GSA Schedule

LOCKHEED MARTIN

GENERAL SERVICES ADMINISTRATION
FEDERAL SUPPLY SERVICE
AUTHORIZED FEDERAL SUPPLY SCHEDULE PRICE LIST

Consolidated Schedule - Professional Services
FSC Group 00CORP

CONTRACT NUMBER: GS-00F-242CA

C871 1 Strategic Planning for Technology Programs/Activities
C871 2 Concept Development and Requirements Analysis
C871 3 System Design, Engineering, and Integration
C871 4 Test and Evaluation
C871 5 Integrated Logistics Support
C871 6 Acquisition and Life Cycle Management

C874 501 Supply and Value Chain Management
C874 503 Distribution and Transportation Logistics Services
C874 504 Deployment Logistics
C874 505 Logistics Training Services

C899 1 Environmental Consulting Services
C899 7 Geographic Information Systems Services

Contract Period: August 15, 2015 – August 14, 2020
Pricelist effective 08/15/2015

LOCKHEED MARTIN SERVICES, INC.
700 North Frederick Avenue
Gaithersburg, MD 20879
www.lockheedmartin.com
Business Size: Large

Online 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 GSAAdvantage.gov.

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

Please be advised that the following individual Schedule contracts have been migrated to this Consolidated Schedule. As a result, no additional standalone Task Orders can be awarded or BPAs established under these contracts:

Single Schedule Name	Former Contract Number
PES	**GS-23F-0113N**
Environmental	**GS-10F-0381K**
Logworld	**GS-10F-0324L**

Effective October 1, 2015, the Consolidated Schedule will become the Professional Services Schedule (PSS), with no changes to any terms and conditions found within this document.

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Customer Information

1a. Awarded Special Item Numbers (SINs)

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C871 2 Concept Development and Requirements Analysis (C871-2RC Disaster Recovery)
C871 3 System Design, Engineering, and Integration (C871-3RC Disaster Recovery)
C871 4 Test and Evaluation (C871-4RC Disaster Recovery)
C871 5 Integrated Logistics Support (C871-5RC Disaster Recovery)
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C874 501 Supply and Value Chain Management (C874-501RC Disaster Recovery)
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C899 1 Environmental Consulting Services (C899-1RC Disaster Recovery)
C899 7 Geographic Information Systems Services (C899-7RC Disaster Recovery)

1b. Lowest priced model number and lowest unit price for that model for each SIN awarded in the contract

Not applicable.

1c. Hourly rates, job titles, experience, functional responsibility, and education for services

Labor category descriptions and rates can be found for each portion of this contract on the following pages:

- C871 SINs
  - Labor category descriptions: pages 16-29
  - Labor rates: 30-31
- C874 V SINs
  - Labor category descriptions: pages 32-51
  - Labor rates: pages 52-56
- C899 SINs
  - Labor category descriptions: pages 67-74
  - Labor rates: pages 75-76

2. Maximum order

The maximum task order limitation on the C871 SINs of this contract is $1,000,000.00; however, a value of $750,000 per SIN on a task order has been established as the threshold where agencies should seek additional discounts.

There is no maximum delivery order limitation on the C874 V and C899 SINs of this contract; however, a value of $1,000,000 on a delivery order has been established as the threshold where agencies should seek additional discounts.

3. Minimum order

Lockheed Martin is not obligated to accept any orders below the minimum order value of $100.

4. Geographic coverage (delivery area)

- SIN(s) C871-1, C871-2, C871-3, C871-4, C871-5 and C871-6: Domestic delivery: 50 States, DC, and Territories
- SIN(s): C899-1 and C899-7: Domestic and Worldwide
- SIN(s) C874-501, C874-503, C874-504 and C874-505: Domestic and Worldwide

5. Points of production

Points of production will be as specified in individual task orders.

6. Discount from list prices or statement of net price

The prices shown in this price list reflect MFC pricing (net prices). Additional reductions from these prices may be offered under the following circumstances:

- C871 SINs
  - Task orders with a value over $750,000
  - Blanket Purchase Agreements (BPAs)
- C874 V SINs and C899 SINs
  - Task orders with a value over $1,000,000
  - BPAs
  - Services performed at Government facilities

7. Quantity discounts

A quantity discount of 2% applies for orders equal to or exceeding $2 million for services offered under SINs C899-1 and C899-7.

8. Prompt payment terms

There are no prompt payment discounts.

9a. Government commercial credit card accepted at or below micro-purchase threshold

There is no threshold at the micro-purchase level for acceptance of Government purchase cards. Government purchase cards will be accepted below the micro-purchase threshold.

9b. Government commercial credit card accepted above micro-purchase threshold

There is no threshold above the micro-purchase level for acceptance of Government purchase cards. Government purchase cards will be accepted above the micro-purchase threshold.

10. Foreign items (list items by country of origin)

There are no foreign items included in this schedule.

11a. Time of delivery

Time of delivery will be as specified in individual task orders.

11b. Expedited delivery

Expedited delivery will be as specified in individual task orders when applicable for the C871 SINS and C899 SINs of this contract.

Expedited delivery is not applicable to the C874 V SINs of this contract.

11c. Overnight and 2-day delivery

Overnight and 2-day delivery will be as specified in individual task orders when applicable for the C871 SINs and C899 SINs of this contract.

Overnight and 2-day delivery is not applicable to the C874 V SINs of this contract.

11d. Urgent Requirements

Urgent requirements will be as specified in individual task orders when applicable for the C871 SINs of this contract.

Urgent requirements are not applicable to the C874 V SINs and C899 SINs of this contract.

12. F.O.B. Point

F.O.B. points will be as specified in individual task orders for the C871 SINs and C874 V SINs of this contract.

F.O.B. points are at Destination for the C899 SINs of this contract.

13. Ordering address

Lockheed Martin Services, Inc.
Betty Chou
700 North Frederick Avenue
Gaithersburg, MD 20879
Phone: 301-452-5781
Fax: 301-396-8128

Deirdre T Johnson
4701 Forbes Boulevard
Lanham, MD 20706
Phone: 301-306-8043
Fax: 301-396-8128

14. Payment address

Accounts Receivable
Lockheed Martin Services, Inc.
P.O. Box 13522
Newark, NJ 07188-3522

Electronic Funds Transfer:
Citibank, N.A.
ABA #0210 00089
Lockheed Martin Services, Inc.
Account # 4067 8203

15. Warranty provision

For services only, the Contractor warrants and implies that the items delivered hereunder are merchantable and fit for use for the particular purpose in regards to the C871 SINs of this contract.

Warranty provision is the same as the Lockheed Martin Services, Inc., standard commercial warranty for the C874 V SINs and C899 SINs of this contract.

16. Export packing charges

Not applicable.

17. Terms and conditions of Government purchase card acceptance (any thresholds above the micro-purchase level)

There are no thresholds regarding acceptance of the Government purchase card.

18. Terms and conditions of rental, maintenance, and repair

Terms and conditions of rental, maintenance, and repair are not applicable to the C871 SINs and C899 SINs of this contract.

Terms and conditions of rental, maintenance, and repair will be as specified in individual task orders when applicable for the C874 V SINs of this contract.

19. Terms and conditions of installation

Terms and conditions of installation are not applicable to the C871 SINs and C899 SINs of this contract.

Terms and conditions of installation will be as specified in individual task orders when applicable for the C874 V SINs of this contract.

20. Terms and conditions of repair parts indicating date of parts pricelists and any discounts from list prices

Terms and conditions of repair parts are not applicable to the C871 SINs and C899 SINs of this contract.

Terms and conditions of repair parts will be as specified in individual task orders when applicable for the C874 V SINs of this contract.

20a. Terms and conditions for any other services

Terms and conditions of any other services are not applicable to the C871 SINs and C899 SINs of this contract.

Terms and conditions of any other services will be as specified in individual task orders when applicable for the C874 V SINs of this contract.

21. List of service and distribution points

Service and distribution points are not applicable to the C871 SINS and C899 SINs of this contract.

Service and distribution points will be as specified in individual task orders when applicable for the C874 V SINs of this contract.

22. List of participating dealers

There are no participating dealers.

23. Preventive maintenance

Preventive maintenance requirements are not applicable to the C871 SINs and C899 SINs of this contract.

Preventive maintenance requirements will be as specified in individual task orders when applicable for the C874 V SINs of this contract.

24a. Special attributes such as environmental attributes (e.g., recycled content, energy efficiency, and/or reduced pollutants)

Not applicable.

24b. Section 508 compliance information

Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services. The EIT standards can be found at www.Section508.gov.

25. Data Universal Number System (DUNS) number

The DUNS number is 80-525-8373.

26. Notification regarding registration in Central Contractor Registration (CCR)/System for Award Management (SAM) database

Lockheed Martin Services, Inc., is currently registered and active in the System for Award Management (SAM).

Contract Scope

C871 PROFESSIONAL ENGINEERING SERVICES (PES)

The C871 SINs of this contract provides for engineering support to all phases of a project life cycle. The SINs for this contract define the areas of engineering support services available. Task orders placed under the C871 SINs of this contract must identify the SINs applicable to the effort.

C871 1 Strategic Planning for Technology Programs/Activities

Services required under this SIN involve the definition and interpretation of high level organizational engineering performance requirements such as projects, systems, missions, etc., and the objectives and approaches to their achievement. Typical associated tasks include, but are not limited to an 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. Example: The evaluation and preliminary definition of new and/or improved performance goals for navigation satellites such as launch procedures and costs, multi-user capability, useful service life, accuracy and resistance to natural and man-made electronic interference. PES does not include architect-engineer services as defined in the Brooks Act and FAR Part 2. PES does not include design or construction services as defined in the Federal Acquisition Regulation Part 36 and Part 2.

C871 2 Concept Development and Requirements Analysis

Services required under this SIN involve abstract or concept studies and analysis, requirements definition, preliminary planning, the evaluation of alternative technical approaches and associated costs for the development of enhancement of high level general performance specifications of a system, project, mission or activity. Typical associated tasks include, but are not limited to requirements analysis, cost/cost performance trade-off analysis, feasibility analysis, developing and completing fire safety evaluation worksheets as they relate to professional engineering services, regulatory compliance support, technology/system conceptual designs, training, and consulting. Example: The development and analysis of the total mission profile and life cycle of the improved satellite including examination of performance and cost tradeoffs. PES does not include architect-engineer services as defined in the Brooks Act and FAR Part 2. PES does not include design or construction services as defined in the Federal Acquisition Regulation Part 36 and Part 2.

C871 3 System Design, Engineering, and Integration

Services required under this SIN involve the translation of a system (or subsystem, program, project, activity) concept into a preliminary and detailed design (engineering plans and specifications), performing risk identification/analysis, mitigation, traceability, and then integrating the various components to produce a working prototype or model of the system. Typical associated tasks include, but are not limited to computer-aided design, e.g. CADD, design studies and analysis, design review services, shop drawing review services, submittal review services, conducting fire protection facility surveys, developing 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, and consulting. Example: The navigation satellite concept produced in the preceding stage will be converted to a detailed engineering design package,

performance will be computer simulated and a working model will be built for testing and design verification. PES does not include architect-engineer services as defined in the Brooks Act and FAR Part 2. PES does not include design or construction services as defined in the Federal Acquisition Regulation Part 36 and Part 2.

C871 4 Test and Evaluation

Services required under this SIN involve the application of various techniques demonstrating that a system (subsystem, program, project or activity) performs in accordance with the objectives outlined in the original design. Typical associated tasks include, but are not limited to testing of a prototype, first article(s) testing, environmental testing, performing inspections and witnessing acceptance testing of fire protection and life safety systems as they relate to professional engineering services, independent verification and validation, reverse engineering, simulation and modeling (to test the feasibility of a concept), system, quality assurance, physical testing of the product system, training, and consulting. Example: The navigation satellite-working model will be subjected to a series of tests, which may simulate and ultimately duplicate its operational environment. PES does not include architect-engineer services as defined in the Brooks Act and FAR Part 2. PES does not include design or construction services as defined in the Federal Acquisition Regulation Part 36 and Part 2.

C871 5 Integrated Logistics Support

Services required under this SIN involves the analysis, planning and detailed design of all engineering specific logistics support including material goods, personnel, and operational maintenance and repair of systems throughout their lifecycles, excluding those systems associated with real property. Typical associated tasks include, but are not limited to ergonomic/human performance analysis, feasibility analysis, logistics planning, requirements determination, policy standards/procedures development, conducting research studies, long-term reliability and maintainability, training, and consulting. Example: The full range of life cycle logistics support for the navigation satellite will be identified and designed in this stage including training, operation and maintenance requirements, and replacement procedures. PES does not include architect-engineer services as defined in the Brooks Act and FAR Part 2. PES does not include design or construction services as defined in the Federal Acquisition Regulation Part 36 and Part 2.

C871 6 Acquisition and Life Cycle Management

Services required under this SIN involve all of the planning, budget, contract and systems/program management functions required to procure and or/produce, render operational and provide life cycle support (maintenance, repair, supplies, engineering specific logistics) to (technology based) systems, activities, subsystems, projects, etc. Typical associated tasks include, but are not limited to 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. Example: During this stage the actual manufacturing, launch, and performance monitoring of the navigation satellite will be assisted through project management, configuration management, reliability analysis, engineering retrofit improvements and similar functions. PES does not include architect-engineer services as defined in the Brooks Act and FAR

Part 2. PES does not include design or construction services as defined in the Federal Acquisition Regulation Part 36 and Part 2.

C874 V LOGISTICS WORLDWIDE (LOGWORLD)

C874 501 Supply and Value Chain Management Services

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

C874 503 Distribution and Transportation Logistics Services

Planning and designing, implementing, or operating systems or facilities for the movement of supplies, equipment or people by road, air, water, rail, or pipeline. Typical tasks include moving and storage (excluding household goods), location modeling, transportation system development and management, carrier management and routing, freight forwarding, courier services, shuttle services and facilitating customs processing. Commercial passenger airline services covered by the Airline City Pair Program are excluded. Click on the SIN hyperlink to view LOGWORLD contractors by business size.

C874 504 Deployment Logistics Services

Typical tasks include contingency planning, identifying/utilizing regional or global resources, integrating public/private sector resources, inventory/property planning, movement, storage, end-to-end office and industrial relocation/expansion services, including project/asset/construction

management, space planning and project integration/implementation, pre-positioning assets, facilitating customs processing/accountability; and deploying communications and logistics systems to permit rapid deployment and management of supplies and equipment. Click on the SIN hyperlink to view LOGWORLD contractors by business size.

C874 505 Logistics Training Services

Training in system operations, automated tools for supply and value chain management, property and inventory management, distribution and transportation management, and maintenance of equipment and facilities supporting these activities.

C899 ENVIRONMENTAL SERVICES

C899 1 Environmental Consulting Services

The services include, but are not limited to consultation in the areas of:: Planning and Documentation Services for the development, planning, facilitation, coordination, and documentation of and/or for environmental initiatives (or mandates such as Executive Order 13423 and Executive Order 13514) in areas of chemical, radiological, and/or hazardous materials; ISO 14001 Environmental Management System (EMS) and sustainable performance measure development; Environmental Assessment (EA) and Environmental Impact Statement (EIS) preparation under the National Environmental Policy Act (NEPA); Endangered species, wetland, watershed, and other natural resource management plans; Archeological and/or cultural resource management plans; Environmental program and project management; Environmental regulation development; Economic, technical and/or risk analysis; other environmentally related studies and/or consultations; Homeland Security solutions that include Biochemical protection; Crime prevention through environmental design surveys (CPTED); Economical, technical and/or risk analysis; Identification and mitigation of threats inclusive of protective measures to mitigate the threats; and Vulnerability assessments. Compliance Services such as review, audit, and implementation/management of EMS and other compliance and contingency plans and performance measures; Permitting; Spill prevention/control and countermeasure plans; Pollution prevention surveys; and Community Right to-Know Act reporting. Advisory Services for ongoing advice and assistance with data and information in support of agency environmental programs involving areas such as Hazardous material spills; Material safety data sheets (MSDS), Biological/medical data sheets; Information hotlines; Poison control hotlines; Environmental regulations and environmental policy/procedure updates; Management, furnishing, or inventory of MSDS. Waste Management Consulting Services to provide guidance in support of waste-related data collection, feasibility studies and risk analyses; Resource Conservation and Recovery Act/Comprehensive Environmental Response Compensation and Liability Act (RCRA/CERCLA) site investigations; Hazardous and/or non-hazardous exposure assessments; Waste characterization and source reduction studies; Review and recommendation of waste tracking or handling systems; Waste management plans and/or surveys; Waste minimization/pollution prevention initiatives; and Review of technologies and processes impacting waste management.

Note: Services involving only the consulting portion of environmental remediation efforts are included under this SIN. Any actual remediation efforts are performed under SIN C899-8.

