objectives and long-range plans to achieve growth and financial profitability through acquisitions, disposals, mergers, joint ventures, strategic alliances and licensing agreements. Identifies, investigates and analyzes possible acquisition, merger and licensing opportunities and strategic partnerships. Acts as corporate representative and negotiator in initial contact with candidates for merger, acquisition or licensing, configuration management, data management, and test & evaluation.	Bachelor's Degree & 4 years related experience.	High School Diploma & 8 years related experience  Associates Degree & 6 years related experience  Master's Degree & 2 years related experience
<b>Acquisition Manager IV</b>	Defines corporate objectives and long-range plans to achieve growth and financial profitability through acquisitions, disposals, mergers, joint ventures, strategic alliances and licensing agreements. Identifies, investigates and analyzes possible acquisition, merger and licensing opportunities and strategic partnerships. Acts as corporate representative and negotiator in initial contact with candidates for merger, acquisition or licensing, configuration management, data management, and test & evaluation..	Bachelor's Degree & 6 years related experience.	High School Diploma & 10 years related experience  Associates Degree & 12 years related experience  Master's Degree & 4 years related experience
<b>Administrative Support I**</b>	Knowledge of general office procedures. Familiarity with computers and word processing applications to include Microsoft Office. Capability to adapt to different word processing systems and language is required. Accomplishes typing, filing and general clerical functions on specific assigned tasks. Generally responsible for complex word processing tasks in environments with changing requirements and tight time constraints. Generally works under close supervision. May be assisted by junior level personnel on large tasks. Responsible for quality of final output.	High School Diploma	

Labor Category Title	Description	Minimum Education/Experience	Education/Experience Substitutions
<b>Administrative Support II**</b>	Knowledge of general office procedures. Familiarity with computers and word processing applications to include Microsoft Office. Capability to adapt to different word processing systems and language is required. Accomplishes typing, filing and general clerical functions on specific assigned tasks. Generally responsible for complex word processing tasks in environments with changing requirements and tight time constraints. Generally works under close supervision. May be assisted by junior level personnel on large tasks. Responsible for quality of final output.	High School Diploma & 2 years related experience	
<b>Administrative Support III</b>	High level of technical competence. Expert knowledge in the particular field of technical specialization. Applies existing knowledge in field of specialization to a wide variety of unique and new situations. Accomplishes tasks of relatively broad nature while exercising considerable judgment and originality. Develops overall project goals and project team structure for significant tasks. Full technical responsibility for interpreting, organizing, executing and coordinating team efforts. Selects and applies standard techniques and procedures to technical problems. Prepares technical reports and related documentation, charts and graphics. Prepares and delivers presentations and briefings. Provides administrative and technical direction to personnel within the technical area. Interfaces with working level personnel within customer organization. Typical areas of specialization include: acquisition management, resource management, logistics, manufacturing, configuration management, data management, and test & evaluation	Bachelor's Degree & 5 years related experience.	High School Diploma & 9 years related experience  Associates Degree & 7 years related experience
<b>Administrative Support IV</b>	Broad knowledge in a number of areas of specialization. Extremely high level of technical competence. In-depth understanding of the management of major Defense programs. Capable of developing new and innovative solutions. Generally assigned as team leader on complex tasks or those requiring significant interaction of various technical disciplines. Works under broad direction concerning general project and business goals. Approves and releases preliminary and final reports. Develops and approves project estimates. May work alone, or as part of team, with responsibility for analysis of problems requiring extremely high levels of technical or managerial expertise. Generally deals with mid-level and senior personnel within customer organization. Initiates customer contacts to present and discuss specific approaches to meeting customer needs. Provides administrative and technical direction to personnel within the technical area. Typical areas of specialization include: acquisition management, resource management, logistics, manufacturing, configuration management, data management, and test & evaluation.	Bachelor's Degree & 6 years related experience.	High School Diploma & 10 years related experience  Associates Degree & 8 years related experience

Labor Category Title	Description	Minimum Education/Experience	Education/Experience Substitutions
<b>Configuration /Data Management I</b>	Plans and coordinates preparation of project documentation, such as engineering drawings, production specifications and schedules, and contract modifications, to ensure customer requirements are met. Reviews contract to determine documentation required for each phase of project, applying knowledge of engineering and manufacturing processes. Analyzes proposed changes of product design to determine effect on overall product and system. Coordinates modification records for management control.	Bachelor's Degree	High School Diploma & 4 years related experience  Associates Degree & 2 years related experience
<b>Configuration /Data Management II</b>	Plans and coordinates preparation of project documentation, such as engineering drawings, production specifications and schedules, and contract modifications, to ensure customer requirements are met. Reviews contract to determine documentation required for each phase of project, applying knowledge of engineering and manufacturing processes. Analyzes proposed changes of product design to determine effect on overall product and system. Coordinates modification records for management control.	Bachelor's Degree & 2 years related experience	High School Diploma & 6 years related experience  Associates Degree & 4 years related experience  Master's Degree
<b>Configuration /Data Management III</b>	Plans and coordinates preparation of project documentation, such as engineering drawings, production specifications and schedules, and contract modifications, to ensure customer requirements are met. Reviews contract to determine documentation required for each phase of project, applying knowledge of engineering and manufacturing processes. Analyzes proposed changes of product design to determine effect on overall product and system. Coordinates modification records for management control.	Bachelor's Degree & 4 years related experience	High School Diploma & 8 years related experience  Associates Degree & 6 years related experience  Master's Degree & 2 years related experience
<b>Configuration /Data Management IV</b>	Plans and coordinates preparation of project documentation, such as engineering drawings, production specifications and schedules, and contract modifications, to ensure customer requirements are met. Reviews contract to determine documentation required for each phase of project, applying knowledge of engineering and manufacturing processes. Analyzes proposed changes of product design to determine effect on overall product and system. Coordinates modification records for management control.	Bachelor's Degree & 6 years related experience	High School Diploma & 10 years related experience  Associates Degree & 8 years related experience  Master's Degree & 4 years related experience
<b>Engineering/Manufacturing I</b>	Focus on research and/or product development encompassing primarily one or more of the following engineering disciplines: electronics, electrical, mechanical, chemical, etc. Defines problems, conducts research, and analyzes criteria related to various engineering fields.	Bachelor's Degree	High School Diploma & 4 years related military experience  Associates Degree & 2 years related military experience
<b>Engineering/Manufacturing II</b>	Focus on research and/or product development encompassing primarily one or more of the following engineering disciplines: electronics, electrical, mechanical, chemical, etc. Defines problems, conducts research, and analyzes criteria related to various engineering fields.	Bachelor's Degree & 2 years related experience.	High School Diploma & 6 years related military experience  Associates Degree & 4 years related military experience
<b>Engineering/Manufacturing III</b>	Focus on research and/or product development encompassing primarily one or more of the following engineering disciplines: electronics, electrical, mechanical, chemical, etc. Defines problems, conducts research, and analyzes criteria related to various engineering fields.	Bachelor's Degree & 6 years related experience.	High School Diploma & 10 years related military experience  Associates Degree & 8 years related military experience  Master's Degree & 4 years related experience  PhD & 4 years related experience