C899 7 Geographic Information Systems Services

Provides GIS services in support of environmental programs. Services include, but are not limited to: Creation/enforcement of environmental legislation; Cultural resource GIS (CRGIS); Environmental cost assessment; Environmental impact analyses; Environmental regulatory compliance; Groundwater monitoring; Growth forecast modeling; Habitat conservation plans; Habitat modeling; Image analysis support for emergency response; Mapping, Cartography, and Mashups (e.g., combining data from more than one source into a single integrated tool to include aerial mapping); Migration pattern analysis; Natural resource planning; Remote sensing for environmental studies; Terrestrial, marine, and/or atmospheric measuring/management; Vegetation mapping; and Watershed characterization for mitigation planning.

Note: The services offered under this SIN shall NOT include construction and architect-engineering services as set forth in FAR Part 36, including surveying and mapping services as defined under the Brooks Act of 1972 (Public Law 92-582, 40 U.S. 1102 et seq.).

C871 SINs Labor Category Descriptions

The labor categories, personnel qualifications, and rate sheets provided below reflect the capabilities and labor rates of Lockheed Martin Space Operations (LMSO), a part of the LMSI business group. LMSO performs a wide spectrum of services supporting NASA and other government agencies. LMSO employs more than 4,600 engineers, scientists, systems analysts, technicians and support personnel. Its core competencies include payload design, development, fabrication, integration, test, and launch support; space operations, mission planning, and scheduling; satellite command, control and monitoring; data analysis, archiving, and warehousing; control center design, development, and installation; high performance computing; database management; communications engineering; and simulation design and analysis.

PRIMARY ENGINEERING DISCIPLINES (PED)

Lockheed Martin personnel in all engineering disciplines provide engineering support to all phases of a project life cycle. The matrix below summarizes the Primary Engineering Disciplines applicable to the SINs for this portion of the contract.

Special Item	No.	Primary Engineering Discipline (PED)	
		Electrical Engineering	***Mechanical Engineering***
Strategic Planning for Technology Programs/Activities	C871 1	X	X
Concept Development and Requirements Analysis	C871 2	X	X
System Design, Engineering, and Integration	C871 3	X	X
Test and Evaluation	C871 4	X	X
Integrated Logistics Support	C871 5	X	X
Acquisition and Life Cycle Management	C871 6	X	X

Lockheed Martin has defined labor categories for the professional engineering services. Six additional support categories have been defined for required support functions. All labor categories are applicable to all SINs for this portion of the contract. The personnel qualifications, including functional responsibilities, education, and experience for each labor category are included in the following section.

Project Management 4

Minimum Experience: 5 years. Experience and specialized training commensurate with assignment.
Education: Bachelor's degree in applicable field. Experience may be substituted at the rate of two years of directly related experience for each year of education.
Functional Responsibility: Provides direction to primarily non-exempt and entry level exempt subordinates using established policies and precedents. Administers and executes policies and procedures that typically affect individual subordinate employees. Accomplishes tasks mainly through direct supervision of non-exempt and entry level exempt employees or through subordinate supervisors. Develops work assignments and assesses performance. Ensures that projects are completed on schedule. Majority of liaison is on internal basis with subordinates and supervisors at equivalent level or one/two higher levels. External contacts are infrequent and involve routine matters.

Project Management 5

Minimum Experience: 9 years. Experience and specialized training commensurate with assignment.
Education: Bachelor's degree in applicable field. Experience may be substituted at the rate of two years of directly related experience for each year of education.
Functional Responsibility: Provides direction to subordinates based on general policies and management guidance. Work is reviewed upon completion for adequacy in meeting objectives. Interprets and executes policies and procedures that typically affect subordinate organizational units. Recommends modifications to operating policies. Accomplishes results through lower level subordinate supervisors, associate managers, or exempt professional staff who exercise significant latitude and independence in assignments. Functions as an advisor to a unit regarding tasks, projects, and operations. Ensures that projects are completed on schedule and within budget. Frequent contacts with internal personnel and outside customers and industry. Conducts briefings and participates in technical meetings for internal and external representatives concerning specific operations.

HARDWARE/GENERAL ENGINEER

May perform research and/or product development tasks encompassing multiple engineering disciplines, such as electronics, electrical, mechanical, and/or chemical. May plan, conduct, and coordinate operating systems programming activities for both new and existing systems. May write and/or modify operating system modules that contain logical and mathematical solutions to operating systems problems or questions. May develop firmware that is incorporated into hardware systems.

Hardware/General Engineer 1

Minimum Experience: Entry level 0 years of experience
Education: Bachelor's degree (or equivalent) in mathematics, computer science, engineering, scientific, or related field. Minimum experience and Bachelor's degree may be substituted with a Master's degree.
Functional Responsibility: Limited use and/or application of technical principles, theories, and concepts. Develops solutions to routine technical problems of limited scope. Work is closely

supervised. Follows specific, detailed instructions. Contributes to the completion of routine technical tasks. Contacts are primarily with immediate supervisor, project leaders, and other personnel in the section or group.

Hardware/General Engineer 2

Minimum Experience: 2 years of professional experience or 0 years of experience with related Masters degree. Considered experienced, but still a learner.
Education: Bachelor's degree (or equivalent) in mathematics, computer science, engineering, scientific, or related field. Minimum experience and Bachelor's degree may be substituted with a Master's degree.
Functional Responsibility: Frequent use and application of technical standards, principles, theories, concepts, and techniques. Provides solutions to a variety of technical problems of moderate scope and complexity. Works under general supervision. Follows established procedures. Work is reviewed for soundness of technical judgment and overall adequacy. Contributes to the completion of milestones associated with specific projects. Primarily internal company contacts. Infrequent inter-organizational and outside customer contacts on routine matters.

Hardware/General Engineer 3

Minimum Experience: 5 years of professional experience or 3 years of related experience with Masters degree: Considered career, or journey, level.
Education: Bachelor's degree (or equivalent) in mathematics, computer science, engineering, scientific, or related field. Minimum experience and Bachelor's degree may be substituted with a Master's degree.
Functional Responsibility: Complete understanding and wide application of technical principles, theories and concepts, in the field. General knowledge of other related disciplines. Provides technical solutions to a wide range of difficult problems. Solutions are imaginative, thorough, and practicable, and consistent with organization objectives. Works under only general direction. Independently determines and develops approach to solutions. Work is reviewed upon completion for adequacy in meeting objectives. Contributes to the completion of specific programs and projects. Frequent inter-organizational and outside customer contacts. Represents the organization in providing solutions to difficult technical issues associated with specific projects.

Hardware/General Engineer 4

Minimum Experience: 9 years of professional experience or 7 years of related experience with Masters degree. Considered an emerging authority in discipline.
Education: Bachelor's degree (or equivalent) in mathematics, computer science, engineering, scientific, or related field. Minimum experience and Bachelor's degree may be substituted with a Master's degree.
Functional Responsibility: Applies extensive technical expertise, and has full knowledge of other related disciplines. Develops technical solutions to complex problems, which require the regular use of ingenuity and creativity. Work is performed without appreciable direction. Exercises considerable latitude in determining technical objectives and approaches to assignments. Completed work is reviewed from a relatively long-term perspective for desired results. Guides the successful completion of major programs and may function in a project leadership role. Represents the organization as the prime technical contact on contracts and projects. Interacts with senior external personnel on significant technical matters often requiring coordination between organizations.

Hardware/General Engineer 5

Minimum Experience: 14 years or more of professional experience or 12 years of related experience with Masters degree. Considered an expert, authority in discipline.
Education: Bachelor's degree (or equivalent) in mathematics, computer science, engineering, scientific, or related field. Minimum experience and Bachelor's degree may be substituted with a Master's degree.
Functional Responsibility: Applies advanced technical principles, techniques, theories and concepts. Contributes to the development of new principles and theories. Works on unusually complex technical problems and provides solutions which are highly innovative and ingenious. Works under consultative direction towards predetermined long-range goals and objectives. Assignments are often self-initiated. Determines and pursues courses of action necessary to obtain desired results. Work checked through consultation and agreement with others rather than by formal review of superior. Develops advanced technological ideas and guides their development into a final product. Serves as organization spokesperson on advanced projects and/or programs. Acts as advisor to management and customers on advanced technical research studies and applications.

ENGINEERING SOFTWARE DEVELOPER/ANALYST

May conduct or participate in multidisciplinary research and collaborate with equipment designers and/or hardware engineers in the planning, design, development, and utilization of electronic data processing systems software. May determine computer user needs; advise hardware designers on machine characteristics that affect software systems. May perform technical planning, system integration, verification and validation, cost and risk, and supportability and effectiveness analyses for total systems. Analyses are performed at all levels of total system product to include: concept, design, fabrication, test, installation, operation, maintenance and disposal. May ensure the logical and systematic conversion of customer or product requirements into total systems solutions that acknowledge technical, schedule, and cost constraints.

Engineering Software Developer/Analyst 1

Minimum Experience: Entry level 0 years of experience.
Education: Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or related scientific or technical discipline. Experience may be substituted at the rate of two years of directly related experience for each year of education.
Functional Responsibility: Limited use and/or application of technical principles, theories, and concepts. Develops solutions to routine technical problems of limited scope. Work is closely supervised. Follows specific, detailed instructions. Contributes to the completion of routine technical tasks. Contacts are primarily with immediate supervisor, project leaders, and other personnel in the section or group.

Engineering Software Developer/Analyst 2

Minimum Experience: 2 years of professional experience or 0 years of experience with related Masters degree. Considered experienced, but still a learner.
Education: Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or related scientific or technical discipline. Experience may be substituted at the rate of two years of directly related experience for each year of education.

Functional Responsibility: Frequent use and application of technical standards, principles, theories, concepts, and techniques. Provides solutions to a variety of technical problems of moderate scope and complexity. Works under general supervision. Follows established procedures. Work is reviewed for soundness of technical judgment and overall adequacy. Contributes to the completion of milestones associated with specific projects. Primarily internal company contacts. Infrequent inter-organizational and outside customer contacts on routine matters.

Engineering Software Developer/Analyst 3

Minimum Experience: 5 years of professional experience or 3 years of related experience with Masters degree. Considered career, or journey, level.
Education: Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or related scientific or technical discipline. Experience may be substituted at the rate of two years of directly related experience for each year of education.
Functional Responsibility: Complete understanding and wide application of technical principles, theories and concepts, in the field. General knowledge of other related disciplines. Provides technical solutions to a wide range of difficult problems. Solutions are imaginative, thorough, and practicable, and consistent with organization objectives. Works under only general direction. Independently determines and develops approach to solutions. Work is reviewed upon completion for adequacy in meeting objectives. Contributes to the completion of specific programs and projects. Frequent inter-organizational and outside customer contacts. Represents the organization in providing solutions to difficult technical issues associated with specific projects.

Engineering Software Developer/Analyst 4

Minimum Experience: 9 years of professional experience or 7 years of related experience with Masters degree. Considered an emerging authority in discipline.
Education: Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or related scientific or technical discipline. Experience may be substituted at the rate of two years of directly related experience for each year of education.
Functional Responsibility: Applies extensive technical expertise, and has full knowledge of other related disciplines. Develops technical solutions to complex problems, which require the regular use of ingenuity and creativity. Work is performed without appreciable direction. Exercises considerable latitude in determining technical objectives and approaches to assignments. Completed work is reviewed from a relatively long-term perspective for desired results. Guides the successful completion of major programs and may function in a project leadership role. Represents the organization as the prime technical contact on contracts and projects. Interacts with senior external personnel on significant technical matters often requiring coordination between organizations.

Engineering Software Developer/Analyst 5

Minimum Experience: 14 years or more of professional experience or 12 years of related experience with Masters degree. Considered an expert, authority in discipline.
Education: Bachelor's degree in Computer Science, Information Systems, Engineering, Business, or related scientific or technical discipline. Experience may be substituted at the rate of two years of directly related experience for each year of education.
Functional Responsibility: Applies advanced technical principles, techniques, theories and concepts. Contributes to the development of new principles and theories. Works on unusually complex technical problems and provides solutions which are highly innovative and ingenious.

Works under consultative direction towards predetermined long-range goals and objectives. Assignments are often self-initiated. Determines and pursues courses of action necessary to obtain desired results. Work checked through consultation and agreement with others rather than by formal review of superior. Develops advanced technological ideas and guides their development into a final product. Serves as organization spokesperson on advanced projects and/or programs. Acts as advisor to management and customers on advanced technical research studies and applications.

SCIENTIST

May perform scientific experiments, investigations, observations, and related research studies into the nature and operation of natural phenomena in a particular field using scientific methods. May develop theories for understanding, characterizing and organizing natural phenomena into a systematic and meaningful pattern for the benefit of project advancement and emerging technologies.

Scientist 1

Minimum Experience: Entry level 0 years professional experience
Education: Bachelor's degree in a related scientific discipline. Experience may be substituted at the rate of two years of directly related experience for each year of education
Functional Responsibility: Limited use and/or application of technical principles, theories, and concepts. Develops solutions to routine technical problems of limited scope. Work is closely supervised. Follows specific, detailed instructions. Contributes to the completion of routine technical tasks. Contacts are primarily with immediate supervisor, project leaders, and other personnel in the section or group.

Scientist 2

Minimum Experience: 2 years of professional experience or 0 years of experience with related Masters degree. Considered experience, but still a learner.
Education: Bachelor's degree in a related scientific discipline. Experience may be substituted at the rate of two years of directly related experience for each year of education
Functional Responsibility: Frequent use and application of technical standards, principles, theories, concepts, and techniques. Provides solutions to a variety of technical problems of moderate scope and complexity. Works under general supervision. Follows established procedures. Work is reviewed for soundness of technical judgment and overall adequacy. Contributes to the completion of milestones associated with specific projects. Primarily internal company contacts. Infrequent inter-organizational and outside customer contacts on routine matters.

Scientist 3

Minimum Experience: 5 years of professional experience or 3 years of related experience with Masters degree. Considered career, or journey, level.
Education: Bachelor's degree in a related scientific discipline. Experience may be substituted at the rate of two years of directly related experience for each year of education
Functional Responsibility: Complete understanding and wide application of technical principles, theories and concepts, in the field. General knowledge of other related disciplines. Provides technical solutions to a wide range of difficult problems. Solutions are imaginative, thorough, and practicable, and consistent with organization objectives. Works under only general direction. Independently determines and develops approach to solutions. Work is reviewed upon completion

for adequacy in meeting objectives. Contributes to the completion of specific programs and projects. Frequent inter-organizational and outside customer contacts. Represents the organization in providing solutions to difficult technical issues associated with specific projects.

Scientist 4

Minimum Experience: 9 years of professional experience or 7 years of related experience with Masters degree. Considered an emerging authority.
Education: Bachelor's degree in a related scientific discipline. Experience may be substituted at the rate of two years of directly related experience for each year of education
Functional Responsibility: Applies extensive technical expertise, and has full knowledge of other related disciplines. Develops technical solutions to complex problems that require the regular use of ingenuity and creativity. Work is performed without appreciable direction. Exercises considerable latitude in determining technical objectives and approaches to assignments. Completed work is reviewed from a relatively long-term perspective for desired results. Guides the successful completion of major programs and may function in a project leadership role. Represents the organization as the prime technical contact on contracts and projects. Interacts with senior external personnel on significant technical matters often requiring coordination between organizations.

Scientist 5

Minimum Experience: 14 years or more of professional experience or 12 years of related experience with Masters degree. Considered an expert, authority in discipline.
Education: Bachelor's degree in a related scientific discipline. Experience may be substituted at the rate of two years of directly related experience for each year of education
Functional Responsibility: Applies advanced technical principles, techniques, theories and concepts. Contributes to the development of new principles and theories. Works on unusually complex technical problems and provides solutions which are highly innovative and ingenious. Works under consultative direction towards predetermined long-range goals and objectives. Assignments are often self-initiated. Determines and pursues courses of action necessary to obtain desired results. Work checked through consultation and agreement with others rather than by formal review of superior. Develops advanced technological ideas and guides their development into a final product. Serves as organization spokesperson on advanced projects and/or programs. Acts as advisor to management and customers on advanced technical research studies and applications.

PROJECT SUPPORT

May conceive, design, lay out, and coordinate editorial illustrations and creative artwork for publications such as magazines, brochures, handbooks, and posters, translating facts and features of subject material into graphic terms that best convey intended meaning. May provide guidance on graphic technology. May work closely with internal company contacts to understand requirements and create cost efficient graphic designs through available mediums. May provide computer graphic services for web artwork. CAD/CAM activities may include conducting or participating in multidisciplinary research and collaborating with circuit designers and/or product line engineers in the design, development, and utilization of software to simulate the characteristics and parameters of integrated systems components, modules, or complete products under operating environment. May write, rewrite and/or edit technical documents such as technical procedure manuals, user manuals, programming manuals, service manuals, operations specifications, and related technical

publications to communicate clearly and effectively technical specifications and instructions to a wide range of audiences. May develop new courses and/or conduct formal professional training for customers, and/or in-house customer engineers, and/or OEM (original equipment manufacturers) customer engineers in all facets of computer hardware and software technology.

Project Support 1

Minimum Experience: Entry level 0 years professional experience
Education: Bachelor's degree in a related technical discipline
Functional Responsibility: Limited use and/or application of technical principles, theories, and concepts. Develops solutions to routine technical problems of limited scope. Work is closely supervised. Follows specific, detailed instructions. Contributes to the completion of routine technical tasks. Contacts are primarily with immediate supervisor, project leaders, and other personnel in the section or group.