Labor Category Title	Description	Minimum Education/Experience	Education/Experience Substitutions
<b>Engineering/Manufacturing IV</b>	Focus on research and/or product development encompassing primarily one or more of the following engineering disciplines: electronics, electrical, mechanical, chemical, etc. Defines problems, conducts research, and analyzes criteria related to various engineering fields.	Bachelor's Degree & 10 years related experience.	High School Diploma & 4 years related military experience  Associates Degree & 2 years related military experience  PhD & 6 years related experience
<b>Financial Management Analyst I</b>	Develops, interprets and implements financial concepts. Gathers, analyzes, prepares and summarizes recommendations for financial plans, trended future requirements, and operating forecasts. Performs economic research and performs analysis of financial statements. Prepares reports of findings and recommendations to management. May monitor business performance by unit, division or brand. May run valuation models and manages financial analyses associated with mergers, acquisition and disposal processes. Analyzes financial performance, including comparison of actual results against planned results.	Bachelor's Degree & 2 years related experience	High School Diploma & 6 years related experience  Associate's Degree & 4 years related experience
<b>Financial Management Analyst II</b>	Develops, interprets and implements financial concepts. Gathers, analyzes, prepares and summarizes recommendations for financial plans, trended future requirements, and operating forecasts. Performs economic research and performs analysis of financial statements. Prepares reports of findings and recommendations to management. May monitor business performance by unit, division or brand. May run valuation models and manages financial analyses associated with mergers, acquisition and disposal processes. Analyzes financial performance, including comparison of actual results against planned results.	Bachelor's Degree & 4 years related experience	High School Diploma & 8 years related experience  Associate's Degree & 6 years related experience
<b>Logistician I</b>	Controls the efficient flow of goods and information between point of origin through customer placement in order to meet customer requirements. Ensures that customer service and objectives are achieved within existing financial constraints in order to meet marketing and financial objectives. Ensures the execution and continuous improvement of standard logistics processes. Integrates learning from customers, competitors and professional training to continuously improve competitive position.	Bachelor's Degree	High School Diploma & 4 years related experience  Associate's Degree & 2 years related experience
<b>Logistician II</b>	Controls the efficient flow of goods and information between point of origin through customer placement in order to meet customer requirements. Ensures that customer service and objectives are achieved within existing financial constraints in order to meet marketing and financial objectives. Ensures the execution and continuous improvement of standard logistics processes. Integrates learning from customers, competitors and professional training to continuously improve competitive position.	Bachelor's Degree & 2 years related experience	High School Diploma & 6 years related experience  Associate's Degree & 4 years related experience  Master's Degree
<b>Logistician III</b>	Controls the efficient flow of goods and information between point of origin through customer placement in order to meet customer requirements. Ensures that customer service and objectives are achieved within existing financial constraints in order to meet marketing and financial objectives. Ensures the execution and continuous improvement of standard logistics processes. Integrates learning from customers, competitors and professional training to continuously improve competitive position.	Bachelor's Degree & 4 years related experience	High School Diploma & 8 years related experience  Associate's Degree & 6 years related experience  Master's Degree & 2 years related experience

Labor Category Title	Description	Minimum Education/Experience	Education/Experience Substitutions
<b>Logistician IV</b>	Controls the efficient flow of goods and information between point of origin through customer placement in order to meet customer requirements. Ensures that customer service and objectives are achieved within existing financial constraints in order to meet marketing and financial objectives. Ensures the execution and continuous improvement of standard logistics processes. Integrates learning from customers, competitors and professional training to continuously improve competitive position.	Bachelor's Degree & 6 years related experience	High School Diploma & 8 years related experience  Associate's Degree & 6 years related experience  Master's Degree & 2 years related experience
<b>Operations Research Analyst</b>	Analyzes actual and predictable interacting operational activities of business to obtain a quantitative, rational basis for decision making through the application of logic and scientific or economic disciplines and techniques. Devises modeling and measuring techniques, utilizes mathematics, statistical methods, engineering methods, operational mathematics techniques, and other principles and laws of scientific and economic disciplines.	Bachelor's Degree & 6 years related experience	High School Diploma & 10 years related experience  Associate's Degree & 8 years related experience  Master's Degree & 4 years related experience
<b>Program Manager</b>	Manages, coordinates, plans, organizes, controls, integrates, and executes a projects or collection of projects. Ensures achievement of financial, schedule, technical, and new business performance objectives. Participates in the support of new business and in the development of financial plans for the company. Models and demonstrates strong leadership in ethics, safety and security. Direct people-management responsibility is typically required	Bachelor's Degree & 6 years related experience	High School Diploma & 10 years related experience  Associate's Degree & 8 years related experience  Master's Degree & 4 years related experience
<b>Property Manager I</b>	Responsible for managing, reporting and self-assessing Contractor Outcomes of the Government Property Management System as applicable to each business unit. This includes the maintenance of records and issuance of required contractual and FAR/DFARS reports and systems reporting concerning Government-owned property from its receipt at the company to its final disposition after contract completion or termination. Position includes self-assessment and support of the Government's annual audit of the Government Property Management System.	Bachelor's Degree	High School Diploma & 4 years related experience  Associates Degree & 2 years related experience
<b>Property Manager II</b>	Responsible for managing, reporting and self-assessing Contractor Outcomes of the Government Property Management System as applicable to each business unit. This includes the maintenance of records and issuance of required contractual and FAR/DFARS reports and systems reporting concerning Government-owned property from its receipt at the company to its final disposition after contract completion or termination. Position includes self-assessment and support of the Government's annual audit of the Government Property Management System.	Bachelor's Degree & 2 years related experience	High School Diploma & 6 years related experience  Associate's Degree & 4 years related experience  Master's Degree
<b>Property Manager III</b>	Responsible for managing, reporting and self-assessing Contractor Outcomes of the Government Property Management System as applicable to each business unit. This includes the maintenance of records and issuance of required contractual and FAR/DFARS reports and systems reporting concerning Government-owned property from its receipt at the company to its final disposition after contract completion or termination. Position includes self-assessment and support of the Government's annual audit of the Government Property Management System.	Bachelor's Degree & 4 years related experience	High School Diploma & 8 years related experience  Associate's Degree & 6 years related experience  Master's Degree & 2 years related experience

Labor Category Title	Description	Minimum Education/Experience	Education/Experience Substitutions
<b>Property Manager IV</b>	Responsible for managing, reporting and self-assessing Contractor Outcomes of the Government Property Management System as applicable to each business unit. This includes the maintenance of records and issuance of required contractual and FAR/DFARS reports and systems reporting concerning Government-owned property from its receipt at the company to its final disposition after contract completion or termination. Position includes self-assessment and support of the Government's annual audit of the Government Property Management System.	Bachelor's Degree & 6 years related experience	High School Diploma & 10 years related experience  Associate's Degree & 8 years related experience  Master's Degree & 4 years related experience
<b>Subject Matter Expert/Consultant I</b>	High level of technical competence and analytical skill. Expert level knowledge in the particular area of specialization. Intense and diversified knowledge in the particular field of specialization with in-depth understanding of the latest developments in the field. Capable of developing new and innovative applications of state of the art knowledge. Performs work under general direction concerning matters within his/her field of specialization. Progress reviews focus on status and quality of output product. Works under general direction, independently, or as part of team, with responsibility for analysis of problems which are at the edge of the state of the art or involve significant complexity. Assists in the preparation of studies, plans and analyses in support of internal and external customers. May conduct in-depth research in support of studies and analyses. Presents and discusses specific approaches to meeting customer needs. Generally deals with mid-level and senior personnel or other recognized technical experts within the customer organization.	Bachelor's Degree & 6 years related experience	High School Diploma & 10 years related experience  Associate's Degree & 8 years related experience  Master's Degree & 4 years related experience
<b>Subject Matter Expert/Consultant II</b>	High level of technical competence and analytical skill. Expert level knowledge in the particular area of specialization. Intense and diversified knowledge in the particular field of specialization with in-depth understanding of the latest development in the field. Capable of developing new and innovative applications of state of the art knowledge. Superior interpersonal and communications skills. Preeminent in his/her field. Performs work under broad direction concerning matters within his/her field of specialization. Progress reviews focus on status and quality of output product. Works under general direction, independently, or as part of team, with responsibility for analysis of problems which are at the edge of the state of the art or involve significant complexity. Assists in the preparation of studies, plans and analyses in support of internal and external customers. May conduct in-depth research in support of studies and analyses. Presents and discusses specific approaches to meeting customer needs. Generally deals with senior level personnel or other recognized technical experts within the customer organization.	Bachelor's Degree & 8 years related experience	High School Diploma & 12 years related experience  Associate's Degree & 10 years related experience  Master's Degree & 6 years related experience
<b>Technical Illustrator</b>	Assists with developing, designing, planning, laying out, and producing a variety of technical and promotional illustrations for publications such as brochures, posters, manuals, handbooks, and advertising matter. Selects techniques best suited to produce desired visual effects in conformance with established quality standards and specified reproduction medium. Coordinates with users to determine illustration objectives and assists with translating into graphic terms using two- and three-dimensional materials, and applying color, shading, and other art techniques to portray intended meaning.	Bachelor's Degree & 2 years related experience	High School Diploma & 6 years related experience  Associate's Degree & 4 years related experience  Master's Degree