Project Support 2

Minimum Experience: 2 years of professional experience or 0 years of experience with related Masters degree. Considered experienced, but still a learner.
Education: Bachelor's degree in a related technical discipline
Functional Responsibility: Frequent use and application of technical standards, principles, theories, concepts, and techniques. Provides solutions to a variety of technical problems of moderate scope and complexity. Works under general supervision. Follows established procedures. Work is reviewed for soundness of technical judgment and overall adequacy. Contributes to the completion of milestones associated with specific projects. Primarily internal company contacts. Infrequent inter-organizational and outside customer contacts on routine matters.

Project Support 3

Minimum Experience: 5 years of professional experience or 3 years of related experience with Masters degree. Considered career, or journey, level.
Education: Bachelor's degree in a related technical discipline
Functional Responsibility: Complete understanding and wide application of technical principles, theories and concepts, in the field. General knowledge of other related disciplines. Provides technical solutions to a wide range of difficult problems. Solutions are imaginative, thorough, and practicable, and consistent with organization objectives. Works under only general direction. Independently determines and develops approach to solutions. Work is reviewed upon completion for adequacy in meeting objectives. Contributes to the completion of specific programs and projects. Frequent inter-organizational and outside customer contacts. Represents the organization in providing solutions to difficult technical issues associated with specific projects.

Project Support 4

Minimum Experience: 9 years of professional experience or 7 years of related experience with Masters degree. Considered an emerging authority.
Education: Bachelor's degree in a related technical discipline
Functional Responsibility: Applies extensive technical expertise, and has full knowledge of other related disciplines. Develops technical solutions to complex problems, which require the regular use of ingenuity and creativity. Work is performed without appreciable direction. Exercises considerable latitude in determining technical objectives and approaches to assignments. Completed

work is reviewed from a relatively long-term perspective for desired results. Guides the successful completion of major programs and may function in a project leadership role. Represents the organization as the prime technical contact on contracts and projects. Interacts with senior external personnel on significant technical matters often requiring coordination between organizations.

Project Support 5

Minimum Experience: 14 years or more of professional experience or 12 years of related experience with Masters degree. Considered an expert, authority in discipline.
Education: Bachelor's degree in a related technical discipline
Functional Responsibility: Applies advanced technical principles, techniques, theories and concepts. Contributes to the development of new principles and theories. Works on unusually complex technical problems and provides solutions which are highly innovative and ingenious. Works under consultative direction towards predetermined long-range goals and objectives. Assignments are often self-initiated. Determines and pursues courses of action necessary to obtain desired results. Work checked through consultation and agreement with others rather than by formal review of superior. Develops advanced technological ideas and guides their development into a final product. Serves as organization spokesperson on advanced projects and/or programs. Acts as advisor to management and customers on advanced technical research studies and applications.

FIELD SERVICE ENGINEER

May perform a variety of activities in one or more of the following and/or related areas: personal computer applications training, data control and scheduling coordination, systems administration, data security administration, and associated fields. May install, operate, maintain, repair, and modify equipment. May conduct technical analysis of product implementations. May perform modifications and enhancements to product in accordance with specific customer specifications and implementations. May troubleshoot technical problems and issues, may determine technical solution in accordance with product and customer specifications, and may recommend actions to company or customer representatives for coordinative product solutions. May assess product needs in accordance with customer specifications. May conduct technical training and product briefing with customers, vendors and company representatives. May act as local on-site representative to customer's organization.

Field Service Engineer 2

Minimum Experience: 2 years of professional experience or 0 years of experience with related Masters degree. Considered experienced, but still a learner.
Education: Bachelor's degree in a related technical discipline
Functional Responsibility: Frequent use and application of technical standards, principles, theories, concepts, and techniques. Provides solutions to a variety of technical problems of moderate scope and complexity. Works under general supervision. Follows established procedures. Work is reviewed for soundness of technical judgment and overall adequacy. Contributes to the completion of milestones associated with specific projects. Primarily internal company contacts. Infrequent inter-organizational and outside customer contacts on routine matters.

Field Service Engineer 3

Minimum Experience: 5 years of professional experience or 3 years of related experience with Masters degree. Considered career, or journey, level.
Education: Bachelor's degree in a related technical discipline
Functional Responsibility: Complete understanding and wide application of technical principles, theories and concepts, in the field. General knowledge of other related disciplines. Provides technical solutions to a wide range of difficult problems. Solutions are imaginative, thorough, and practicable, and consistent with organization objectives. Works under only general direction. Independently determines and develops approach to solutions. Work is reviewed upon completion for adequacy in meeting objectives. Contributes to the completion of specific programs and projects. Frequent inter-organizational and outside customer contacts. Represents the organization in providing solutions to difficult technical issues associated with specific projects.

PROFESSIONAL ADMINISTRATION

May perform purchasing activities such as compiling and analyzing statistical data to determine feasibility of buying products and to establish price objectives necessary for the operation of an organization. May review proposals, negotiate prices, select or recommend suppliers, analyze trends, follow up on orders placed, verify delivery, approve payment, and maintain necessary records. May develop subcontract specifications, work statements, and terms and conditions for the procurement of specialized materials, equipment, and services. May negotiate and coordinate additions, deletions, or modifications to subcontracts. May participate with contracts administration and purchasing to develop subcontract policies and procedures. May participate in the control of costs and schedules on contracts requiring validated cost schedule control system. May incorporate contractual changes into control systems by staying aware of outstanding work against each contract in order to maintain realistic contract cost and schedule baselines. May develop and administer integrated logistics strategies, including supply chain activities from point of manufacture through information management support, deployment freight, warehousing, customer freight, order management, customer warehousing, customer store shipment, and customer placement.

Professional Administration 1

Minimum Experience: Entry level 0 years professional experience
Education: Bachelor's degree in a related applicable discipline
Functional Responsibility: Limited use and/or application of basic principles, theories, and concepts. Limited knowledge of industry practices and standards. Solves routine problems of limited scope and complexity following established policies and procedures. Work is closely supervised. Follows specific, detailed instructions. Contributions are usually limited to task-related activities. Contacts are primarily with immediate supervisor and other personnel in the section or group.

Professional Administration 2

Minimum Experience: 3 years of professional experience or 1 year of experience with related Masters degree. Considered experienced, but still a learner.
Education: Bachelor's degree in a related applicable discipline
Functional Responsibility: Frequent use and general knowledge of industry practices, techniques, and standards. General application of standard concepts and principles. Develops solutions to a

variety of problems of moderate scope and complexity. Refers to policies and practices for guidance. Works under very general supervision. Work is reviewed for soundness of judgment and overall adequacy and accuracy. Contributes to the completion of organizational projects and goals by performing tasks requiring discretion and general knowledge and ability. Frequent internal company and external contacts. Represents organization on specific projects and teams.

Professional Administration 3

Minimum Experience: 6 years of professional experience or 4 years of related experience with Masters degree. Considered career, or journey, level.
Education: Bachelor's degree in a related applicable discipline
Functional Responsibility: Complete understanding and application of principles, concepts, practices, and standards. Full knowledge of industry and company practices. Develops solutions to a variety of complex problems. May refer to established precedents and policies. Work is performed under general direction. Participates in determining objectives of assignment. Plans schedules and arranges own activities in accomplishing objectives. Work is reviewed upon completion for adequacy in meeting objectives. Exerts some influence on the overall objectives and long-range goals of the organization. Represents organization as a prime contact on contracts or projects. Interacts with senior internal and external personnel on significant matters often requiring coordination between organizations.

ENGINEERING TECHNICIAN

May perform a variety of duties in the electronic, mechanical, electromechanical, or optical areas such as constructing, troubleshooting, calibrating, adjusting, testing, and maintaining equipment, components, devices, or systems. May work from schematics, engineering drawings, and written or verbal instructions. May operate related equipment; conduct tests and develops report data in prescribed format. May use a variety of methods, sequences, and setups to inspect or test specific equipment or product, making modifications and adjustments as necessary. May perform calibration and alignment checks; make adjustments, modifications, and replacements as directed. May prepare prescribed compounds and solutions. May determine methods, operations, sequences, and set procedures for calibration, test, or alignment. May develop or modify products and equipment to requirements. May assist in determining prescribed compounds and solutions. May provide technical support to engineers on a variety of technical tasks. May gather, maintain, format, compile, and manipulate technical data, such as laboratory or material test results and engineering design changes. May produce engineering documentation, reports, and drawings (flow charts, block diagrams, and schematics). May conduct tests and record data to assist with engineering evaluation or analysis. May perform detailed mathematical calculations using established formulae; preliminary analyses of data where guidelines are provided in such areas as trajectory adequacy, model dimensional consistency; and quantitative judgments concerning technical data. May also include other positions such as machinists, inspectors, welders, and various technicians not previously mentioned. May include represented or non-represented personnel.

Engineering Technician 1, Professional Engineering

Minimum Experience: 0 to 1 year of experience
Education: High School diploma with additional technical training sufficient enough to perform required basic calculations, electronic/mechanical assembly/test, computer operations, etc.

Functional Responsibility: Apprentice or Trainee. Moderate understanding of general job aspects and superficial understanding of the technical phases of the job. Performs routine, repetitive, and basic tasks where precedent, methods and processes are well established. Makes simple decisions, but refers to more experienced personnel. Impact to overall activity is minimal. Close supervision involving detailed instructions and constant checking on work performance.

Engineering Technician 2, Professional Engineering

Minimum Experience: 1 year of experience.
Education: High School diploma with additional specialized technical training equivalent to a technical Associate degree and/or demonstrated ability to perform assigned technical/para-engineering tasks.
Functional Responsibility: Good knowledge of the job. Substantial acquaintance with and understanding of general aspects of the job with a limited understanding of the technical phases of the job. Performs a variety of activities, which involve standard procedures. Gathers and manipulates common data, verifies adequacy and appropriateness; develops charts, diagrams, and standard reports. In technical or production positions, may also set up and operate standard electronic or mechanical equipment used to develop, produce and/or test products or process data. Impact to overall activity limited to immediate functional area. General supervision with instructions given for routine work and detailed instructions for new lines of work or special assignments.

Engineering Technician 3, Professional Engineering

Minimum Experience: 3 years of experience
Education: High School diploma with additional specialized technical training equivalent to a technical Associate degree and/or demonstrated ability to perform assigned technical/para-engineering tasks.
Functional Responsibility: Normally top-level jobs requiring considerable knowledge of the job. Complete acquaintance with and understanding of the general aspects and technical phases of the job and their practical applications to problems and situations ordinarily encountered. Independently performs non-routine and moderately complex assignments. Researches assignments, processes, and analyzes data and may develop recommendations. Competently uses computers and other systems to access, maintain, and manipulate data. May provide leadership, direction to lower level employees. In technical or production positions, may determine methods, operations, and sequences; develops and/or modifies products and equipment to requirements. Contributes to and supports the completion of major organization activity. Limited supervision. No instructions are needed on routine work, and only general instructions are given on new lines of work or special assignments.

Engineering Technician 4, Professional Engineering

Minimum Experience: 5 or more years of experience
Education: High School diploma with additional specialized technical training equivalent to a technical Associate degree and/or demonstrated ability to perform assigned technical/para-engineering tasks.
Functional Responsibility: Requires extensive knowledge in specialized functions. A wide and comprehensive acquaintance with and understanding of both general and specific aspects and the technical phases of the job and their practical application to complex problems and situations

ordinarily encountered. Usually works without established procedures, performing a wide variety of nonstandard complex tasks using advanced techniques and requiring extensive knowledge of discipline. Analyzes requirements for special projects and recommends methods and processes to accomplish. Conducts research and assists in investigational studies. Supports the design/development of new or modified equipment or methods/systems for improved performance through analysis and checkout. Evaluates and resolves calibrating and troubleshooting problems. Leads and mentors others and lower level employees, may assign work and schedule workflow. Minimal supervision. Work may be done without established procedures. Leads and mentors others and lower level employees, may assign work and schedule workflow.

C871 SCA-COVERED POSITIONS (NON-EXEMPT)

ADMINISTRATIVE SUPPORT

May perform a variety of administrative/clerical tasks within such areas as finance, purchasing, human resources, contracts, and material or for a specific project/business/technical unit. Duties may include shipping and receiving, property and material control, mail distribution, data control, maintenance of records, processing purchase orders, storage control, project support, and laboratory support. Tasks may range from establishing and/or maintaining filing systems and verifying accuracy of data, to developing and analyzing data, developing reports, reviewing status reports and budgets, recommending actions based on various reports and statistics. May compile statistics and data using personal computers, databases; generates reports, tables, graphs and correspondence. May assign work to others and prioritize and schedule workflow. May include represented or non-represented personnel.

Administrative Support 1, Professional Engineering

Minimum Experience: 0 to 1 year of experience
Education: High School diploma
Functional Responsibility: Apprentice or Trainee. Moderate understanding of general job aspects and superficial understanding of the technical phases of the job. Performs routine, repetitive, and basic tasks where precedent, methods and processes are well established. Makes simple decisions, but refers most to more experienced personnel. Close supervision involving detailed instructions and constant checking on work performance.

Administrative Support 2, Professional Engineering

Minimum Experience: 3 years of experience
Education: High School diploma with additional specialized training in specific aspects of job functions and/or demonstrated ability to perform assigned tasks
Functional Responsibility: Normally top-level jobs requiring considerable knowledge of the job. Complete acquaintance with and understanding of the general aspects and technical phases of the job and their practical applications to problems and situations ordinarily encountered. Independently performs non-routine and moderately complex assignments. Researches assignments, processes, and analyzes data and may develop recommendations. Competently uses computers and other systems to access, maintain, and manipulate data. May provide leadership, direction to lower level employees. In technical or production positions, may determine methods, operations, and sequences; develops and/or modifies products and equipment to requirements. Limited supervision.

No instructions are needed on routine work, and only general instructions are given on new lines of work or special assignments.

C871 SINs Labor Rates

Fully loaded labor rates for the C871 SINs of the contract are included in Table 1. These rates apply to all C871 SINs. These rates reflect MFC pricing and include the GSA Industrial Funding Fee.

Table 1. C871 SINs Hourly Rates

C871 SINs Labor Category	Minimum Education/ Certification Level	Minimum Years of Experience	08/15/15 to 08/14/16	08/15/16 to 08/14/17	08/15/17 to 08/14/18	08/15/18 to 08/14/19	08/15/19 to 08/14/20
Hdw/Gen Eng 1	Bachelors	0	$94.77	$96.95	$99.18	$101.46	$103.79
Hdw/Gen Eng 2	Bachelors	2	$111.05	$113.60	$116.22	$118.89	$121.62
Hdw/Gen Eng 3	Bachelors	5	$132.93	$135.99	$139.12	$142.31	$145.59
Hdw/Gen Eng 4	Bachelors	9	$159.89	$163.57	$167.33	$171.18	$175.12
Hdw/Gen Eng 5	Bachelors	14	$182.17	$186.36	$190.65	$195.03	$199.52
Eng SW Dev 1	Bachelors	0	$106.77	$109.23	$111.74	$114.31	$116.94
Eng SW Dev 2	Bachelors	2	$125.51	$128.40	$131.35	$134.37	$137.46
Eng SW Dev 3	Bachelors	5	$150.75	$154.22	$157.76	$161.39	$165.10
Eng SW Dev 4	Bachelors	9	$181.72	$185.90	$190.18	$194.55	$199.02
Eng SW Dev 5	Bachelors	14	$207.42	$212.19	$217.07	$222.06	$227.17
Scientist 1	Bachelors	0	$98.56	$100.83	$103.15	$105.52	$107.95
Scientist 2	Bachelors	2	$115.59	$118.25	$120.97	$123.75	$126.60
Scientist 3	Bachelors	5	$138.51	$141.70	$144.95	$148.29	$151.70
Scientist 4	Bachelors	9	$166.72	$170.55	$174.48	$178.49	$182.60
Scientist 5	Bachelors	14	$190.07	$194.44	$198.91	$203.49	$208.17
Proj Mgmt 4	Bachelors	5	$188.68	$193.02	$197.46	$202.00	$206.65
Proj Mgmt 5	Bachelors	9	$215.43	$220.38	$225.45	$230.64	$235.94
Proj Supt 1	Bachelors	0	$87.30	$89.31	$91.36	$93.46	$95.61
Proj Supt 2	Bachelors	2	$102.00	$104.35	$106.75	$109.20	$111.71
Proj Supt 3	Bachelors	5	$121.77	$124.57	$127.44	$130.37	$133.37
Proj Supt 4	Bachelors	9	$146.15	$149.51	$152.95	$156.47	$160.07
Proj Supt 5	Bachelors	14	$166.36	$170.19	$174.10	$178.10	$182.20
Field Serv Eng 2	Bachelors	2	$90.52	$92.60	$94.73	$96.91	$99.14
Field Serv Eng 3	Bachelors	5	$138.00	$141.17	$144.42	$147.74	$151.14
Eng Tech 1, Professional Engineering	High School	0	$64.59	$66.08	$67.60	$69.15	$70.74
Eng Tech 2, Professional Engineering	High School	1	$70.20	$71.81	$73.47	$75.16	$76.88
Eng Tech 3, Professional Engineering	High School	3	$76.35	$78.11	$79.90	$81.74	$83.62
Eng Tech 4, Professional Engineering	High School	5	$90.07	$92.14	$94.26	$96.43	$98.65
Prof Admin 1	Bachelors	0	$83.53	$85.45	$87.42	$89.43	$91.48
Prof Admin 2	Bachelors	3	$97.45	$99.69	$101.98	$104.33	$106.73

C871 SINs Labor Category		Minimum Education/ Certification Level	Minimum Years of Experience	08/15/15 to 08/14/16	08/15/16 to 08/14/17	08/15/17 to 08/14/18	08/15/18 to 08/14/19	08/15/19 to 08/14/20
Prof Admin 3		Bachelors	6	$127.78	$130.72	$133.73	$136.80	$139.95
SCA Covered Labor Categories								
SCA Eligible Contract Labor Category	**SCA Equivalent Code - Title**							
Admin Supt 1, Professional Engineering	01311 – Secretary I	High School	0	$48.49	$49.61	$50.75	$51.91	$53.11
Admin Supt 2, Professional Engineering	01313 – Secretary III	High School	3	$51.21	$52.39	$53.59	$54.83	$56.09

The SCA is applicable to this contract and includes SCA-applicable labor categories. The prices for the indicated SCA labor categories are based on the U.S. Department of Labor Wage Determination Numbers (05-2103). The prices offered are based on the preponderance of where work is performed and should work be performed in an area with lower SCA rates, resulting in lower wages being paid, the task order prices will be discounted accordingly.