<b>Labor Category Title</b>	<b>Description</b>	<b>Minimum Education/Experience</b>	<b>Education/Experience Substitutions</b>
<b>Trainer I</b>	Designs and delivers programs to train all levels of personnel. Develops tests and visual aids, conducts training classes, and develops criteria for evaluating effectiveness of training activities. Keeps abreast of training and development research: learning theory, motivation theory, methods, and techniques. Develops in-house programs and practices to identify developmental needs, including preparing personnel for more responsible positions and increasing effectiveness in present assignments.	Bachelor's Degree & 2 years related experience	High School Diploma & 6 years related experience  Associate's Degree & 4 years related experience  Master's Degree
<b>Trainer II</b>	Designs and delivers programs to train all levels of personnel. Develops tests and visual aids, conducts training classes, and develops criteria for evaluating effectiveness of training activities. Keeps abreast of training and development research: learning theory, motivation theory, methods, and techniques. Develops in-house programs and practices to identify developmental needs, including preparing personnel for more responsible positions and increasing effectiveness in present assignments.	Bachelor's Degree & 6 years related experience	High School Diploma & 10 years related experience  Associate's Degree & 8 years related experience  Master's Degree & 4 years related experience

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Labor Category Title	Description	Minimum Education/Experience	Education/Experience Substitutions
<b>Administrative Support</b>	May perform diverse secretarial and administrative duties, initiate special reports, compose correspondence, and compile statistical and budget information.	High School Diploma and 2 years related experience	
<b>Associate Engineer Associate Scientist Associate Analyst</b>	Perform routine level engineering tasks or scientific or analytical work requiring application of standard techniques, procedures, and criteria. Works under the direction of a supervisor.	Bachelor's Degree	High School Diploma & 4 years related experience  Associates & 2 years related experience
<b>Business Consultant I</b>	Works under supervision facilitating working groups and sessions, designing schedules, conducting analyses, developing models, writing reports, preparing presentations and presenting results.	Bachelor's Degree & 2 years related experience	High School Diploma & 4 years related experience  Associates & 2 years related experience
<b>Business Consultant II</b>	Supports tasks for one or multiple customers. May lead a specific task in support of a particular customer.	Bachelor's Degree & 4 years related experience	High School Diploma & 8 years related experience  Associates & 6 years related experience  Master's Degree & 2 years related experience  PhD
<b>Consultant I</b>	Uses a wide application of principles, theories, concepts, and techniques to develop innovative solutions to problems. Leads concept development, system design, and simulation and modeling functions to support life-cycle-engineering activities. Applies expert knowledge to gather facts, research and analyze the data, and develop conclusions and recommendations.	Bachelor's Degree & 6 years related experience	High School Diploma & 10 years related experience  Associate's Degree & 8 years related experience  Master's Degree & 4 years related experience
<b>Consultant II</b>	Uses a wide application of principles, theories, concepts, and techniques to develop innovative solutions to problems. Leads concept development, system design, and simulation and modeling functions to support life-cycle-engineering activities. Applies expert knowledge to gather facts, research and analyze the data, and develop conclusions and recommendations.	Bachelor's Degree & 8 years related experience	High School Diploma & 12 years related experience  Associate's Degree & 10 years related experience  Master's Degree & 6 years related experience
<b>Consultant III</b>	Uses a wide application of principles, theories, concepts, and techniques to develop innovative solutions to problems. Leads concept development, system design, and simulation and modeling functions to support life-cycle-engineering activities. Applies expert knowledge to gather facts, research and analyze the data, and develop conclusions and recommendations.	Bachelor's Degree & 10 years related experience	High School Diploma & 14 years related experience  Associate's Degree & 12 years related experience  Master's Degree & 8 years related experience
<b>Cost/Financial Analyst</b>	Clearly define Government financial business practices for integration into the Government financial business systems. May identify potential problems and solutions through identified recommended solutions.	Bachelor's Degree & 3 years related experience	High School Diploma & 7 years related experience  Associate's Degree & 5 years related experience  Master's Degree & 1 year related experience
<b>Data Administrator</b>	Applies standard and unique practices and techniques in technical disciplines, while providing support for ongoing systems technology, support systems, program management, management, or other related programs.	Bachelor's Degree & 2 years related experience	High School Diploma & 6 years related experience  Associates Degree & 4 years related experience  Master's Degree

Labor Category Title	Description	Minimum Education/Experience	Education/Experience Substitutions
<b>Engineer/Scientist</b>	Duties may include but are not limited to a variety of complex features such as conflicting design requirements and difficult coordination that involves detailed phases of engineering or scientific related work within a project.	Bachelor's Degree & 4 years related experience	High School Diploma & 8 years related military experience  Associates Degree & 6 years related military experience  Master's Degree & 2 years related experience  PhD
<b>Executive Consultant</b>	Serves as a senior advisor/analyst to customer's executive management team in a variety of capacities. Recognized as an industry specialist by providing training and workshops, conducting seminars, or publishing industry articles.	Master's Degree & 12 years related experience	High School Diploma & 18 years related experience  Associates Degree & 16 years related experience  Bachelor's Degree & 14 years related experience  PhD & 10 years related experience
<b>Journeyman Programmer</b>	Required to design, develop, implement, test, and document programs.	Bachelor's Degree & 10 years related experience	High School Diploma & 14 years related military experience  Associates Degree & 12 years related experience  Master's Degree & 8 years related experience  PhD & 6 years related experience
<b>Jr. Cost/Financial Analyst</b>	May recommend functional requirements for applications to be developed or justify the non-development based on either cost or technology. Must be able to communicate with financial-oriented personnel to document the flow and make recommendations.	Bachelor's Degree	High School Diploma & 4 years related experience  Associates Degree & 2 years related experience
<b>Jr. Management Analyst</b>	Applies process improvement and methodology and modern business methods across project lines to facilitate knowledge transfer.	Bachelor's Degree & 2 years related experience	High School Diploma & 6 years related experience  Associates Degree & 4 years related experience  Master's Degree
<b>Management Analyst</b>	Data and activity modeling, assists in developing modern business methods, identifies best practices, and creates and assesses performance measurements.	Bachelor's Degree & 5 years related experience	High School Diploma & 9 years related experience  Associates Degree & 7 years related experience  Master's Degree & 3 years related experience
<b>Manager</b>	Supervises support personnel. Analyzes requirements and assigns appropriate personnel. Defines and develops task statements to identify work to be accomplished in the areas of budget and financial resource allocations, equipment acquisition, and organizational management. Establishes and maintains quality standards. Defines training requirements.	Bachelor's Degree & 6 years related experience	High School Diploma & 10 years related experience  Associates Degree & 8 years related experience  Master's Degree & 4 years related experience

Labor Category Title	Description	Minimum Education/Experience	Education/Experience Substitutions
<b>Principal Consultant</b>	Serves as a lead advisor/analyst to customer's executive management team in a variety of capacities. Recognized as an industry expert by providing training, workshops, or publishing articles.	Master's Degree & 16 years related experience	High School Diploma & 22 years related experience  Associates Degree & 20 years related experience  Bachelor's Degree & 18 years related experience  PhD & 14 years related experience
<b>Principal Investigator</b>	Participates in all phases of development by providing high-level functional analysis, design, integration, documentation, and implementation advice on complex problems that require extensive subject matter expertise.	Bachelor's Degree & 12 years related experience	High School Diploma & 16 years related experience  Associates Degree & 14 years related experience  Master's Degree & 10 years related experience  PhD & 8 years related experience
<b>Program Manager</b>	Directs, coordinates, and exercises supervisory authority for planning, organizing, controlling, integrating, and completing programs. Develops and establishes procedures and guidelines for daily operation of assigned program. Executes and implements program directives and develops systems and controls to carry out program tasks. Determines work schedules, sets priorities, and implements procedures for performing work activities. Directs and monitors work results for meeting customer requirements, specifications, and quality assurance standards. Evaluates performance of assigned program tasks in terms of quality, cost control, and program schedules.	Bachelor's Degree & 12 years related experience	High School Diploma & 16 years related experience  Associates Degree & 14 years related experience  Master's Degree & 10 years related experience  PhD & 8 years related experience
<b>Programmer</b>	May be required to design, develop, and/or implement databases with respect to access methods, access time, and device allocation.	Bachelor's Degree & 5 years related experience	High School Diploma & 9 years related experience  Associates Degree & 7 years related experience  Master's Degree & 3 years related experience
<b>Project Manager</b>	Directs, coordinates, and exercises supervisory authority for planning, organizing, controlling, integrating, and completing projects. Develops and establishes procedures and guidelines for daily operation of assigned program. Executes and implements program directives and develops systems and controls to carry out program tasks. Determines work schedules, sets priorities, and implements procedures for performing work activities. Directs and monitors work results for meeting customer requirements, specifications, and quality assurance standards. Evaluates performance of assigned program tasks in terms of quality, cost control, and program schedules.	Bachelor's Degree & 6 years related experience	High School Diploma & 10 years related experience  Associates Degree & 8 years related experience  Master's Degree & 4 years related experience
<b>Sr. Business Consultant</b>	Manages tasks or contracts for a single customer and is responsible for technical, management, and cost performance. Performs work in a variety of operational areas or in a single consulting area.	Bachelor's Degree & 8 years related experience	High School Diploma & 12 years related experience  Associates Degree & 10 years related experience  Master's Degree & 6 years related experience

Labor Category Title	Description	Minimum Education/Experience	Education/Experience Substitutions
<b>Sr. Consultant I</b>	Uses a wide application of principles, theories, concepts, and techniques to develop innovative solutions to problems. Leads concept development, system design, and simulation and modeling functions to support life-cycle-engineering activities. Applies expert knowledge to gather facts, research and analyze the data, and develop conclusions and recommendations.	Master's Degree & 15 years related experience	High School Diploma & 21 years related experience  Associates Degree & 19 years related experience  Bachelor's Degree & 17 years related experience
<b>Sr. Consultant II</b>	Uses a wide application of principles, theories, concepts, and techniques to develop innovative solutions to problems. Leads concept development, system design, and simulation and modeling functions to support life-cycle-engineering activities. Applies expert knowledge to gather facts, research and analyze the data, and develop conclusions and recommendations	Master's Degree & 12 years related experience	High School Diploma & 18 years related experience  Associates Degree & 16 years related experience  Bachelor's Degree & 14 years related experience
<b>Sr. Consultant III</b>	Uses a wide application of principles, theories, concepts, and techniques to develop innovative solutions to problems. Leads concept development, system design, and simulation and modeling functions to support life-cycle-engineering activities. Applies expert knowledge to gather facts, research and analyze the data, and develop conclusions and recommendations.	Master's Degree & 10 years related experience	High School Diploma & 16 years related experience  Associates Degree & 14 years related experience  Bachelor's Degree & 12 years related experience
<b>Sr. Cost/Financial Analyst</b>	Group leader working on complex financial business initiatives that may include the assessment of products and procedures for compliance with current Government standards, accounting practices and principles, and multi-tiered system application standards.	Bachelor's Degree & 8 years related experience	High School Diploma & 12 years related experience  Associates Degree & 10 years related experience  Master's Degree & 6 years related experience
<b>Sr. Engineer/Scientist</b>	Responsible for interpreting, organizing, executing, and coordinating arrangements. Plans and conducts research in problem areas of considerable scope and complexity. Must be able to plan, manage, and execute complex tasks and lead subordinate level positions.	Bachelor's Degree & 10 years related experience	High School Diploma & 14 years related military experience  Associates Degree & 12 years related military experience  Master's Degree & 6 years related experience
<b>Sr. Management Analyst/Task Leader</b>	Specialized experience in facilitation, training, methodology development and evaluation, process re-engineering, change management, and other business processes. Applies process improvement and re-engineering methodologies and principles to conduct process modernization projects.	Bachelor's Degree & 10 years related experience	High School Diploma & 14 years related experience  Associates Degree & 12 years related experience  Master's Degree & 6 years related experience
<b>Sr. Manager</b>	Supervises managers and support personnel. Analyzes requirements and assigns appropriate personnel. Defines and develops task statements to identify work to be accomplished in the areas of budget and financial resource allocations, equipment acquisition, and organizational management. Establishes and maintains quality standards. Defines training requirements.	Bachelor's Degree & 6 years related experience	High School Diploma & 10 years related experience  Associates Degree & 8 years related experience  Master's Degree & 4 years related experience
<b>Sr. Programmer/Systems Analyst</b>	Analyzes systems and functions and determines requirements for computer equipment and software. May develop applications or work with operating systems software.	Bachelor's Degree & 10 years related experience	High School Diploma & 14 years related experience  Associates Degree & 12 years related experience  Master's Degree & 6 years related experience

Labor Category Title	Description	Minimum Education/Experience	Education/Experience Substitutions
<b>Sr. Systems Analyst</b>	Applies knowledge of and experience with technological, programmatic, program management, or business fields to support the analysis of complex systems engineering, systems technology, support systems, program management, management or other related programs.	Bachelor's Degree & 6 years related experience	High School Diploma & 10 years related experience  Associates Degree & 8 years related experience  Master's Degree & 4 years related experience
<b>Subject Matter Expert</b>	Uses a wide application of principles, theories, concepts, and techniques to develop innovative solutions to problems. Provides expert advice, assistance, or guidance in support of programs and projects. Applies expert knowledge to gather facts, research and analyze the data, and develop conclusions and recommendations.	Master's Degree & 15 years related experience	High School Diploma & 21 years related experience  Associates Degree & 19 years related experience  Bachelor's Degree & 17 years related experience
<b>Systems Analyst</b>	Applies knowledge of and experience with technological, programmatic, program management, or business fields to support the analysis of moderately complex systems engineering, systems technology, support systems, program management, management, or other related programs.	Bachelor's Degree & 4 years related experience	High School Diploma & 8 years related experience  Associates Degree & 6 years related experience  Master's Degree & 2 years related experience
<b>Technical Editor</b>	Develops and edits material for reports, manuals, briefs, instruction manuals, catalogs, training material, and other technical publications. Reviews journals, reports, and similar material to become familiar with product or process terminology.	Bachelor's Degree & 6 years related experience	High School Diploma & 10 years related experience  Associates Degree & 8 years related experience  Master's Degree & 4 years related experience  PhD & 2 years related experience
<b>Word Processor</b>	Types and proofreads material for reports, manuals, briefs, instruction manuals, catalogs, training material, and other technical publications using established quality standards.	Associates Degree & 4 years related experience	Associates Degree & 4 years related experience