Escalation of the labor categories subject to the SCA is based on Clause I-FSS-969(b)(1).

C874 V SINs Labor Category Descriptions

Lockheed Martin provides logistics services to agencies as specified in task orders under this portion of the contract. The 874 V LOGWORLD SINs define the areas of logistics services available. Lockheed Martin can provide all resources including personnel, management, supplies, services, materials, equipment, facilities, and transportation necessary to provide a wide range of logistics services and products.

Lockheed Martin has defined 70 labor categories for the logistics services covered by this contract. This consists of 46 exempt categories and 24 categories covered by the Services Contract Act (SCA). All labor categories are applicable to all 874 V SINs.

The personnel qualifications, including functional responsibilities, education, and experience for each exempt labor category are included in the following section. For labor categories covered by the SCA, the applicable occupation code for each category is included with the labor rate.

LABOR CATEGORY POSITIONS (EXEMPT)

Program Manager, Logistics

Minimum Experience: 10 years of experience in logistics, logistics related, or engineering disciplines.
Education: BS/BA in relevant field of study required. Related experience may be substituted for education at the rate of 2 years experience for each year of education.
Functional Responsibility: Directs all phases of programs/projects from inception through completion. Participates in the negotiation of contract and contract changes. Acts as primary customer contact for program activities, leading program review sessions with customer to discuss cost, schedule, and technical performance. Establishes design concepts, criteria and engineering efforts for product research, development, integration and test. Establishes milestone and monitors adherence to master plans and schedules identifies program problems and obtains solutions, such as allocation of resources or changing contractual specifications. Directs the work of employees assigned to the program/ project from technical, manufacturing and administrative areas.

Project Director, Logistics

Minimum Experience: 7 years of experience in logistics, logistics related, or engineering disciplines.
Education: BS/BA in relevant field of study required. Related experience may be substituted for education at the rate of 2 years experience for each year of education.
Functional Responsibility: Oversees and coordinates planning efforts, resolves technical issues and acts as project leader for specific contractual efforts. Provides operational guidance for current and proposed projects involving close liaison with logistics efforts, quality assurance, engineering, manufacturing, management, and the customer. Responsible for complex tasks and activities associated with one or more technical areas within the planning and operational functions.

Contract/Subcontract Manager

Minimum Experience: 3 years experience in the management of government contracts and subcontracts.

Education: BA in relevant field of study required. Related experience may be substituted for education at the rate of 2 years experience for each year of education.
Functional Responsibility: Develops subcontract specifications, work statements, and terms and conditions for the procurement of specialized materials, equipment, and services. Prepares bid packages, conducts bidders' conferences, analyzes and evaluates proposals, negotiates subcontract provisions, selects or recommends subcontractors, writes awards, and administers resulting subcontracts. Negotiates and coordinates additions, deletions, or modifications to subcontracts. Participates with contract administration and purchasing to develop subcontract policies and procedures.

Finance Manager

Minimum Experience: 5 years of experience managing government contract accounting functions.
Education: BS/BA in relevant field of study required. Related experience may be substituted for education at the rate of 2 years experience for each year of education.
Functional Responsibility: Manages the planning, designing, development, coordinating, auditing and improving of major or advanced financial systems consisting of many complex interrelated programs. Includes long range strategy, and state of the art distributed processing development and implementation. Responsible for hardware selection of processors and remote input devices. Represents program financial conditions to all levels of management and customers as required.

Program Control Specialist, Logistics

Minimum Experience: 6 years of experience in logistics, logistics related, or engineering disciplines.
Education: BS/BA in relevant field of study required. Related experience may be substituted for education at the rate of 2 years experience for each year of education.
Functional Responsibility: Oversees and coordinates the operational aspects of ongoing projects and serves as liaison between project management and planning, project team, and line management. Assesses project issues and develops resolutions to meet productivity, quality, and customer satisfaction goals and objectives. Develops mechanisms for monitoring project progress and for intervention and problem solving with project managers, line managers, and customers.

Finance/Accounting Specialist

Minimum Experience: 6 years of experience in government contract finance and accounting areas.
Education: BS/BA in relevant field of study required. Related experience may be substituted for education at the rate of 2 years experience for each year of education.
Functional Responsibility: Performs economic research and studies subjects such as rates of return, depreciation, working capital, investments, and financial and expense comparisons by analysis of profit and loss statements and income statements. Prepares reports of findings and recommendations to management. Develops, maintains, and establishes operational specifications for financial information systems considering such things as information flow, volume, and document format for data processing equipment.

Property Administration

Minimum Experience: 6 years of experience in the administration and management of government property and assets.

Education: BS/BA in relevant field of study required. Related experience may be substituted for education at the rate of 2 years experience for each year of education.
Functional Responsibility: Coordinates property control activities to ensure continual accountability of government, associate contractor, or company property in accordance with applicable government regulations or corporate policy. Maintains property accountability records and determines condition and arranges disposal of surplus or obsolete material or equipment. Conducts property audits; provides guidance on government regulations pertaining to property accountability; develops, recommends, and implements property administration policy; and prepares periodic and special purpose reports relative to such matters as taxes, rentals and leasing, insurance, facility usage, etc.

Purchasing (Buyer)

Minimum Experience: 6 years of experience in the acquisition of goods and services under federal contracting guidelines.
Education: BS/BA in relevant field of study required. Related experience may be substituted for education at the rate of 2 years experience for each year of education.
Functional Responsibility: Purchases machinery, equipment, tools, raw material, packaging materials, parts, services, and supplies necessary for program operation in accordance with all applicable contract, federal, local, and company guidelines. Compiles and analyzes statistical data to determine feasibility of buying products and to establish price objectives. Compiles information from periodicals, catalogs, and other sources to keep informed on price trends and manufacturing processes. Confers with vendors and analyzes vendors' operations to determine factors that affect prices and determines lowest cost consistent with quality, reliability, and ability to meet required schedules. Reviews proposals, negotiates prices, selects or recommends suppliers, analyzes trends, follows up orders placed, verifies delivery, approves payment, and maintains necessary records.

Facility/Security Manager

Minimum Experience: 5 years of experience in the management of facility operations, security, and security related requirements.
Education: BS/BA in relevant field of study required. Related experience may be substituted for education at the rate of 2 years experience for each year of education.
Functional Responsibility: Responsible for facility operations, including all applicable guidelines for physical security, safety, and environmental compliance. Programs, develops, and administers security procedures & programs for classified or proprietary materials, documents, and equipment necessary to support program requirements. Coordinates and processes security clearances for employees, clearance transfers, and visit requests. Studies and implements federal security regulations that apply to program operations. Prepares manuals outlining regulations, and establishes procedures for handling, storing, and keeping records, and for granting personnel and visitor's access to restricted records and materials. Conducts security education classes. Investigates safety and security incidents and prepares reports specifying preventive action to be taken.

Senior Administrative Support Specialist

Minimum Experience: 3 years of experience providing general administrative support directly related to contract requirements and general business operations.

Education: BA in relevant field of study required. Related experience may be substituted for education at the rate of 2 years experience for each year of education.
Functional Responsibility: Performs a combination of administrative tasks in such functional areas as Finance, Human Resources, Purchasing, and/or Traffic. May prepare budgeting, project scheduling, and statistical reports as required. Represents program/organizational unit on administrative matters. Recommends, interprets, and/or implements administrative policies and procedures.

Administration, General

Minimum Experience: 5 years experience supporting general program administrative requirements.
Education: HS diploma required.
Functional Responsibility: Supports a combination of administrative tasks in such functional areas as Finance, Human Resources, Facilities, Security, Purchasing, Office Services, and Records Management.

Manager, CM/QA, Logistics

Minimum Experience: 8 years of experience in the management and administration of configuration data and information, Configuration Management, or related engineering discipline.
Education: BS/BA in relevant field of study required. Related experience may be substituted for education at the rate of 2 years experience for each year of education.

Functional Responsibility: Responsible for the coordination and administration of assigned configuration management activities relative to identification, control, and accounting for systems equipment and/or documentation in accordance with contractual requirements. Reviews and establishes procedures for the introduction of changes to engineering documents for an assigned program. Provides management oversight for the review and analysis of engineering change data and liaison with engineering, quality, support, manufacturing, and engineering data control activities. Ensures that customer requirements are implemented and reviews change accounting activity to ensure compliance with configuration management policies.

Configuration Management

Minimum Experience: 6 years of experience in the management and administration of configuration data and information, Configuration Management, or related engineering discipline.
Education: BS/BA in relevant field of study required. Related experience may be substituted for education at the rate of 2 years experience for each year of education.
Functional Responsibility: Participates in the coordination and administration of assigned configuration management activities relative to identification, control, and accounting for systems equipment and/or documentation in accordance with contractual requirements. Develops procedures for and implements the introduction of changes to engineering documents for an assigned program. Reviews and analyzes released engineering change data and coordinates changes with engineering, quality, support, manufacturing, and engineering data control activities. Ensures that customer requirements are implemented and reviews change accounting activity to ensure compliance with configuration management policies.

Quality Assurance Specialist, Logistics

Minimum Experience: 6 years of experience in the development and management of quality initiatives and programs.
Education: BS/BA in relevant field of study required. Related experience may be substituted for education at the rate of 2 years experience for each year of education.
Functional Responsibility: Develops, establishes and maintains quality assurance programs, policies, processes, procedures and controls ensuring that performance and quality of products conform to established company, international (ISO), and governmental regulatory standards and agency guidelines, and to ensure lasting customer satisfaction. Provides expertise and guidance in interpreting governmental regulations, agency guidelines and internal policies to assure compliance. Serve as liaison with customer and other government agencies. Works directly with program operations to ensure that inspections, statistical process control analyses and audits are conducted on a continuing basis as specified to enforce requirements and meet specifications. Establishes and ensures that inspections are conducted prior to the processing of raw materials, ingredients, product and package specifications, frequently at vendor/supplier locations. Monitors good housekeeping practices, employee hygiene, and equipment sanitation; analyzes plant error.

Data Management Specialist

Minimum Experience: 6 years of experience in the management of logistics and logistics related data and information.
Education: BS/BA in relevant field of study required. Related experience may be substituted for education at the rate of 2 years experience for each year of education.
Functional Responsibility: Coordinates and schedules work for information systems processing. Ensures priorities are optimally set, and monitors and follows up to ensure work is performed and equipment is utilized in a timely and efficient manner. Reviews job requests and coordinates computer processing time, taking into consideration priorities, programming time, processing, and restart requirements. Reviews schedules to ensure adequate computer memory and related resources are available. Enters information about jobs and processing sequences into software that controls the initiation of computer jobs. Monitors and corrects problems, such as sequencing, associated with running programs.

Technical Librarian

Minimum Experience: 6 years of experience in the management of technical data and documentation relevant to logistics and related efforts.
Education: BA in relevant field of study required. Related experience may be substituted for education at the rate of 2 years experience for each year of education.
Functional Responsibility: Determines types of technical literature searches required and sources of information required to satisfy the scientific information needs of researchers and staff supporting a specific technical program. Conducts searches of technical literature, analyzes and evaluates data, extracts pertinent information, prepares information abstracts and bibliographies of material searched. Maintains extensive knowledge of literature resources and continuous contacts with government, local, national, and international information centers and agencies. Maintains and improves information retrieval capabilities. Assists in the selection of literature for inclusion in the library's collection and may translate foreign technical literature. Keeps abreast of developments in

areas of interest to a broad range of programs and periodically consults with researchers and other information users to ensure maximum usefulness and service.

ILS Manager

Minimum Experience: 8 years experience in the area of ILS management and administration in accordance with DOD requirements.
Education: BS/BA in relevant field of study required. Related experience may be substituted for education at the rate of 2 years experience for each year of education.
Functional Responsibility: Provides management oversight for the development and administration of integrated logistics strategies, including supply chain activities from point of manufacture through information management support, deployment freight, warehousing, customer freight, order management, customer warehousing, customer store shipment, and customer placement. Leads logistics planning including the identification of logistics resources and capabilities, and organizational logistics needs. Develops logistics plans and alternatives for logistics support. Ensures the execution and continuous improvement of standard logistics processes, such as the replenishment system, data interchange systems, demand management, electronic data systems administration and related functions. Integrates learning from customers, competitors, operating entities, distribution, transportation, customer service, other industries, industry groups, and professional training to continuously improve quality of services delivered.

Senior ILS Specialist

Minimum Experience: 6 years experience in the area of ILS strategy and development in accordance with DOD requirements.
Education: BS/BA in relevant field of study required. Related experience may be substituted for education at the rate of 2 years experience for each year of education.
Functional Responsibility: Develops and administers integrated logistics strategies, including supply chain activities from point of manufacture through information management support, deployment freight, warehousing, customer freight, order management, customer warehousing, customer store shipment, and customer placement. Supports logistics planning including the identification of logistics resources and capabilities, and organizational logistics needs. Develops logistics plans and alternatives for logistics support. Executes a continuous improvement methodology of standard logistics processes, such as the replenishment system, data interchange systems, demand management, electronic data systems administration and related functions. Integrates learning from customers, competitors, operating entities, distribution, transportation, customer service, other industries, industry groups, and professional training to continuously improve quality of services delivered.

ILS Specialist

Minimum Experience: 3 years experience in the area of ILS strategy and development in accordance with DOD requirements.
Education: BS/BA in relevant field of study required. Related experience may be substituted for education at the rate of 2 years experience for each year of education.
Functional Responsibility: Assists in the development and administration of integrated logistics strategies, including supply chain activities from point of manufacture through information management support, deployment freight, warehousing, customer freight, order management, customer warehousing, customer store shipment, and customer placement. Supports logistics

planning including the identification of logistics resources and capabilities, and organizational logistics needs. Supports the development of logistics plans and alternatives for logistics support. Executes a continuous improvement methodology of standard logistics processes, such as the replenishment system, data interchange systems, demand management, electronic data systems administration and related functions.

Subject Matter Expert

Minimum Experience: 8 years of experience in developing solutions to complex Logistics, logistics related, or other engineering/technical problems requiring the use of ingenuity and creativity.
Education: BS/BA in relevant field of study required. Related experience may be substituted for education at the rate of 2 years experience for each year of education.
Functional Responsibility: Applies extensive technical expertise, spanning a range of disciplines and technologies, in the development of unique and innovative solutions to challenging problems. Analyzes existing and anticipated customer requirements and provides technical solutions that result in an integrated approach to program execution.

Analyst, Principal, Logistics Systems

Minimum Experience: 10 years of experience in the analysis of logistics systems including information system analysis, systems design, and total logistics systems requirements.
Education: BS/BA in relevant field of study required. Related experience may be substituted for education at the rate of 2 years experience for each year of education.
Functional Responsibility: Analyzes and develops solutions in areas such as interfacing factory floor and material handling systems and platforms with logistics management systems, end-to-end integration of tagging and tracking systems, business process and work flow improvement, and the man-machine interface. Leads Integrated Logistics Support concept development, and definition of logistics programs including needs, objectives, plans, and approaches. Develops acquisition documentation including specifications, work statements, schedules and funding estimates. Participates in and leads multidisciplinary teams of technical experts or integrated product teams of technical, functional, and user representatives. Assists in the development of maintenance engineering and logistics support data.