**Price Lists**

**541330ENG, 541420, 541380 Specific Labor Category Hourly Rates**

<b>Contractor Site</b>	Year 6	Year 7	Year 8	Year 9	Year 10
	7/30/2020 to 7/29/2021	7/30/2021 to 7/29/2022	7/30/2022 to 7/29/2023	7/30/2023 to 7/29/2024	7/30/2024 to 7/29/2025
<b>Labor Category</b>					
Administrative**	\$ 57.92	\$59.51	\$61.15	\$62.83	\$64.56
Analyst 1	\$ 79.68	\$81.87	\$84.12	\$86.44	\$88.81
Analyst 2	\$ 93.00	\$95.56	\$98.19	\$100.89	\$103.66
Analyst 3	\$113.31	\$116.43	\$119.63	\$122.92	\$126.30
Analyst 5	\$144.83	\$148.81	\$152.91	\$157.11	\$161.43
Analyst 7	\$168.41	\$173.04	\$177.80	\$182.69	\$187.71
Analyst 8	\$185.91	\$191.02	\$196.28	\$201.67	\$207.22
Analyst 9	\$204.75	\$210.38	\$216.17	\$222.11	\$228.22
Business Consultant 1	\$130.66	\$134.25	\$137.95	\$141.74	\$145.64
Business Consultant 2	\$159.08	\$163.45	\$167.95	\$172.57	\$177.31
Business Consultant 3	\$230.29	\$236.62	\$243.13	\$249.82	\$256.69
Business Consultant 4	\$256.92	\$263.99	\$271.24	\$278.70	\$286.37
Business Consultant 5	\$413.24	\$424.60	\$436.28	\$448.28	\$460.61
Consultant	\$206.61	\$212.29	\$218.13	\$224.13	\$230.29
Documentation Specialist**	\$ 64.90	\$66.68	\$68.52	\$70.40	\$72.34
Drafter**	\$ 48.81	\$50.15	\$51.53	\$52.95	\$54.40
Eng and Technical Analyst**	\$113.98	\$117.11	\$120.34	\$123.64	\$127.04
Engineer 1	\$ 75.78	\$77.86	\$80.01	\$82.21	\$84.47
Engineer 2	\$100.75	\$103.52	\$106.37	\$109.29	\$112.30
Engineer 3	\$103.52	\$106.37	\$109.29	\$112.30	\$115.39
Engineer 4	\$124.20	\$127.62	\$131.12	\$134.73	\$138.44
Engineer 5	\$144.83	\$148.81	\$152.91	\$157.11	\$161.43
Engineer 6	\$154.51	\$158.76	\$163.12	\$167.61	\$172.22
Engineer 7	\$164.20	\$168.72	\$173.36	\$178.12	\$183.02
Engineer 8	\$198.32	\$203.77	\$209.38	\$215.14	\$221.05
Engineer 9	\$217.78	\$223.77	\$229.92	\$236.25	\$242.74
Field Engineer**	\$110.12	\$113.15	\$116.26	\$119.46	\$122.74
Financial Analyst	\$ 93.32	\$95.89	\$98.52	\$101.23	\$104.02
Illustrator**	\$ 60.97	\$62.65	\$64.37	\$66.14	\$67.96
Information Specialist	\$ 78.39	\$80.55	\$82.76	\$85.04	\$87.38
Jr. Eng and Technical Analyst**	\$ 78.76	\$80.93	\$83.15	\$85.44	\$87.79
Jr. Field Engineer**	\$ 75.01	\$77.07	\$79.19	\$81.37	\$83.61
Jr. Logistics Eng and Tech Specialist	\$ 69.46	\$71.37	\$73.33	\$75.35	\$77.42
Jr. Technician	\$ 69.93	\$71.85	\$73.83	\$75.86	\$77.95
Logistics Eng and Tech Specialist	\$ 92.47	\$95.01	\$97.63	\$100.31	\$103.07
Mat'l Mgmt Engineer and Tech Specialist	\$ 92.04	\$94.57	\$97.17	\$99.84	\$102.59

Operations Research Specialist	\$137.69	\$141.48	\$145.37	\$149.36	\$153.47
Principal Systems Analyst	\$130.69	\$134.28	\$137.98	\$141.77	\$145.67
Program Analyst	\$103.64	\$106.49	\$109.42	\$112.43	\$115.52
Program Manager	\$189.32	\$194.53	\$199.88	\$205.37	\$211.02
Programmer 1**	\$ 68.02	\$69.89	\$71.81	\$73.79	\$75.82
Programmer 2	\$ 89.28	\$91.74	\$94.26	\$96.85	\$99.51
Programmer 3	\$120.54	\$123.85	\$127.26	\$130.76	\$134.36
Programmer 4	\$144.83	\$148.81	\$152.91	\$157.11	\$161.43
Programmer/Programmer Analyst	\$101.20	\$103.98	\$106.84	\$109.78	\$112.80
Project Manager	\$139.95	\$143.80	\$147.75	\$151.82	\$155.99
Scientist	\$154.38	\$158.63	\$162.99	\$167.47	\$172.08
Sr. Consultant	\$278.48	\$286.14	\$294.01	\$302.09	\$310.40
Sr. Documentation Specialist	\$103.64	\$106.49	\$109.42	\$112.43	\$115.52
Sr. Drafter**	\$ 69.93	\$71.85	\$73.83	\$75.86	\$77.95
Sr. Eng. And Technical Analyst	\$120.78	\$124.10	\$127.51	\$131.02	\$134.62
Sr. Financial Analyst	\$110.93	\$113.98	\$117.12	\$120.34	\$123.64
Sr. Logistics Eng and Tech Specialist	\$108.72	\$111.71	\$114.78	\$117.94	\$121.18
Sr. Mgmt. Technical Staff 1	\$183.75	\$188.80	\$194.00	\$199.33	\$204.81
Sr. Mgmt. Technical Staff 2	\$196.33	\$201.72	\$207.27	\$212.97	\$218.83
Sr. Mgmt. Technical Staff 3	\$223.72	\$229.87	\$236.19	\$242.69	\$249.36
Sr. Mgmt. Technical Staff 4	\$266.50	\$273.83	\$281.36	\$289.10	\$297.05
Sr. Operations Research Specialist	\$139.33	\$143.16	\$147.10	\$151.14	\$155.30
Sr. Program Analyst	\$118.26	\$121.51	\$124.85	\$128.29	\$131.82
Sr. Programmer/Programmer Analyst	\$127.26	\$130.76	\$134.36	\$138.05	\$141.85
Sr. Systems Analyst	\$125.71	\$129.17	\$132.72	\$136.37	\$140.12
Sr. Technician	\$ 93.44	\$96.01	\$98.65	\$101.36	\$104.15
Sr. Trainer**	\$102.22	\$105.03	\$107.92	\$110.89	\$113.94
Sr. Writer**	\$102.08	\$104.89	\$107.77	\$110.74	\$113.78
Statistician/Mathematician	\$125.40	\$128.85	\$132.39	\$136.03	\$139.77
Subject Matter Expert (Lvl I)	\$132.95	\$136.61	\$140.36	\$144.22	\$148.19
Subject Matter Expert (Lvl II)	\$170.68	\$175.37	\$180.20	\$185.15	\$190.24
Subject Matter Expert (Lvl III)	\$216.06	\$222.00	\$228.11	\$234.38	\$240.83
Technician	\$ 77.07	\$79.19	\$81.37	\$83.60	\$85.90
Technician 1	\$ 64.48	\$66.25	\$68.08	\$69.95	\$71.87
Technician 2	\$ 76.79	\$78.90	\$81.07	\$83.30	\$85.59
Technician 3	\$102.16	\$104.97	\$107.86	\$110.82	\$113.87
Technician 4	\$120.03	\$123.33	\$126.72	\$130.21	\$133.79
Trainer**	\$ 85.46	\$87.81	\$90.22	\$92.71	\$95.26
Typist/Secretary 1**	\$ 46.74	\$48.02	\$49.34	\$50.70	\$52.09
Typist/Secretary 2**	\$ 53.00	\$54.46	\$55.96	\$57.49	\$59.07
Typist/Secretary 3**	\$ 60.53	\$62.19	\$63.90	\$65.66	\$67.47
Typist/Secretary 4	\$ 66.52	\$68.34	\$70.22	\$72.15	\$74.14
Writer**	\$ 80.92	\$83.15	\$85.43	\$87.78	\$90.20