Analyst, Senior, Logistics Systems

Minimum Experience: 6 years of experience in the analysis of logistics systems including information system analysis, systems design, and total logistics systems requirements.
Education: BS/BA in relevant field of study required. Related experience may be substituted for education at the rate of 2 years experience for each year of education.
Functional Responsibility: Analyzes logistics requirements and develops solutions involving application of logistics management systems, tagging and tracking systems, business processes, work flow, and the man-machine interface. Supports concept development, and definition of logistics programs including needs, objectives, plans, and approaches. Supports the development of acquisition documentation including specifications, work statements, schedules and funding estimates. Participates in multidisciplinary teams of technical experts or integrated product teams of technical, functional, and user representatives. Assists in the development of maintenance engineering and logistics support data.

Analyst, Logistics Systems

Minimum Experience: 3 years of experience in the analysis of logistics systems including information system analysis, systems design, and total logistics systems requirements.
Education: BS/BA in relevant field of study required. Related experience may be substituted for education at the rate of 2 years experience for each year of education.
Functional Responsibility: Analyzes logistics requirements and assists in the development of logistics solutions. Supports the development of acquisition documentation including specifications, work statements, schedules and funding estimates. Participates in multidisciplinary teams of technical experts or integrated product teams of technical, functional, and user representatives. Assists in the development of maintenance engineering and logistics support data.

Scientist, Chief Logistics

Minimum Experience: 9 years of experience in the development and integration of logistics systems including total logistics solutions.
Education: BS/BA in relevant field of study required. Related experience may be substituted for education at the rate of 2 years experience for each year of education.
Functional Responsibility: Creates unique and innovative solutions for challenging logistical problems including development and testing of programs on systems, components and materials concurrent with design, fabrication or testing to better evaluate and minimize future problems. Develops alternative solutions to existing problems. Evaluates alternatives and makes recommendations based on sound scientific principles and practical considerations. Capable of leading a multidisciplinary team of logistical and information technology professionals as well as being able to work independently.

Customer Service/Support

Minimum Experience: 6 years of experience in customer support, troubleshooting or service coordination.
Education: BA in relevant field of study required. Related experience may be substituted for education at the rate of 2 years experience for each year of education.
Functional Responsibility: Initial point of contact for customers requiring assistance. Provides problem determination/resolution based upon personal experience and standard operating procedures including immediate resolution where possible. Documents, escalates and proposes solutions for problems and works with appropriate organizations to achieve resolution. Supports the development of standard operating procedures and the collection of relevant data and metrics.

Distribution Systems

Minimum Experience: 6 years of experience in the analysis, specification, and application of distribution systems within a logistics enterprise.

Education: BA in relevant field of study required. Related experience may be substituted for education at the rate of 2 years experience for each year of education.
Functional Responsibility: Analyzes distribution needs and objectives, coordinates the implementation of procedures, equipment and facilities. Supports the selection of shipping centers, pool points, warehouses, transportation modes and methods. Assists in evaluation and monitoring of transportation and distribution related costs.

Inventory Planning/Control

Minimum Experience: 6 years of experience in inventory management and analysis.
Education: BA in relevant field of study required. Related experience may be substituted for education at the rate of 2 years experience for each year of education.
Functional Responsibility: Plans and/or controls inventory of material and equipment to meet logistics requirements. Analyzes inventory levels, inventory positioning, and planned/forecast demands. Develops inputs to logistics information systems and coordinates changes to inventory levels, locations, and composition. Coordinates with traffic, production planning, and warehouse personnel to ensure appropriate routing, scheduling, and storing of goods.

Material Handling

Minimum Experience: 5 years of experience in material handling, shipping and receiving, or warehouse operations, inventory management and analysis.
Education: BA in relevant field of study required. Related experience may be substituted for education at the rate of 2 years experience for each year of education.
Functional Responsibility: Responsible for the movement of materials, parts, assemblies, and finished products or goods within a plant, office, or warehouse. Oversees the processing, packaging, and storage of supplies, materials, and equipment. Determines appropriate containers and wrapping methods for materials to be shipped or stored. Coordinates with engineers, shippers, carton manufacturers, and carpenters for special crating and packing requirements.

Traffic Administration

Minimum Experience: 6 years of experience in the shipment and tracking of high value material and products.
Education: BA in relevant field of study required. Related experience may be substituted for education at the rate of 2 years experience for each year of education.
Functional Responsibility: Plans, schedules, and routes inbound and outbound domestic and international shipments of freight, using knowledge of postal regulations, tariffs, and company policy. Coordinates with carriers, audits freight bills, prepares and negotiates claims, and selects or recommends carriers to ensure efficient, timely, and least expensive movement of goods and material. Conducts research on transportation methods, rates, and routes. Develops programs to audit and monitor carrier rates and charges and evaluates past performance and cost of transportation.

Analyst, Senior Systems

Minimum Experience: 6 years of experience in the analysis of customer requirements and development of system and subsystem performance parameters.
Education: BS/BA in relevant field of study required. Related experience may be substituted for education at the rate of 2 years experience for each year of education.
Functional Responsibility: Analyzes internal or external customers' needs, and determines equipment and software requirements for solutions to problems. Establishes system and subsystem parameters and interfaces and coordinates and/or modifies user requirements in terms of existing and projected capabilities. Analyzes new information technology to determine its potential

application in an existing or proposed system. Advises on new techniques and estimated costs associated with new or revised solutions.

Analyst, Computer Systems

Minimum Experience: 4 years of experience in the analysis of customer requirements and development of system and subsystem performance parameters.
Education: BS/BA in relevant field of study required. Related experience may be substituted for education at the rate of 2 years experience for each year of education.
Functional Responsibility: Analyzes internal or external customers' needs, and determines equipment and software requirements for solutions to problems. Supports the analysis and allocation of system and subsystem parameters and interfaces and coordinates and/or modifies user requirements in terms of existing and projected capabilities. Analyzes new information technology capabilities and potential application in an existing or proposed system.

Information Systems Management

Minimum Experience: 7 years of general experience in information systems and personal computer applications.
Education: BS/BA in relevant field of study required. Related experience may be substituted for education at the rate of 2 years experience for each year of education.
Functional Responsibility: Provides general support to information system management or information system users. Support includes personal computer applications training, data control and scheduling coordination, personal computer/client server support, data security administration, and associated fields.

Database Architect

Minimum Experience: 6 years of experience in the database logical design, physical design, and database management.
Education: BS/BA in relevant field of study required. Related experience may be substituted for education at the rate of 2 years experience for each year of education.
Functional Responsibility: Designs, implements, develops and tests the logical and physical database design of logistics information systems. Develops technical, structural, and organizational specifications and supports the integration of databases within the system. Performs data analysis and database conversions. Maintains and enhances technical aspects of database system and works with users and information system development staff to determine data storage and access requirements.

Data Storage Management

Minimum Experience: 6 years of experience in data storage technologies and the implementation of data storage systems.
Education: BS/BA in relevant field of study required. Related experience may be substituted for education at the rate of 2 years experience for each year of education.
Functional Responsibility: Provides technical support to specify, implement and maintain data storage solutions for logistics information systems. Interfaces with internal/external customers to solve complex technical problems related to the use of storage hardware/software. Provides support to installing and maintaining disaster recovery systems; participating in disaster recovery tests,

evaluating and implementing new or enhanced automated storage management tools; participating in the planning and executing of data storage movement.

Database Administration/Analysis

Minimum Experience: 6 years of experience in the administration of computerized databases.
Education: BS/BA in relevant field of study required. Related experience may be substituted for education at the rate of 2 years experience for each year of education.
Functional Responsibility: Plans and coordinates the administration of computerized logistics databases, to ensure accurate, appropriate, and effective use of data, including database definition, structure, documentation, long-range requirements, and operational guidelines. Reviews database design and integration of systems, and makes recommendations regarding enhancements and/or improvements. Formulates policies, procedures, and standards relating to database management, and monitors transaction activity and utilization. Prepares and/or reviews activity, progress, and performance reports.

Senior Logistics Systems Engineer

Minimum Experience: 6 years of experience in technical planning, specification, and integration of total system solutions.
Education: BS/BA in relevant field of study required. Related experience may be substituted for education at the rate of 2 years experience for each year of education.
Functional Responsibility: Develops and integrates concepts that involve requirements, design, development, production, testing, training and logistics support in all phases of the life-cycle acquisition. Ensures that logical and systematic conversion of customer requirements into total systems solutions that acknowledge technical, schedule, and cost constraints. Includes all aspects of technical program that involve trade-offs of performance, life-cycle cost, risk, productibility, supportability, testability and engineering requirements. Designs, re-engineers, and integrates logistics processes, systems, and equipment. Performs reviews of requirements and translates them into technical specifications of equipment, software, facilities, data and personnel.

Logistics Systems Engineer

Minimum Experience: 3 years of experience in technical planning, specification, and integration of total system solutions.
Education: BS/BA in relevant field of study required. Related experience may be substituted for education at the rate of 2 years experience for each year of education.
Functional Responsibility: Develops and integrates concepts that involve requirements, design, development, production, testing, training and logistics support in all phases of the life-cycle acquisition. Supports the analysis and specification of requirements that ensure logical and systematic conversion of customer requirements into total systems solutions. Designs, re-engineers, and integrates logistics processes, systems, and equipment. Supports the translation of requirements into technical specifications of equipment, software, facilities, data and personnel.

Environmental Engineer

Minimum Experience: 9 years of experience in defining, monitoring and assessing compliance with environmental requirements.
Education: BS/BA in relevant field of study required. Related experience may be substituted for education at the rate of 2 years experience for each year of education.

Functional Responsibility: Provides specialized engineering support to the specification, implementation, and operation of logistics enterprises. Supports the definition and allocation of environmental requirements to equipment, facilities and personnel. Recommends appropriate action to management to assure conformance with federal, state, and municipal legislation and regulations regarding environmental control.

Technical Writer, Senior, Logistics

Minimum Experience: 10 years of experience in technical writing and authoring of written material.
Education: BA in relevant field of study required. Related experience may be substituted for education at the rate of 2 years experience for each year of education.
Functional Responsibility: Develops logistics technical documentation such as procedure manuals, service manuals, bulletins, articles, service manuals, and related publications. Coordinates, reviews, analyzes, and integrates the written work of others. Interfaces with engineering, program management, and customer personnel to ensure the acceptability of documentation being developed. May acquire or verify knowledge of subject by interviewing workers engaged in developing new products and services or in making improvements, observing performance of experiments and methods of production, referring to blueprints, sketches, engineering drawings and notes, trade and engineering journals, rewrites of articles, bulletins, manuals, or similar publications.

Technical Writer, Specification, Logistics

Minimum Experience: 6 years of experience in technical writing and development of technical specifications.
Education: BA in relevant field of study required. Related experience may be substituted for education at the rate of 2 years experience for each year of education.
Functional Responsibility: Formats, structures, writes, edits and finalizes technical specifications for logistics systems, subsystems, hardware, software, and facilities. Ensures specifications clearly describe the physical and functional characteristics of individual items of equipment, software and/or systems.

Technical Writer, Documentation, Logistics

Minimum Experience: 3 years of experience in technical writing and authoring of written material.
Education: BA in relevant field of study required. Related experience may be substituted for education at the rate of 2 years experience for each year of education.
Functional Responsibility: Develops logistics technical documentation such as procedure manuals, service manuals, bulletins, articles, service manuals, and related publications. May acquire or verify knowledge of subject by interviewing workers engaged in developing new products and services or in making improvements, observing performance of experiments and methods of production, referring to blueprints, sketches, engineering drawings and notes, trade and engineering journals, rewrites of articles, bulletins, manuals, or similar publications.

Technical Publication/Editing, Logistics

Minimum Experience: 6 years of experience in technical editing and desktop publishing.
Education: BA in relevant field of study required. Related experience may be substituted for education at the rate of 2 years experience for each year of education.

Functional Responsibility: Performs technical editing of logistics data to ensure consistency and conformance with applicable styles, specifications, and standards. Integrates material developed by others into final form and prepares documentation for production or publication.

Training Specialist, Principal

Minimum Experience: 10 years of experience in the development and delivery of training relating to complex systems.
Education: BA in relevant field of study required. Related experience may be substituted for education at the rate of 2 years experience for each year of education.
Functional Responsibility: Responsible for developing, implementing, and conducting courses of instruction relating to logistics, logistics systems, or specific logistics system elements/components. Analyzes training requirements and objectives and allocates them to specific training equipment, material, methods and media. Coordinates the maintenance and development of training material as necessary to ensure integration with ongoing system development and operations.

Training Specialist, Senior

Minimum Experience: 6 years of experience in the development and delivery of training relating to complex systems.
Education: BA in relevant field of study required. Related experience may be substituted for education at the rate of 2 years experience for each year of education.
Functional Responsibility: Supports the development of training material and training aides relating to logistics, logistics systems, or specific logistics system elements/components. Analyzes training requirements and objectives. Continuously revises training material to meet new training requirements and to keep technical information up to date. Obtains information needed to prepare and update training material and coordinates the development of training aids. Coordinates the conduct of training classes and the availability of training aides. May conduct training sessions or evaluate the effectiveness of training provided.

Training Specialist

Minimum Experience: 3 years of experience in the development and delivery of training relating to complex systems.
Education: BA in relevant field of study required. Related experience may be substituted for education at the rate of 2 years experience for each year of education.
Functional Responsibility: Supports the development of training material and training aides relating to logistics, logistics systems, or specific logistics system elements/components. Continuously revises lesson plans to meet new training requirements and to keep technical information up to date. Obtains information needed to prepare and update training material. May conduct training sessions or evaluate the effectiveness of training provided.

Multimedia Design Engineer

Minimum Experience: 6 years of experience in the development of multimedia applications and computer based material.
Education: BA in relevant field of study required. Related experience may be substituted for education at the rate of 2 years experience for each year of education.
Functional Responsibility: Designs and develops multimedia applications, systems and products involving computer graphics and interactive computing such as computer-based systems for

personal computers or CD-ROM applications. Incorporates software applications in multiple technology media systems, such as graphics, animation, text, and sound.

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Administrative Assistant, Logistics

Minimum Experience: 3 years.
Education: High school.
Functional Responsibility: Provide day-to-day or special administrative services to all levels of LOGWORLD technical/managerial personnel. Experience includes performing diversified clerical, administrative, and general duties of a highly responsible and confidential nature to manger(s) and staff. Other tasks could include word processing, photocopying, administrative reporting, and managing messages. Requires solid organizational and interpersonal skills to maintain schedules, calendars, correspondence and filing systems. Also requires knowledge of applicable policies and organization.

Customer Service Technician

Minimum Experience: 1 year.
Education: High school.
Functional Responsibility: Receives, records, and distributes work orders to service crews upon customer's request for service on articles purchased from wholesale or retail establishments, records information, such as name address, article to be repaired or service to be rendered, prepares work order and distributes to service crew, schedules service calls and dispatched service crews. Calls or writes the customer to ensure satisfactory performance of service, keeps records of service calls and work orders, may dispatch orders and relay messages and special instructions using radio or cellular telephone equipment.

Electronics Technician, Maintenance I

Minimum Experience: None.
Education: High school.
Functional Responsibility: Applies basic technical knowledge to perform simple or routine tasks following detailed instructions, performs such tasks as replacing components, wiring circuits, repairing simple electronic equipment, and taking test readings using common instruments auch as digital multi-meters, signal generators, semiconductor testers, curve testers, and oscilloscopes. Works under close supervision receiving technical guidance from supervisor or higher level technician. Work is frequently checked for accuracy.

Electronics Technician, Maintenance II

Minimum Experience: 1 year.
Education: High school.
Functional Responsibility: Applies basic and some advanced technical knowledge to solve routine problems by interpreting manufacturer's manuals or similar documents. Work requires familiarity with the interrelationships of circuits and judgment in planning work sequence, selecting tools, testing instruments, and is reviewed for compliance with accepted practices. Works under immediate supervision and achieves technical guidance, as required, from supervisors or higher level technician.

Electronics Technician, Maintenance III
Minimum Experience: 3 years.
Education: High school.
Functional Responsibility: Applies advanced technical knowledge to solve complex problems that typically cannot be solved by referencing manufacturer's manuals or similar documents. Examples of such problems include determining the location and density of circuitry, evaluating electromagnetic radiation, isolating malfunctions, and incorporating engineering changes. Work typically requires an understanding of the interrelationships of circuits, exercising independent judgment in an understanding of the interrelationships in signal flow, using complex test instruments such as high wave frequency pulse generators, frequency synthesizers, distortion analyzers, and complex control equipment. Work may be reviewed by supervisors for general compliance with accepted practices. May provide technical guidance to lower level technicians.

Engineering Technician III, Logistics
Minimum Experience: 3 years.
Education: High school.
Functional Responsibility: Provide technical support to engineers working in research, design, development, testing, or manufacturing process improvement. Work pertains to electrical, electronic, or mechanical components of equipment. Required to have some practical knowledge of mathematics of science or engineering.