<b>Customer Site</b>	Year 6	Year 7	Year 8	Year 9	Year 10
	7/30/2020 to 7/29/2021	7/30/2021 to 7/29/2022	7/30/2022 to 7/29/2023	7/30/2023 to 7/29/2024	7/30/2024 to 7/29/2025
<b>Labor Category</b>					
Administrative**	\$ 47.49	\$48.80	\$50.14	\$51.52	\$52.94
Analyst 1	\$ 65.34	\$67.13	\$68.98	\$70.88	\$72.83
Analyst 2	\$ 76.26	\$78.36	\$80.51	\$82.73	\$85.00
Analyst 3	\$ 92.91	\$95.47	\$98.09	\$100.79	\$103.56
Analyst 5	\$118.76	\$122.03	\$125.38	\$128.83	\$132.37
Analyst 7	\$138.10	\$141.89	\$145.80	\$149.81	\$153.92
Analyst 8	\$152.45	\$156.64	\$160.95	\$165.37	\$169.92
Analyst 9	\$167.90	\$172.51	\$177.26	\$182.13	\$187.14
Business Consultant 1	\$107.14	\$110.09	\$113.11	\$116.23	\$119.42
Business Consultant 2	\$130.45	\$134.03	\$137.72	\$141.51	\$145.40
Business Consultant 3	\$188.84	\$194.03	\$199.37	\$204.85	\$210.48
Business Consultant 4	\$210.67	\$216.47	\$222.42	\$228.54	\$234.82
Business Consultant 5	\$338.86	\$348.18	\$357.75	\$367.59	\$377.70
Consultant	\$169.42	\$174.08	\$178.87	\$183.79	\$188.84
Documentation Specialist**	\$ 53.22	\$54.68	\$56.19	\$57.73	\$59.32
Drafter**	\$ 40.02	\$41.12	\$42.26	\$43.42	\$44.61
Eng and Technical Analyst**	\$ 93.46	\$96.03	\$98.67	\$101.39	\$104.18
Engineer 1	\$ 62.14	\$63.85	\$65.60	\$67.41	\$69.26
Engineer 2	\$ 82.62	\$84.89	\$87.22	\$89.62	\$92.08
Engineer 3	\$ 84.89	\$87.22	\$89.62	\$92.08	\$94.62
Engineer 4	\$101.84	\$104.64	\$107.52	\$110.48	\$113.52
Engineer 5	\$118.76	\$122.03	\$125.38	\$128.83	\$132.37
Engineer 6	\$126.70	\$130.18	\$133.76	\$137.44	\$141.22
Engineer 7	\$134.64	\$138.35	\$142.15	\$146.06	\$150.08
Engineer 8	\$162.62	\$167.09	\$171.69	\$176.41	\$181.26
Engineer 9	\$178.58	\$183.49	\$188.54	\$193.72	\$199.05
Field Engineer**	\$ 90.30	\$92.78	\$95.33	\$97.95	\$100.65
Financial Analyst	\$ 76.52	\$78.63	\$80.79	\$83.01	\$85.29
Illustrator**	\$ 50.00	\$51.37	\$52.78	\$54.23	\$55.73
Information Specialist	\$ 64.28	\$66.05	\$67.86	\$69.73	\$71.65
Jr. Eng and Technical Analyst**	\$ 64.58	\$66.36	\$68.18	\$70.06	\$71.99
Jr. Field Engineer**	\$ 61.51	\$63.20	\$64.94	\$66.72	\$68.56
Jr. Logistics Eng and Tech Specialist	\$ 56.96	\$58.52	\$60.13	\$61.79	\$63.49
Jr. Technician	\$ 57.34	\$58.92	\$60.54	\$62.20	\$63.92
Logistics Eng and Tech Specialist	\$ 75.83	\$77.91	\$80.05	\$82.25	\$84.52
Mat'l Mgmt Engineer and Tech Specialist	\$ 75.47	\$77.55	\$79.68	\$81.87	\$84.12
Operations Research Specialist	\$112.91	\$116.01	\$119.20	\$122.48	\$125.85
Principal Systems Analyst	\$107.17	\$110.11	\$113.14	\$116.25	\$119.45
Program Analyst	\$ 84.98	\$87.32	\$89.72	\$92.19	\$94.73
Program Manager	\$155.24	\$159.51	\$163.90	\$168.41	\$173.04

Programmer 1**	\$ 55.78	\$57.31	\$58.89	\$60.51	\$62.17
Programmer 2	\$ 73.21	\$75.22	\$77.29	\$79.42	\$81.60
Programmer 3	\$ 98.84	\$101.56	\$104.35	\$107.22	\$110.17
Programmer 4	\$118.76	\$122.03	\$125.38	\$128.83	\$132.37
Programmer/Programmer Analyst	\$ 82.98	\$85.27	\$87.61	\$90.02	\$92.50
Project Manager	\$114.76	\$117.91	\$121.16	\$124.49	\$127.91
Scientist	\$126.59	\$130.07	\$133.65	\$137.33	\$141.10
Sr. Consultant	\$228.35	\$234.63	\$241.09	\$247.72	\$254.53
Sr. Documentation Specialist	\$ 84.98	\$87.32	\$89.72	\$92.19	\$94.73
Sr. Drafter**	\$ 57.34	\$58.92	\$60.54	\$62.20	\$63.92
Sr. Eng. And Technical Analyst	\$ 99.04	\$101.76	\$104.56	\$107.44	\$110.39
Sr. Financial Analyst	\$ 90.96	\$93.46	\$96.03	\$98.68	\$101.39
Sr. Logistics Eng and Tech Specialist	\$ 89.15	\$91.60	\$94.12	\$96.71	\$99.37
Sr. Mgmt. Technical Staff 1	\$150.68	\$154.82	\$159.08	\$163.45	\$167.95
Sr. Mgmt. Technical Staff 2	\$160.99	\$165.41	\$169.96	\$174.64	\$179.44
Sr. Mgmt. Technical Staff 3	\$183.45	\$188.50	\$193.68	\$199.01	\$204.48
Sr. Mgmt. Technical Staff 4	\$218.53	\$224.54	\$230.71	\$237.06	\$243.58
Sr. Operations Research Specialist	\$114.25	\$117.39	\$120.62	\$123.94	\$127.35
Sr. Program Analyst	\$ 96.97	\$99.64	\$102.38	\$105.20	\$108.09
Sr. Programmer/Programmer Analyst	\$104.35	\$107.22	\$110.17	\$113.20	\$116.31
Sr. Systems Analyst	\$103.08	\$105.92	\$108.83	\$111.82	\$114.90
Sr. Technician	\$ 76.62	\$78.73	\$80.89	\$83.12	\$85.40
Sr. Trainer**	\$ 83.82	\$86.13	\$88.49	\$90.93	\$93.43
Sr. Writer**	\$ 83.71	\$86.01	\$88.37	\$90.80	\$93.30
Statistician/Mathematician	\$102.83	\$105.66	\$108.56	\$111.55	\$114.61
Subject Matter Expert (Lvl I)	\$109.02	\$112.02	\$115.10	\$118.26	\$121.51
Subject Matter Expert (Lvl II)	\$139.96	\$143.81	\$147.76	\$151.82	\$156.00
Subject Matter Expert (Lvl III)	\$177.17	\$182.04	\$187.05	\$192.19	\$197.48
Technician	\$ 63.20	\$64.94	\$66.72	\$68.56	\$70.44
Technician 1	\$ 52.87	\$54.33	\$55.82	\$57.36	\$58.93
Technician 2	\$ 62.97	\$64.70	\$66.48	\$68.31	\$70.19
Technician 3	\$ 83.77	\$86.07	\$88.44	\$90.87	\$93.37
Technician 4	\$ 98.42	\$101.13	\$103.91	\$106.77	\$109.71
Trainer**	\$ 70.08	\$72.00	\$73.98	\$76.02	\$78.11
Typist/Secretary 1**	\$ 38.32	\$39.38	\$40.46	\$41.57	\$42.72
Typist/Secretary 2**	\$ 43.46	\$44.66	\$45.88	\$47.14	\$48.44
Typist/Secretary 3**	\$ 49.63	\$51.00	\$52.40	\$53.84	\$55.32
Typist/Secretary 4	\$ 54.54	\$56.04	\$57.58	\$59.17	\$60.79
Writer**	\$ 66.35	\$68.18	\$70.05	\$71.98	\$73.96

**541614SVC, 541614, 611430, 561210FS Specific Labor Category Hourly Rates**

<b>Contractor Site</b>	Year 6	Year 7	Year 8	Year 9	Year 10
	7/30/2020 to 7/29/2021	7/30/2021 to 7/29/2022	7/30/2022 to 7/29/2023	7/30/2023 to 7/29/2024	7/30/2024 to 7/29/2025
<b>Labor Category</b>					
Acquisition Manager I	\$105.97	\$108.88	\$111.88	\$114.96	\$118.12
Acquisition Manager II	\$122.69	\$126.06	\$129.53	\$133.09	\$136.75
Acquisition Manager III	\$144.85	\$148.83	\$152.93	\$157.13	\$161.45
Acquisition Manager IV	\$157.57	\$161.90	\$166.36	\$170.93	\$175.63
Administrative Support I**	\$ 46.49	\$47.77	\$49.08	\$50.43	\$51.82
Administrative Support II**	\$ 54.67	\$56.17	\$57.72	\$59.31	\$60.94
Administrative Support III	\$ 69.83	\$71.75	\$73.72	\$75.75	\$77.83
Administrative Support IV	\$ 85.93	\$88.29	\$90.72	\$93.22	\$95.78
Configuration /Data Mgmt I	\$ 45.69	\$46.95	\$48.24	\$49.56	\$50.93
Configuration /Data Mgmt II	\$ 68.89	\$70.78	\$72.73	\$74.73	\$76.79
Configuration /Data Mgmt III	\$ 83.67	\$85.97	\$88.34	\$90.76	\$93.26
Configuration /Data Mgmt IV	\$105.88	\$108.79	\$111.78	\$114.86	\$118.02
Engineering/Manufacturing I	\$106.06	\$108.98	\$111.97	\$115.05	\$118.22
Engineering/Manufacturing II	\$123.52	\$126.92	\$130.41	\$133.99	\$137.68
Engineering/Manufacturing III	\$173.13	\$177.89	\$182.78	\$187.81	\$192.97
Engineering/Manufacturing IV	\$203.87	\$209.48	\$215.24	\$221.16	\$227.24
Financial Mgmt Analyst I	\$ 92.13	\$94.66	\$97.27	\$99.94	\$102.69
Financial Mgmt Analyst II	\$113.03	\$116.14	\$119.33	\$122.61	\$125.99
Logistician I	\$ 73.58	\$75.60	\$77.68	\$79.81	\$82.01
Logistician II	\$ 85.51	\$87.86	\$90.28	\$92.76	\$95.31
Logistician III	\$ 97.26	\$99.93	\$102.68	\$105.50	\$108.40
Logistician IV	\$123.20	\$126.59	\$130.07	\$133.65	\$137.32
Operations Research Analyst	\$136.26	\$140.01	\$143.86	\$147.81	\$151.88
Program Manager	\$165.23	\$169.77	\$174.44	\$179.24	\$184.17
Property Manager I	\$ 69.97	\$71.89	\$73.87	\$75.90	\$77.99
Property Manager II	\$ 86.40	\$88.78	\$91.22	\$93.73	\$96.30
Property Manager III	\$108.88	\$111.87	\$114.95	\$118.11	\$121.36
Property Manager IV	\$120.44	\$123.75	\$127.16	\$130.65	\$134.24
Subject Matter Expert/Consultant I	\$173.13	\$177.89	\$182.78	\$187.81	\$192.97
Subject Matter Expert/Consultant II	\$203.87	\$209.48	\$215.24	\$221.16	\$227.24
Technical Illustrator	\$ 69.97	\$71.89	\$73.87	\$75.90	\$77.99
Trainer I	\$ 92.50	\$95.04	\$97.66	\$100.34	\$103.10
Trainer II	\$128.48	\$132.01	\$135.64	\$139.37	\$143.21