Heavy Equipment Mechanic
Minimum Experience: 1 year.
Education: High school.
Functional Responsibility: Analyzes malfunctions and repairs, rebuilds and maintains power equipment, such as cranes, power shovels, scrapers, paving machines, motor graders, trench-digging machines, conveyors, bull dozers, dredges, pumps, compressors, and pneumatic tools. Operates and inspects machines or equipment to diagnose defects, dismantles, and reassembles equipment, using hoists and hand tools, examines parts for damage excessive wear, using micrometers and gauges, replaces defective engines and subassemblies, such as transmissions, and tests overhauled equipment to insure operating efficiency. Welds broken parts and structural members, may direct workers engaged in cleaning parts and assisting with assembly and disassembly of equipment.

Illustrator III
Minimum Experience: 3 years.
Education: High school.
Functional Responsibility: Assigned projects involving several of the common art media such as pen-and-ink, pencil, tempera, wash, oils, and airbrush over a period of time, Required to be proficient in the use of these media and in executing acceptable drawings in many styles. Executes drawings conceived by others and presented in the form of rough sketches. Doesn't require extensive knowledge of the subject matter when preparing medical, scientific, or technical equipment illustrations, but does acquire the matter knowledge through carrying out these assignments.

Inspector
Minimum Experience: None.

Education: High school.
Functional Responsibility: Uses predetermined methods, operations, setups and prescribed specifications to inspect visually in-process and completed products such as electronic units and subsystems, precision electromechanical assemblies or mechanical units, subassemblies, structural flaws, internal defects, and missing welds. Uses various measuring devices. Accepts, rejects, or reworks defective or malfunctioning units or systems. Works from blueprints, diagrams, dial indicators, preset micrometers, scales, fixtures, customer specifications, drawing or inspection instructions and checklists. May monitor and verify quality in accordance with statistical process or other control procedures.

Instructor

Minimum Experience: 3 years.
Education: High school.
Functional Responsibility: Teaches one or more short course in a technical trade or craft. Prepares an instructional program in accordance with training or other course requirements, assembling material to be presented. Teaches assigned topics in accordance with approved curriculum effectively utilizing all allotted time, maintains proficiency in instructional techniques, incorporates current examples in the teaching process, develops and maintains classroom techniques that reflect professionalism, good discipline, and enhance teaching. Alternates teaching techniques in order to maintain high motivation and interest in the subject areas, records and critiques examination, prepares and administers remedial assignments, submits written recommendations for curriculum updates to ensure consistency with changes and innovations in latest applicable publications or documents.

Machinery Maintenance Mechanic

Minimum Experience: 1 year.
Education: High school.
Functional Responsibility: Repairs machinery or mechanical equipment. Work involves most of the following: examining machines and mechanical equipment to diagnose source of trouble, dismantling or partially dismantling machines and performing repairs that mainly involve the use of hand tools in scraping and fitting parts. Responsibilities include replacing broken or defective parts with items obtained from stock, and ordering the production of a replacement part by a machine shop or sending the machine to a shop for major repairs. Prepares written specifications for major repairs or for the production of parts ordered from machine shops, reassembling machines and making all necessary adjustments for operation. Requires rounded training and experience acquired through a formal apprenticeship or equivalent training and experience.

Material Coordinator

Minimum Experience: 1 year.
Education: High school.
Functional Responsibility: Coordinates and expedites flow of material, parts, and assemblies within or between departments in accordance with production and shipping schedules or department supervisor's priorities. Reviews productions schedules and confers with department supervisors to determine material required or overdue and to locate material, requisitions materials and establishes delivery sequences to departments according to job order priorities and anticipated availability of material; arranges for in-plant transfer of materials to meet production schedules, and with

department supervisors for repair and assembly of material and its transportation to various departments, and examines material delivered to production departments to verify if type specified. May monitor and control movement of material and parts along a conveyor system using remote-control panel board, compute amount of material needed for specific job orders, applying knowledge of product and manufacturing processes and using adding machine; compile report of quantity and type of material on hand, move or transport material from one department to another, using hand or industrial truck, may compile perpetual production records in order to locate material in process or production, using manual or computerized system, and maintain employee records.

Material Expediting

Minimum Experience: 1 year.
Education: High school.
Functional Responsibility: Executes the following: locates and moves materials and parts between work areas of plant to expedite processing of goods, according to predetermined schedules and priorities, and keeps related record, reviews production schedules, inventory reports, and work orders to determine types, quantities, and availability of required material and priorities of customer orders, confers with department supervisors to determine materials overdue and to inform them of location, availability, and condition of materials, locates and moves materials to specified production areas, using cart or hand truck, and records quantity and types of materials distributed and on hand. May include the following tasks: directing Power-Truck operator or material handling laborer to expedite movement of materials between storage and production areas, compare work ticket specifications with material at work stations to verify appropriateness of material in use and prepare worker production records and timecards, and may update and maintain inventory records, using computer terminal.

Material Handling

Minimum Experience: None.
Education: High school.
Functional Responsibility: Perform physical task to transport or store materials or merchandize. Duties involve one or more of the following: manually loading or unloading freight cars, trucks, or other transporting devices; unpacking, shelving, or placing items in proper storage locations; or transporting goods by hand truck, cart or wheelbarrow.

Packaging Specialist

Minimum Experience: None.
Education: High school.
Functional Responsibility: Prepares finished products for shipment or storage by placing them in shipping containers, the specific operations performed being dependent upon the type, size, and number of units to be packed, the type of container employed, and method of shipment. Requies the placing of items in shipping containers, and may involve one or more of the following: knowledge of various items of stock in order to verify content, selection of appropriate type and size of container, inserting enclosures in container, using excelsior or other material to prevent breakage or damage, closing and sealing container, and applying labels or entering identifying data on container.

Purchasing (Clerical)

Minimum Experience: None.

Education: High school.
Functional Responsibility: Handles orders involving items that have readily identified uses and applications. May refer to a catalog, manufacturer's manual or similar document top insure proper item is supplied or to verify the price of order.

Reception
Minimum Experience: 1 year.
Education: High school.
Functional Responsibility: Performs various clerical duties requiring knowledge of office routine and an understanding of the organization, programs, and procedures related to the work of the office. Requires working knowledge of related office software programs.

Sheet Metal Worker, Maintenance
Minimum Experience: 1 year.
Education: High school.
Functional Responsibility: Fabricates, installs, and maintains in good repair the sheet metal equipment and fixtures (such as machine guards, grease pans, shelves, locker, tanks, ventilators, chutes, ducts, metal roofing) of an establishment. Involves most of the following: planning and laying out all types of sheet-metal maintenance work from blueprints, models, or other specifications, setting up and operating all available types of sheet metal working machines, using a variety of hand tools in cutting, bending, forming, shaping, fitting and assembling, and installing sheet metal articles as required. Requires rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

Shipping/Receiving Clerk
Minimum Experience: None.
Education: High school.
Functional Responsibility: Performs clerical and physical tasks in connection with shipping goods of the establishment in which employed and receiving incoming shipments. Follows established guidelines in performing routine tasks. For non-routine tasks receives specific guidance from supervisors or other officials. May direct and coordinate the activities of other workers engaged in handling goods to be shipped or being received. Shipping duties typically involve the following: verifying that orders are accurately filled by comparing items and quantities of goods gathered for shipment against documents; insuring that shipments are properly packaged, identified with shipping information, and loaded into transporting vehicles, and preparing and keeping records of goods shipped. Receiving duties include the following: verifying the correctness of incoming shipments by comparing items and quantities unloaded against bills of lading, invoices, manifests, storage receipts, or other records, checking for damaged goods, insuring that goods are appropriately identified for routing to departments within the establishment, and preparing and keeping records of good received.

Spares Coordination
Minimum Experience: 3 years.
Education: High school.
Functional Responsibility: Compiles and records production data for industrial establishments to compare records and reports on volume of production, consumption of material, quality control, and

other aspects of production. May perform any combination of the following duties: compile and record production data from customer orders, work tickets, product specifications, and individual worker production sheets following prescribed recording procedures. Calculates such factors as types and quantities of items produced, materials used, amount of scrap, frequency of defects, and worker and department production rates, using a computer, calculator, or spreadsheets. Additional tasks include; writing production reports based on data compiled, tabulated and computed following prescribed formats, maintaining files of document used and prepared, compiling detailed production sheets or work tickets for use by production workers as guides in assembly or manufacture of products. Prepares written work schedules based on established guidelines and priorities, compiles material inventory records and prepares requisitions for procurement of materials and supply charts productions using chart, graph, or pegboard based on statistics compiled for reference by production and management personnel.

Stock Clerk

Minimum Experience: 1 year.
Education: High school.
Functional Responsibility: Receives, stores, and issues equipment, materials supplies, merchandise, or tools, and compiles stock records of items in stockroom, warehouse, or storage yard. Sorts or weighs incoming articles to verify receipt of items on requisition or invoice, examines stock to verify conformance to specifications, stores articles in bins, on floors, or on shelves according to identifying information, such as style, size or type of material, fills orders, issues supplies from stock, prepares periodic, special or perpetual inventory of stockm and requisitioning articles to fill incoming orders. Compiles reports for use of stock handling equipment, adjustments of inventory counts and stock records, spoilage of or damage to stock, location changes, and refusal of shipments, may mark identifying codes, figures, or letters on articles, may distribute stock among production workers, keeping records of materials issued, may make adjustments or repairs to articles carried in stock, and may cut stock to site to fill order.

Technical Supply Supervisor

Minimum Experience: 3 years.
Education: High school.
Functional Responsibility: Performs all aspects of technical supply management work (Inventory Management, Storage Management, Cataloging, and Property Utilization) related to depot, local, or other supply activities. Work usually is segregated by commodity area or function and controlled in terms of difficulty, complexity, or responsibility. Usually relate to stable or standardized segments of technical supply management operations; or to functions or subjects that are narrow in scope or limited in difficulty. The work generally involves individual case problems or supply actions. Requires working knowledge of the governing supply systems, programs, policies, nomenclature, work methods, manuals, or other established guidelines; understanding of the needs of the organization serviced; analytical ability to define or recognize the dimension of the problems involved, to collect the necessary data to establish the facts, and take or recommend actions based upon application or interpretation of established guidelines.

Warehouse Operations

Minimum Experience: 1 year.
Education: High school.

Functional Responsibility: Performs a variety of warehousing duties that require an understanding of the establishment's storage plan. Work involves most of the following: verifying materials against receiving documents, noting and reporting discrepancies and obvious damages, routing materials to prescribed storage locations, storing, stacking, or palletizing materials in accordance with prescribed storage methods, rearranging and taking inventory of stored materials, examining stored materials and reporting deterioration and damage, removing material from storage and preparing it for shipment, May operate hand or power trucks in performing duties.

Word Processor

Minimum Experience: None.
Education: High school.
Functional Responsibility: Produces a variety if standard documents, such as correspondence, form letters, reports, tables and other printed materials. Requires skill in typing, knowledge of grammar, punctuation and spelling; and ability to use reference guides and equipment manuals. Performs familiar routine assignments following standard procedures, seeks further instructions for assignments requiring deviation from established procedures.

C874 V SINs Labor Rates

Fully loaded labor rates for the C874 V SINs of this contract are included in Table 2 (exempt categories) and Table 3 (SCA-covered non-exempt categories). These rates apply to all C874 SINs. These rates reflect MFC pricing and include the GSA Industrial Funding Fee.

Table 2. C874 V SINs Hourly Rates (Exempt Categories)

C874 V SINs Labor Category	Minimum Education/ Certification Level	Minimum Years of Experience	08/15/15 to 08/14/16	08/15/16 to 08/14/17	08/15/17 to 08/14/18	08/15/18 to 08/14/19	08/15/19 to 08/14/20
Program Manager, Logistics	Bachelors	10	$150.10	$153.55	$157.08	$160.70	$164.39
Project Director, Logistics	Bachelors	7	$105.83	$108.26	$110.75	$113.30	$115.91
Contract/ Subcontract Manager	Bachelors	3	$74.09	$75.79	$77.54	$79.32	$81.15
Finance Manager	Bachelors	5	$112.53	$115.12	$117.77	$120.47	$123.25
Program Control Specialist, Logistics	Bachelors	6	$85.91	$87.89	$89.91	$91.98	$94.09
Finance/ Accounting Specialist	Bachelors	6	$86.61	$88.60	$90.64	$92.72	$94.86
Property Administration	Bachelors	6	$81.43	$83.30	$85.22	$87.18	$89.18
Purchasing (Buyer)	Bachelors	6	$76.62	$78.38	$80.19	$82.03	$83.92
Facility/ Security Manager	Bachelors	5	$96.75	$98.98	$101.25	$103.58	$105.96
Senior Administrative Support Specialist	Bachelors	3	$65.39	$66.89	$68.43	$70.01	$71.62
Administration, General	High School	5	$58.14	$59.48	$60.85	$62.24	$63.68
Manager, CM/QA, Logistics	Bachelors	8	$97.75	$100.00	$102.30	$104.65	$107.06
Configuration Management	Bachelors	6	$84.39	$86.33	$88.32	$90.35	$92.43
Quality Assurance Specialist, Logistics	Bachelors	6	$68.96	$70.55	$72.17	$73.83	$75.53
Data Management Specialist	Bachelors	6	$91.25	$93.35	$95.50	$97.69	$99.94
Technical Librarian	Bachelors	6	$65.83	$67.34	$68.89	$70.48	$72.10

C874 V SINs Labor Category	Minimum Education/ Certification Level	Minimum Years of Experience	08/15/15 to 08/14/16	08/15/16 to 08/14/17	08/15/17 to 08/14/18	08/15/18 to 08/14/19	08/15/19 to 08/14/20
ILS Manager	Bachelors	8	$104.97	$107.38	$109.85	$112.38	$114.97
Senior ILS Specialist	Bachelors	6	$81.86	$83.74	$85.67	$87.64	$89.65
ILS Specialist	Bachelors	3	$59.97	$61.35	$62.76	$64.20	$65.68
Subject Matter Expert	Bachelors	8	$332.25	$339.89	$347.71	$355.71	$363.89
Analyst, Prin, Logistics Systems	Bachelors	10	$111.46	$114.02	$116.65	$119.33	$122.07
Analyst, Senior, Logistics Systems	Bachelors	6	$86.21	$88.19	$90.22	$92.30	$94.42
Analyst, Logistics Systems	Bachelors	3	$64.99	$66.48	$68.01	$69.58	$71.18
Scientist, Chief Logistics	Bachelors	9	$111.19	$113.75	$116.36	$119.04	$121.78
Customer Service/Support	Bachelors	6	$74.19	$75.90	$77.64	$79.43	$81.25
Distribution Systems	Bachelors	6	$86.43	$88.42	$90.45	$92.53	$94.66
Inventory Planning/ Control	Bachelors	6	$79.47	$81.30	$83.17	$85.08	$87.04
Material Handling	Bachelors	5	$82.89	$84.80	$86.75	$88.74	$90.78
Traffic Administration	Bachelors	6	$97.18	$99.42	$101.70	$104.04	$106.43
Analyst, Senior Systems	Bachelors	6	$91.83	$93.94	$96.10	$98.31	$100.57
Analyst, Computer Systems	Bachelors	4	$75.01	$76.74	$78.50	$80.31	$82.15
Information Systems Management	Bachelors	7	$118.46	$121.18	$123.97	$126.82	$129.74
Database Architect	Bachelors	6	$95.07	$97.26	$99.49	$101.78	$104.12
Data Storage Management	Bachelors	6	$100.88	$103.20	$105.57	$108.00	$110.49
Database Administration/Analysis	Bachelors	6	$100.88	$103.20	$105.57	$108.00	$110.49
Senior Logistics Systems Engineer	Bachelors	6	$125.86	$128.75	$131.72	$134.75	$137.84
Logistics Systems Engineer	Bachelors	3	$103.02	$105.39	$107.81	$110.29	$112.83

C874 V SINs Labor Category	Minimum Education/ Certification Level	Minimum Years of Experience	08/15/15 to 08/14/16	08/15/16 to 08/14/17	08/15/17 to 08/14/18	08/15/18 to 08/14/19	08/15/19 to 08/14/20
Environmental Engineer	Bachelors	9	$102.55	$104.91	$107.32	$109.79	$112.32
Technical Writer, Senior, Logistics	Bachelors	10	$79.08	$80.90	$82.76	$84.66	$86.61
Technical Writer, Specification, Logistics	Bachelors	6	$103.06	$105.43	$107.86	$110.34	$112.87
Technical Writer, Documentation, Logistics	Bachelors	3	$65.21	$66.71	$68.24	$69.81	$71.42
Technical Publication/ Editing	Bachelors	6	$73.93	$75.63	$77.37	$79.15	$80.97
Training Specialist, Principal	Bachelors	10	$104.92	$107.33	$109.80	$112.33	$114.91
Training Specialist, Senior	Bachelors	6	$84.16	$86.10	$88.08	$90.10	$92.17
Training Specialist	Bachelors	3	$67.51	$69.06	$70.65	$72.28	$73.94
Multimedia Design Engineer	Bachelors	6	$86.72	$88.71	$90.75	$92.84	$94.98

Table 3. C874 V SINs SCA-Covered Hourly Rates (Non-Exempt)