<b>Customer Site</b>	Year 6	Year 7	Year 8	Year 9	Year 10
	7/30/2020 to 7/29/2021	7/30/2021 to 7/29/2022	7/30/2022 to 7/29/2023	7/30/2023 to 7/29/2024	7/30/2024 To 7/29/2025
<b>Labor Category</b>					
Acquisition Manager I	\$ 75.24	\$77.31	\$79.43	\$81.62	\$83.86
Acquisition Manager II	\$ 87.11	\$89.51	\$91.97	\$94.50	\$97.09
Acquisition Manager III	\$102.84	\$105.67	\$108.58	\$111.56	\$114.63
Acquisition Manager IV	\$111.87	\$114.95	\$118.11	\$121.36	\$124.70
Administrative Support I**	\$ 33.01	\$33.92	\$34.85	\$35.81	\$36.79
Administrative Support II**	\$ 38.82	\$39.88	\$40.98	\$42.11	\$43.26
Administrative Support III	\$ 49.58	\$50.94	\$52.34	\$53.78	\$55.26
Administrative Support IV	\$ 61.01	\$62.69	\$64.41	\$66.18	\$68.00
Configuration /Data Mgmt I	\$ 32.44	\$33.33	\$34.25	\$35.19	\$36.16
Configuration /Data Mgmt II	\$ 48.91	\$50.26	\$51.64	\$53.06	\$54.52
Configuration /Data Mgmt III	\$ 59.41	\$61.04	\$62.72	\$64.44	\$66.21
Configuration /Data Mgmt IV	\$ 75.17	\$77.24	\$79.37	\$81.55	\$83.79
Engineering/Manufacturing I	\$ 75.30	\$77.37	\$79.50	\$81.69	\$83.93
Engineering/Manufacturing II	\$ 87.70	\$90.11	\$92.59	\$95.14	\$97.75
Engineering/Manufacturing III	\$122.92	\$126.30	\$129.78	\$133.34	\$137.01
Engineering/Manufacturing IV	\$144.75	\$148.73	\$152.82	\$157.02	\$161.34
Financial Mgmt Analyst I	\$ 65.41	\$67.21	\$69.06	\$70.96	\$72.91
Financial Mgmt Analyst II	\$ 80.25	\$82.46	\$84.73	\$87.06	\$89.45
Logistician I	\$ 52.24	\$53.67	\$55.15	\$56.67	\$58.23
Logistician II	\$ 60.71	\$62.38	\$64.10	\$65.86	\$67.67
Logistician III	\$ 69.05	\$70.95	\$72.90	\$74.91	\$76.97
Logistician IV	\$ 87.47	\$89.88	\$92.35	\$94.89	\$97.50
Operations Research Analyst	\$ 96.74	\$99.41	\$102.14	\$104.95	\$107.83
Program Manager	\$117.31	\$120.54	\$123.85	\$127.26	\$130.76
Property Manager I	\$ 49.68	\$51.04	\$52.45	\$53.89	\$55.37
Property Manager II	\$ 61.34	\$63.03	\$64.76	\$66.55	\$68.38
Property Manager III	\$ 77.30	\$79.43	\$81.62	\$83.86	\$86.17
Property Manager IV	\$ 85.51	\$87.86	\$90.28	\$92.76	\$95.31
Subject Matter Expert/Consultant I	\$122.92	\$126.30	\$129.78	\$133.34	\$137.01
Subject Matter Expert/Consultant II	\$144.75	\$148.73	\$152.82	\$157.02	\$161.34
Technical Illustrator	\$ 49.68	\$51.04	\$52.45	\$53.89	\$55.37
Trainer I	\$ 65.68	\$67.48	\$69.34	\$71.24	\$73.20
Trainer II	\$ 91.22	\$93.73	\$96.31	\$98.96	\$101.68

**541611 Specific Labor Category Hourly Rates**

<b>Contractor Site</b>	Year 6	Year 7	Year 8	Year 9	Year 10
	7/30/2020 to 7/29/2021	7/30/2021 to 7/29/2022	7/30/2022 to 7/29/2023	7/30/2023 to 7/29/2024	7/30/2024 to 7/29/2025
<b>Labor Category</b>					
Administrative Support	\$ 66.62	\$68.45	\$70.33	\$72.27	\$74.26
Assoc Eng/Assoc Sci/Assoc Analyst	\$ 84.61	\$86.94	\$89.33	\$91.78	\$94.31
Business Consultant I	\$122.61	\$125.98	\$129.45	\$133.01	\$136.66
Business Consultant II	\$166.18	\$170.75	\$175.45	\$180.27	\$185.23
Consultant I	\$ 80.98	\$83.21	\$85.50	\$87.85	\$90.26
Consultant II	\$ 95.71	\$98.34	\$101.05	\$103.83	\$106.68
Consultant III	\$107.51	\$110.47	\$113.50	\$116.63	\$119.83
Cost/Financial Analyst	\$ 85.47	\$87.82	\$90.24	\$92.72	\$95.27
Data Administrator	\$ 66.52	\$68.35	\$70.23	\$72.16	\$74.14
Engineer/Scientist	\$133.33	\$137.00	\$140.76	\$144.63	\$148.61
Executive Consultant	\$286.38	\$294.26	\$302.35	\$310.66	\$319.21
Journeyman Programmer	\$117.87	\$121.11	\$124.44	\$127.86	\$131.38
Jr. Cost/Financial Analyst	\$ 71.28	\$73.24	\$75.25	\$77.32	\$79.45
Jr. Management Analyst	\$ 93.27	\$95.83	\$98.47	\$101.18	\$103.96
Management Analyst	\$109.16	\$112.16	\$115.25	\$118.42	\$121.67
Manager	\$123.68	\$127.08	\$130.58	\$134.17	\$137.86
Principal Consultant	\$356.38	\$366.18	\$376.25	\$386.60	\$397.23
Principal Investigator	\$174.84	\$179.65	\$184.59	\$189.66	\$194.88
Program Manager	\$192.45	\$197.74	\$203.18	\$208.77	\$214.51
Programmer	\$ 93.49	\$96.06	\$98.70	\$101.42	\$104.21
Project Manager	\$172.29	\$177.03	\$181.90	\$186.90	\$192.04
Sr. Business Consultant	\$206.88	\$212.57	\$218.41	\$224.42	\$230.59
Sr. Consultant I	\$219.38	\$225.41	\$231.61	\$237.98	\$244.53
Sr. Consultant II	\$172.29	\$177.03	\$181.90	\$186.90	\$192.04
Sr. Consultant III	\$111.92	\$115.00	\$118.16	\$121.41	\$124.75
Sr. Cost/Financial Analyst	\$126.27	\$129.74	\$133.31	\$136.98	\$140.74
Sr. Engineer/Scientist	\$166.76	\$171.35	\$176.06	\$180.90	\$185.87
Sr. Management Analyst/Task Leader	\$172.16	\$176.89	\$181.76	\$186.76	\$191.89
Sr. Manager	\$138.38	\$142.19	\$146.10	\$150.11	\$154.24
Sr. Programmer/Systems Analyst	\$141.60	\$145.49	\$149.50	\$153.61	\$157.83
Sr. Systems Analyst	\$133.81	\$137.49	\$141.27	\$145.16	\$149.15
Subject Matter Expert	\$245.88	\$252.64	\$259.59	\$266.73	\$274.06
Systems Analyst	\$117.81	\$121.05	\$124.38	\$127.80	\$131.31
Technical Editor	\$ 97.16	\$99.83	\$102.58	\$105.40	\$108.30
Word Processor	\$ 58.89	\$60.51	\$62.17	\$63.88	\$65.64

\*\* Indicates Service Contract Act (SCA) Eligible Categories-see the Service Contract Act Matrix following the price list for additional information.

**Service Contract Act (SCA) Matrix  
Standard Wage Determination No: 2015-4282**

<b>SCA MATRIX</b>		
<b>SCA Eligible Contract Labor Category</b>	<b>SCA Equivalent Code - Title</b>	<b>WD Number</b>
Administrative	01020- Administrative Assistant	2015-4282
Administrative Assistant I	01611 - Word Processor I	2015-4282
Administrative Assistant II	01612 - Word Processor II	2015-4282
Typist/Sec 1,2,3	01020- Administrative Assistant	2015-4282
Documentation Specialist	13054- Library IT Systems Administrator	2015-4282
Illustrator	13043- Illustrator III.	2015-4282
Eng. and Tech. Analyst	30086- Engineering Technician VI	2015-4282
Jr. Eng. and Tech. Analyst	30081- Engineering Technician I.	2015-4282
Sr. Drafter	30064- Drafter/CAD Operator IV	2015-4282
Drafter	30064- Drafter/CAD Operator III	2015-4282
Field Engineer	30085- Engineering Technician V	2015-4282
Jr. Field Engineer	30084- Engineering Technician IV	2015-4282
Sr. Systems Analyst	14103- Computer Systems Analyst III	2015-4282
Technician I	14102- Computer Systems Analyst II	2015-4282
Programmer 1	14102- Computer Systems Analyst II	2015-4282
Sr. Trainer	15095- Tech, Instructor/Course Dev.	2015-4282
Trainer	15090- Technical Instructor/Course Developer	2015-4282
Sr. Writer	30463 - Technical Writer III	2015-4282
Writer	30462 - Technical Writer II	2015-4282

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).