C874 V SINs Labor Category	SCA Equivalent Code - Title	Minimum Education/ Certification Level	Minimum Years of Experience	08/15/15 to 08/14/16	08/15/16 to 08/14/17	08/15/17 to 08/14/18	08/15/18 to 08/14/19	08/15/19 to 08/14/20
Administrative Assistant, Logistics	01313 – Secretary III	High School	3	$50.08	$51.23	$52.41	$53.62	$54.85
Customer Services Tech.	01320 – Service Order Dispatcher	High School	1	$35.62	$36.44	$37.28	$38.13	$39.01
Electronics Tech., Maint. I	23181 – Electronics Tech. Maintenance I	High School	0	$49.47	$50.61	$51.77	$52.96	$54.18
Electronics Tech., Maint. II	23182 – Electronics Tech. Maintenance II	High School	1	$52.13	$53.33	$54.56	$55.81	$57.09
Electronics Tech., Maint. III	23183 - Electronics Tech. Maintenance III	High School	3	$54.60	$55.86	$57.14	$58.45	$59.80
Engineering Tech.	30083 – Engineering	High School	3	$56.17	$57.46	$58.78	$60.14	$61.52

C874 V SINs Labor Category	SCA Equivalent Code - Title	Minimum Education/ Certification Level	Minimum Years of Experience	08/15/15 to 08/14/16	08/15/16 to 08/14/17	08/15/17 to 08/14/18	08/15/18 to 08/14/19	08/15/19 to 08/14/20
III, Logistics	Tech. III							
Heavy Equipment Operator	23430 – Heavy Equipment Mechanic	High School	1	$45.94	$47.00	$48.08	$49.18	$50.31
Illustrator	13042 – Illustrator II	High School	3	$60.06	$61.44	$62.85	$64.30	$65.78
Inspector	01111 – General Clerk I	High School	0	$34.34	$35.13	$35.94	$36.76	$37.61
Instructor	15090 – Technical Instructor	High School	3	$49.71	$50.85	$52.02	$53.22	$54.44
Machinery Maint. Mechanic	23530 – Machinery Maint. Mechanic	High School	1	$46.30	$47.36	$48.45	$49.57	$50.71
Material Coordinator	21030 – Material Coordinator	High School	1	$44.41	$45.43	$46.48	$47.55	$48.64
Material Expediting	21040 – Material Expeditor	High School	1	$44.41	$45.43	$46.48	$47.55	$48.64
Material Handling	21050 – Material Handling Laborer	High School	0	$30.14	$30.83	$31.54	$32.27	$33.01
Packaging Specialist	21110 – Shipping Packer	High School	0	$32.34	$33.08	$33.84	$34.62	$35.42
Purchasing (Clerical)	01191 – Order Clerk I	High School	0	$32.39	$33.13	$33.90	$34.68	$35.47
Reception	01312 – Secretary II	High School	1	$41.19	$42.14	$43.11	$44.10	$45.11
Sheet Metal Worker, Maint.	23890 – Sheet-Metal Worker, Maint.	High School	1	$45.94	$47.00	$48.08	$49.18	$50.31
Shipping/Receiving Clerk	21130 – Shipping/ Receiving Clerk	High School	0	$32.34	$33.08	$33.84	$34.62	$35.42
Spares Coordination	01270 – Production Control Clerk	High School	3	$44.41	$45.43	$46.48	$47.55	$48.64
Stock Clerk	21150 – Stock Clerk	High School	1	$35.42	$36.23	$37.07	$37.92	$38.79
Technical Supply Supervisor	01410 – Supply Technician	High School	3	$55.75	$57.03	$58.34	$59.69	$61.06
Warehouse Operations	21410 – Warehouse Specialist	High School	1	$37.43	$38.29	$39.17	$40.07	$40.99
Word Processor	01611 – Word Processor I	High School	0	$33.28	$34.05	$34.83	$35.63	$36.45

The SCA is applicable to this contract and includes SCA-applicable labor categories. The prices for the indicated SCA labor categories are based on the U.S. Department of Labor Wage Determination Numbers (05-2103). The prices offered are based on the preponderance of where work is performed and should work be performed in an area with lower SCA rates, resulting in lower wages being paid, the task order prices will be discounted accordingly.

Escalation of the labor categories subject to the SCA is based on Clause I-FSS-969(b)(1).

C899 SINs Capabilities

ENVIRONMENTAL PROGRAM MANAGEMENT

Environmental Program Planning – We develop environmental compliance programs for federal agencies encompassing compliance with applicable and relevant environmental regulations at the federal and state levels and design of the technical aspects of any required monitoring programs. We provide emergency planning and response support. We manage complex, multi disciplinary projects that involve multiple agencies. We apply a comprehensive environmental planning and scheduling approach that ensures all project elements are addressed in sufficient detail from start to finish. We have documented our approach in published guidance documents covering project staffing requirements, communications, access and sampling schedules, waste disposal, safety, procurement and inventory control, training, information management, quality assurance, record keeping and reporting requirements.

Environmental Information Management – We have extensive capabilities in management and analysis of environmental information, including the application of commercial-off-the-shelf software and development of custom systems. Our environmental scientists and information management specialists have broad-based experience in system design, development, and implementation for environmental projects to give us insight into creating and managing information systems that provide environmental managers with appropriate data to make informed decisions. We can accommodate diverse data types (e.g., chemical, geophysical, locational, process flows, metadata and quality assurance) and various collection modes, ranging from handwritten field forms to data downloaded from personal computers, to results taken directly from analytical instruments. We focus our approach on the end user's unique combination of needs, such as data analysis, quality assurance and data auditing, graphical displays, reports, or ease of data storage and archive. We develop system concepts, data flow diagrams, and system architectural designs. We offer expertise in software integration, software testing and documentation, user training, system option analysis, and information engineering. Lockheed Martin specialized information management skills include statistical analysis and programming, modeling, expert system development, GIS applications, Web-site development, enterprise information systems, and wide-distribution software.

ENVIRONMENTAL ASSESSMENT, CHARACTERIZATION, AND MONITORING

We conduct site assessments, characterizations, and monitoring on a routine basis and on an emergency response basis due to hazardous material/waste spills and releases.

Environmental Assessment – We plan and conduct environmental assessments on global, regional, and site-specific scales, resulting in an optimized approach to collecting environmental information. We offer comprehensive capability in defining project data quality objectives, in conceptualizing approaches, in developing statistical designs, and in defining appropriate sampling parameters, site selection criteria, and sampling frequency.

Field Logistics, Sampling, and Analysis – We manage complex, multi-site field programs involving the collection and analysis of air, surface water, ground water, soil, and biological samples. We conduct equipment and supply acquisition, maintenance, and deployment; site reconnaissance and

selection; field-to-base communications; field crew selection, coordination, and training; ground-truth verification using global positioning systems (GPS); portable laboratory design, installation, and operation; multimedia sampling and field laboratory analysis; and data and sample retrieval and transport. We have conducted these activities in a broad variety of environments and under adverse field conditions.

Analytical Services Oversight – We provide management and oversight of analytical services, including sample collection and management, evaluation of analytical methods used, review and validation of protocols and data, incorporating referee laboratories for data evaluations, and developing corrective actions. We develop analytical methods and we are known for our ability to address difficult analytical concerns by developing, applying, and evaluating specialized instrumentation. We are also experts at applying routine and specialized analyses in the field for all types of environmental media. We provide assessments of field and laboratory analytical results, including quality assurance/quality control (QA/QC) evaluations and data reviews of EPA-approved analytical methods and innovative analytical methods. Our computer-aided data validation systems, recognized as industry standards and widely used by EPA, ensure thorough and accurate analyses at reasonable cost. We also apply statistical analyses to evaluate large analytical data sets and information obtained from geophysical instruments.

Exposure Assessment – Our personnel assess exposure risk on privately owned and federal sites. We evaluate the nature and extent of contamination in soil, surface water, and sediment; assess and delineate terrestrial and aquatic habitats; analyze pathways; and select methods to determine the extent of risk to the environment and human population. Our site-specific capabilities include sediment and aquatic toxicity testing, macroinvertebrate surveys, and tissue analysis. We estimate exposure, toxicity, and risk to human health and the environment, and provide guidance on preferred sampling locations, analytical protocols, QA procedures, and detection limits for field operations.

Ecological Assessment – We offer ecological assessments of streams and lakes, wetlands, near coastal environments, forests, and arid lands. We support EPA's long-term monitoring programs and Lockheed Martin corporate monitoring projects. Our 14 years supporting EPA national monitoring programs provides the basis for our compliant, consistent monitoring approach We offer superior capability to define monitoring program goals, define study strategies, develop ecological indicators, conduct exploratory studies, develop sampling designs, implement studies, produce information useful to scientists and decision-makers, and disseminate information in formats that optimize use of the data and interpretations. This process is responsive to the changing requirements of regulators and the needs of other end users of long-term monitoring information. Our monitoring approach has been recognized for excellence by the National Research Council.

Remediation Assessment – We develop approaches for remediation of hazardous waste sites, provide oversight of cleanup activities, and evaluate the effectiveness of overall remediation efforts. We assess biological and ecological impacts of waste sites and remediation efforts. We perform engineering studies that include assessing clean up feasibility, evaluating treatability of wastes and soils, conducting cost/benefit analyses, and conducting plant/chemical process inspections. We also conduct hydrogeological investigations, soil gas surveys, and field risk assessments. We offer full capabilities for ensuring health and safety during remediation activities, including radiological

monitoring. We also offer full QA/QC capabilities in support of remediation activities in the field, the analytical laboratory, and for data analysis.

ENVIRONMENTAL TECHNOLOGY EVALUATION AND DEMONSTRATION

We offer extensive capability to test, evaluate, and demonstrate standard, new, and emerging environmental technologies. We develop written and visual materials for the data, documents, and demonstrations related to our environmental services. We develop clear, concise courses, seminars, handbooks, fact sheets, video tapes, CD-ROM products and other instructional aides, as well as full capability to support the planning and execution of scientific and technical meetings. Our technical discipline experts are supported in these activities by a full complement of highly experienced technical writers, editors, graphics specialists, and meeting planning specialists.

QUALITY ASSURANCE SERVICES

We design, develop, conduct, and document large-scale and site-specific environmental QA programs for all applications. We develop Quality Management Plans and Quality Assurance Program Plans, and establish standard operating procedures to ensure compliance with internal and external quality requirements. We offer in-depth statistical, chemometric, geostatistical, biostatistical, and computer-enhanced techniques to optimize the quality and use of data, including complex spatial data. Our QA systems ensure that the quality aspects of each data value is documented, the resulting databases provide consistent and reliable information to our customers, and that the data is defensible for litigation purposes.

Our GIS specialists have extensive experience in developing and using GIS as a tool for environmental project management. We have expertise in conducting complex data integration and analysis for natural resource mapping and modeling, change detection and monitoring, infrastructure mapping and modeling, site characterization, data management, and landcover classification and mapping. We have extensive capabilities in integrating, modeling, and analyzing environmental data through GIS applications and have applied these skills on diverse studies, ranging from global biodiversity and global change research to site-specific pollution source detection. We are fully versed in ArcInfo-based data base design, development, and documentation; spatial analysis; modeling; report preparation; and production of high-quality cartographic products. We also have the proven ability to develop software tool kits, such as custom graphical user interfaces, tool-integrating applications, and spatial visualization routines. Because we have the in-house capability to integrate aerial photographic, digital remote sensing, and GIS technology and expertise, we can offer well-targeted, high-quality GIS products within tight budgetary and time constraints.

We have met the technical and management challenge of delivering GIS products in extremely short timeframes, and providing long-term, consistent support on projects that have spanned more than 14 years. This long-term support has been provided for the EPA and the Department of Justice. We have provided expert witness testimony on the results of our work.

DIGITAL REMOTE SENSING

Our digital remote sensing specialists conduct environmental monitoring, inventory, and change detection projects utilizing data collected by airborne and spaceborne sensor systems. We conduct regional ecosystem studies, studies to evaluate global processes, and land cover characterizations. We are skilled in the handling of large data sets involving diverse parameters, applying automated spectral clustering and methods for processing and archiving large amounts of data, integrating global positioning techniques to georectify and assess data accuracy, and integrating project information into GIS to produce data that can be easily visualized by end users.

Selecting the most appropriate type of remote sensing imagery for a specific analysis task is a crosscutting project design issue. The wide variety of technical characteristics for remote sensing systems, compared to those for standard aerial photography, is a critical issue for planning of digital remote sensing projects. The spectral, spatial, and temporal characteristics of a sensor system are examples of the basic technical criteria that must be addressed to ensure the proper collection of imagery. Additional factors include acquisition and processing costs, necessary spatial extent, and any collateral data costs. Data quality can be affected by atmospheric conditions (e.g., haze, smoke, etc.), sensor performance (e.g., banding), and subsequent data processing. The basic process knowledge, or phenomenology, of the natural and/or cultural features of interest (e.g., vegetation phenology, water turbidity, and land use development) must also be considered.

We recognize the critical need to identify the appropriate stage for remote sensing technology transfer and determine when it is cost-effective to adopt "state-of-the-art" technology as "state-of-the-practice" for operational programs. Applied too early, the cutting edge of new technology can increase costs without a concurrent increase in overall benefit. We also have the operational and research experience necessary to support new technology integration efforts.
Preliminary processing steps that are driven by task-specific requirements are undertaken to prepare digital remote sensing imagery for visual or quantitative analyses. Numerous methods for image enhancement are available, each highly dependent upon the specific target versus background signatures present. Other preprocessing steps include data calibration, normalization, geometric registration or full rectification, and transformations such as principal components or vegetation indices. Many alternative preprocessing procedures are available. Therefore, establishing high quality, repeatable procedures is a technical and operational issue. Lockheed Martin scientists have developed documented and standardized processing procedures to address preprocessing issues. We follow the procedures to ensure that all preprocessing results can be replicated.

HISTORIC SITE STUDIES AND PLANNING SUPPORT

Aerial Photographic Interpretation – We acquire, process, analyze, and interpret aerial photographs to extract environmental information. We have over 25 years of experience in acquiring aerial photography, conducting remote sensing analyses for land use and land cover studies, monitoring sites for compliance, inventorying pollution sources, conducting intensive site analyses, investigating wetlands impacts, and responding to emergency situations. We also conduct field reconnaissance surveys and photogeologic analyses (e.g., fracture trace analyses, geomorphological analyses, and lithologic mapping). We have completed over 4,000 aerial photography interpretation projects for the EPA.

IMAGE ACQUISITION

Aerial Photography – We conduct four basic types of operational remote sensing tasks using aerial photographs: (1) emergency response support for hazardous material spills, fires, or similar events; (2) single-date analyses of current or past conditions; (3) multiple-date historical analyses to examine changes in site conditions through time, and; (4) photographic inventories for locating specific features or obtaining baseline data over large areas. Managing product delivery timelines to meet these different project needs is an operational issue. Timeline requirements range from immediate turnaround products for emergency responses to routine draft and final products to support requests. We meet this challenge by dedicating staff and equipment to immediately support quick-turnaround projects. Additionally, our management cost and schedule tracking, streamlined quality control (QC) processes, and operational standard operating procedures (SOPs) assure delivery of both quick-turnaround and long-term projects.

Responsive acquisition of current and historical imagery is essential for operational remote sensing support. A majority of aerial photographic analysis tasks involve site-specific historical analyses. Timely acquisition of photography is critical to project planning and execution. We have established procedures for conducting historical image searches and acquiring imagery from a large number of sources. Using public and private Internet accessible databases, we rapidly identify sources of photographs. Our approach to ensuring rapid and cost-effective data collection is based on maintaining automated databases to quickly and efficiently provide the required imagery. We also maintain microfiche and indexes of photographs available from governmental programs, such as the United States Geological Survey (USGS) National Aerial Photograph Program (NAPP) to allow preliminary image screening. Our primary sources include federal, state, and local government agencies, and commercial aerial survey firms. If critical gaps remain in the imagery availability, we can access classified material following established procedures for acquiring and using classified materials. Lockheed Martin operates classified facilities in Virginia and Pennsylvania that can be used, if necessary, to avoid the expense and administrative complexity of setting up a new classified facility for the customer.

Matching the appropriate type of film to project needs is an important project design issue. The selection of film type (e.g., color, color infrared, or black and white) depends upon site conditions, features to be analyzed, and project scope and schedule. The primary film types for aerial photograph analyses are conventional color and color infrared. Each film type provides selective enhancements in the study of surface leachate, surface water turbidity, soil moisture, vegetation stress, land cover, and land use. Large area topographic mapping projects benefit from using fine grain black and white film, which provides greater resolution than multiple layer films. We routinely select the appropriate film based on our years of similar environmental project design experience.

We determine appropriate flight parameters for aerial photography missions based on project specific requirements. For example, hazardous waste projects, which are usually site intensive, require large-scale photos for analysis; therefore, the flight altitude required is low, typically 1,000 to 4,000 feet. Conversely, to be cost effective, large-area projects, such as land use and land cover analyses, typically require small-scale photos. Seasonal factors affecting the state of vegetation (e.g., leaf-on or leaf-off) are also project driven. General weather conditions such as the absence of

snow, amount of haze, presence of clouds and cloud shadows, are additional considerations that must be considered in the planning process. Our staff evaluate project needs to optimally establish flight parameters.

Aircraft and Satellite Digital Imagery – We have conducted more than 200 projects requiring the collection and analysis of satellite remote sensing imagery. Imagery collected by a growing number of spaceborne sensor systems continues to expand the available data sources to support environmental inventory, mapping, change monitoring, and predictive modeling projects. Our scientists routinely use different types of digital remote sensing imagery and keep abreast of new system developments. Examples of the types of digital imagery that have been used on recent projects include Landsat Multispectral Scanner (MSS) and Thematic Mapper (TM), SPOT, Advanced Very High Resolution Radiometer (AVHRR), aircraft MSS (e.g., Daedalus), aircraft Compact Airborne Spectrographic Imager (CASI), and the Airborne Visible and Infrared Imaging Spectrometer (AVIRIS). Newly available satellite systems, such as IKONOS, ASTER, and MODIS, offer substantially improved spatial and spectral resolution characteristics. We have the expertise to provide technical evaluations of remote sensing data from these systems and can recommend their use to enhance project results.

We have established formal working agreements with Space Imaging, Inc. (SII) as our on-call teammate to access their wide scope of satellite imagery experience and the resulting photogrammetric and GIS experience gained from processing satellite imagery. SII owns and operates the IKONOS satellite and has direct access to other satellite platforms. Lockheed Martin is a distributor for IKONOS products and can provide these products at very competitive rates. We have the depth of relevant experience—unmatched by others—to fulfill all aspects of satellite image acquisition.

ACCURACY ASSESSMENT

Lockheed Martin has conducted a wide variety of global positioning system (GPS) technology applications for the field verification of remote sensing data. Examples include location of point features; acquisition of line and polygon data for roads, fields, and similar features; and precise measurement of points and other features using both resource and survey-grade equipment. We have provided training and given orientation classes, and provided technical assistance to several EPA individuals and groups. We routinely meet this goal with GPS equipment using differential corrections.

Operational issues associated with GPS equipment have been significantly reduced. As the GPS constellation has become fully populated and differential signals are available through subscription services, real-time differentially corrected locations have become readily available. With proper equipment, sub-meter accuracies are now routinely attained, even for natural resource-grade applications. Documenting GPS metadata is an industry issue if standard procedures are not followed, but we follow standard procedures to avoid this pitfall.

LANDCOVER MAPPING AND CHANGE DETECTION

We also collect and analyze data, and develop GIS products to support landscape characterization and subsequent water quality impacts. We have provided long-term support to EPA programs for monitoring changes in national and global biodiversity. We assisted EPA in developing GIS applications, designing spatial data flow algorithms, and developing QA/QC procedures. Our remote sensing and GIS support program utilizes a multidisciplinary scientific staff that understand both the technology and program needs. Providing remote sensing analysts who possess a strong understanding of GIS and data conversion requirements ensures that final products are useful to programs and can be integrated into Federal databases.

Our depth of remote sensing and GIS expertise has recognized value for supporting EPA landscape characterization efforts. Specific areas include the generation of land cover data and accuracy assessments, land cover change detection, the development of spatial databases, statistical and spatial analyses, providing related cartographic support, and applying EPA developed analysis technology both regionally and nationally. We are familiar with specific programmatic issues in Federal environmental assessment initiatives, such as the Environmental Monitoring and Assessment Program (EMAP), the Regional Vulnerability Assessment (ReVA), the Environmental Monitoring for Public Access and Community Tracking (EMPACT), Eco-Pest Tox, Multimedia Integrated Modeling System (MIMS), and other research and development programs.

Application-specific requirements determine whether simple change detection or complex classifiers and decision logics are needed for a project. Selecting the most appropriate classification algorithm for a task requires technical expertise to understand the relative merits of supervised versus unsupervised algorithms and various feature elements such as size, texture, and association that need to be incorporated into a specific analysis. In many cases, the classification results can be significantly improved by using collateral data. For example, elevation data can be used to partition or stratify imagery into discrete elevation ranges for increased classification accuracy. GIS data layers are routinely used to improve image classification results using this approach. As with preprocessing, however, establishing standardized methods that consistently achieve high quality results is a challenge. The development of expert system approaches, based on knowledge engineering tools from the field of computer artificial intelligence, promise long-term improvements in image classification. Our image processing experts have been involved in this field since its inception and track developments for potential use on projects.

SPATIAL DATABASE DEVELOPMENT AND ANALYSIS

We have extensive capabilities in management and analysis of environmental information, including the application of commercial-off-the-shelf software and development of custom systems. Our environmental scientists and information management specialists have broad-based experience in system design, development, and implementation for environmental projects to give us insight into creating and managing information systems that provide environmental managers with appropriate data to make informed decisions. We can accommodate diverse data types (e.g., chemical, geophysical, locational, process flows, metadata and quality assurance) and various collection modes, ranging from handwritten field forms to data downloaded from personal computers, to results taken directly from analytical instruments. We focus our approach on the end

user's unique combination of needs, such as data analysis, quality assurance and data auditing, graphical displays, reports, or ease of data storage and archive. Lockheed Martin specialized spatial information management skills include GIS applications, Web-based display, desktop query systems, spatial data visualization, spatial data analysis, accuracy assessment, statistical analysis, and modeling.

MAPPING AND CARTOGRAPHY

We generate maps and cartographic products for a broad range of environmental applications. GIS analyses can range from simple to complex. We developed the award-winning GIS-based EnviroMapper Web site for EPA. Our GIS specialists developed a dynamic way to view, query, and map environmental information held in EPA databases. EnviroMapper is part of the Maps on Demand section of the EPA Web site, using ESRI MapObjects Internet Map Server software.

GIS procedures for simple inventory and tracking applications, such as mapping land parcels for tax assessment and zoning applications, are becoming routine and highly structured. Complex analyses, however, can involve numerous data layers of various type and accuracies that results in product quality that is highly dependent upon the processing steps and decision logic. Error propagation through GIS analyses is an issue. Other fundamental technical and operational issues exist in the areas of spatial database accuracy, methods for visualization of spatial data quality, representations of spatial relations, spatial-temporal processing, and methods for the integration of remote sensing and GIS. High quality products are required for all environmental projects. The ability to verify the results of processing steps used to create GIS products is critical to the scientific credibility of those products. We address this issue with all GIS deliverables by including a full set of Federal Geographic Data Committee (FGDC) compliant metadata and project processing documentation that allows end-users to duplicate the GIS products.

Inadequate metadata documentation is a recognized problem in the GIS field. We have established a well-defined set of standardized digitizing procedures to ensure that data quality and documentation requirements are met for data entry. The database is fully documented using a Lockheed Martin-developed format that is FGDC compliant and the metadata is integrated into the project database dictionary. When data from other sources is acquired and used on projects, we collect available metadata from the source organization and document all processing steps using that data.

Many photo-interpretation projects require measurements from photographs to determine areas, lengths, heights, or locations. Some of these measurements are established using manual techniques and simple stereo viewing equipment, such as light tables. Most projects, however, require more rigorous photogrammetric processing, such as the compilation of planimetric data (roads, building footprints, etc.), elevation models, and orthophotographs. We use the ERDAS OrthoMax software package to generate photogrammetric products. Based on project scope and schedule, work is also subcontracted to qualified photogrammetry firms using competitive bid procedures.

The application of photogrammetry to historical aerial photographs is useful for analyses focusing on environmental change over time. Much of this work is unorthodox, since the use of archived photographs poses unique constraints on basic photogrammetric operations. Prior to 1970, few aerial cameras were calibrated for analytical photogrammetry. Most photographs taken before 1970

therefore lack calibration data. Each stereomodel must have sufficient accuracy to meet project specifications. However, by necessity, stereomodel control for archived photographs must be obtained from a variety of sources, some of which are unconventional. Stereomodel control may include the use of historic maps and specifically acquired survey coordinates of non-targeted image points. To ensure defensible products, we verify that registered surveyors are used to collect control data for photogrammetric projects that involve topographic contours.

Photogrammetric map and measurement products are prepared in either analog or digital formats. Data formats for different packages may require special attention to import/export and conversion procedures. We have successfully processed photogrammetric data from several industry standard packages (e.g., MicroStation, AutoCad, and Intergraph) into ArcInfo and ArcView GIS format. Special attention is placed upon proper reporting of map datum and projections; incorrect values for these are a widespread problem.

NATURAL RESOURCE PLANNING

Our staff has conducted GIS and remote sensing projects to assess and estimate types and quantities of natural resources such as forests, minerals, and petroleum. We conduct large and small scale natural resource planning projects, including the EPA=s North American Landscape Project, the Western Environmental Monitoring and Assessment Program, the Regional Vulnerability Assessment, and the Mid-Atlantic Integrated Assessment Program. These projects evaluate natural resources and identify changes to landcover over a period of decades for all types of ecosystems within the continental United States.

MIGRATION PATTERN ANALYSIS

We have conducted projects to analyze migration patterns of plants, animals, and contaminants using GIS. We supported an ecological assessment of invasive and aggressive plant species in coastal wetlands of the Great Lakes area, noting migration of the invading plant species and consequent decline of the native species. We also developed animal habitat suitability models for the San Pedro River Basin in the United States and Mexico. Our support of the Ohio Source Water Assessment Procedure (SWAP) Project identified migration patterns of contaminants in order to develop a plan for wellhead protection of community drinking water sources.

POLLUTION ANALYSIS

We participate in EPA programs directed toward regional and national assessments of pollution analysis. Example programs include Global Change, Environmental Monitoring and Assessment Program (EMAP), and the Regional Vulnerability Assessment (ReVA). These efforts make extensive use of digital remote sensing methods to measure landscape environmental stress indicators and monitor changes. The large area coverage and synoptic perspective afforded by satellite systems are especially useful for these applications. New satellite systems, such as SII's IKONOS and NASA's Terra, are beginning to provide spatial and spectral resolutions that previously required aircraft platforms. Selecting the best mix of satellite, aircraft, field, and collateral data is a major project design issue. Our remote sensing specialists are experienced in the use of multistage methodologies and sampling designs, and use that experience for optimizing

project designs. New sensors, in conjunction with improved processing software, are providing improved environmental data.

SITE SELECTION

Our site selection projects have included identification of environmental changes at selected sites, determining sites vulnerable to contamination, and evaluating sites for known and suspected contamination. We identified landscape change areas in support of the Tensas River Basin Project, selected vulnerable sites based on pesticide contamination and the potential to impact watersheds for the Eco-Pest Tox Program, determined sites to locate contaminant recovery wells for the Photogeology/Fracture Trace Analyses Projects, and selected areas of high lead contamination to be remediated for the Gateway Initiative and the Omaha Lead Projects. For the Tensas River Basin Project, we identified selected areas by usage type (agriculture, forest, wetland, and developed areas) within the Tensas River watershed and noted how the selected sites had changed over time to assess overall ecological health.

EMERGENCY PREPAREDNESS PLANNING

We utilize GIS applications for emergency preparedness planning and emergency response to support the EPA through our Response, Engineering, and Analytical Contract (REAC). We respond to environmental emergencies, providing GIS support to ensure proper response and adequate cleanup of contaminated areas.

C899 SINs Labor Category Descriptions

Our technical staff includes specialists in the following scientific and technical areas: engineers, biologists, chemists, botanists, geologists, geographers, hydro geologists, soil scientists, statisticians, environmental scientists, GIS specialists, remote sensing specialists, computer systems specialists, software programmers, air monitoring specialists, quality assurance specialists, safety and health, specialists, technical writers, and training specialists.

The personnel qualifications, including functional responsibilities, education, and experience for each labor category in the C899 SINs of this contract are included in the following section.

Project Manager, Environmental

Minimum Experience: 9 years.
Education: BS degree in applicable field. Experience may be substituted at the rate of two years of directly related experience for each year of education.
Functional Responsibility: Responsible for the performance of projects, or subsystems of major projects. Acts as primary customer contact for project activities, leading project review sessions with customer to discuss cost, schedule, and technical performance. Responsible for design concepts, criteria and personnel efforts during the project. Monitors milestones and adherence to master plans and schedules.

Project Leader, Environmental

Minimum Experience: 9 years.
Education: BS degree in applicable field. Experience may be substituted at the rate of two years of directly related experience for each year of education.
Functional Responsibility: Directs all phases of projects from inception through completion. Coordinates the preparation of project plans, milestones, and operating budgets. Implements design concepts, criteria and engineering efforts for product research, development, integration and test. Establishes milestones and implements master plans and schedules. Identifies project problems and obtains solutions. Directs the work of employees assigned to the project from technical and administrative areas.

Project Control Specialist, Environmental

Minimum Experience: 6 years, of which at least 2 years must be specialized. General experience includes increasing responsibilities in general accounting or management activities. Specialized experience includes preparation and analysis of financial statements and development of complex project schedules. Must demonstrate the ability to work independently or under only general direction. Must understand the principles of Earned Value Management (EVM). Must demonstrate the ability to work independently or under only general direction.
Education: Bachelor's degree in Computer Science, Information Systems, Engineering, Business, Accounting, or other related discipline.
Functional Responsibility: Performs one or more multiple financial activities within various finance job functions. Compiles and reviews budgets using actual performance, previous budget figures, estimated revenue, expense reports, and other data sources to control funds and provide for proper financial administration. Performs multiple financial cost analyses functions, including cost allocation, setting up cost control systems, collecting data, controlling costs and preparing reports

that maintain the company's cost accounting system. Ensures that costs are allocated according to established procedures. Applies principles of accounting to analyze financial information and prepare financial reports. Maintains or oversees the control of accounts and records in such areas as disbursements, expenses, tax payments, and income.

Technical Writer, Environmental

Minimum Experience: 5 years.
Education: BS degree in relevant academic field. Experience may be substituted at the rate of two years directly related experience for each year of education.
Functional Responsibility: Writes in a clear and concise language, such technical documents as procedure manuals, service manuals, and related technical publications concerned with installation, operation, and maintenance of electronic, electrical, mechanical and other equipment. Includes writing such technical documentation as operational specifications, bulletins, articles, service manuals, and marketing publications. Acquires or verifies knowledge of subject by interviewing workers engaged in developing new products and services or in making improvements, observing performance of experiments and methods of production, referring to blueprints, sketches, engineering drawings and notes, trade and engineering journals, rewrites of articles, bulletins, manuals, or similar publications.

Principal Environmental Scientist

Minimum Experience: 9 years.
Education: BS degree in relevant academic field. Experience may be substituted at the rate of two years directly related experience for each year of education.
Functional Responsibility: Provides lead scientific guidance and support for projects. Carries out development and implementation projects concurrent with scope and requirements. Performs or delegates all detail work necessary to determine optimum solutions. Coordinate projects with contractor management, customer and regulatory personnel to ensure that the project is properly defined and course of action is satisfactory. Maintain current knowledge on emerging environmental technologies. Requires experience as technical lead for multiple projects. Recognized expert in an environmental specialty or technology. Serve as leader and mentor for other scientists and engineers. Monitors cost and schedule estimates and technical documents on proposed projects in assigned area. Demonstrates creative ability through patent disclosures, problem solving, scientific reports or technical papers and articles.

Senior Environmental Scientist

Minimum Experience: 5 years.
Education: BS degree in relevant academic field. Experience may be substituted at the rate of two years directly related experience for each year of education.
Functional Responsibility: Apply specialized knowledge, experience and methods to the analysis and resolution of problems in scientific subject matters such as physics, geology, chemistry, biology and other physical/life sciences. Evaluate scientific/technical studies, analyses and tests in support of project planning and implementation. Prepare technical reports on scientific/technical studies describing methodology applied, results obtained and recommendations made. Prepare cost and schedule estimates and technical documents on proposed projects in assigned area.

Environmental Scientist

Minimum Experience: 2 years.

Education: BS degree in relevant academic field. Experience may be substituted at the rate of two years directly related experience for each year of education in a scientific related discipline.
Functional Responsibility: Support senior scientific and engineering staff in the design and implementation of studies, systems and processes relating to a specific subject matter. Perform scientific/technical studies, analyses and tests in support of project planning and implementation. Analyze data from laboratory/field studies or computer-generated data.

Junior Environmental Scientist

Education: Bachelor's degree in relevant academic field. Experience may be substituted at the rate of two years directly related experience for each year of education.
Functional Responsibility: Under supervision of senior scientists, performs fundamental scientific duties and assists senior technical personnel in formulating preliminary designs, performing tests, taking measurements or performing analyses to support projects. Applies standard practices and techniques.

Principal Environmental Engineer

Minimum Experience: 14 years.
Education: BS degree in relevant academic field. Experience may be substituted at the rate of two years directly related experience for each year of education.
Functional Responsibility: Provides lead engineering guidance and support for projects. Carries out development and implementation projects concurrent with scope and requirements. Performs or delegates all detail work necessary to determine optimum solutions. Coordinate projects with contractor management, customer and regulatory personnel to ensure that the project is properly defined and course of action is satisfactory. Maintain current knowledge on emerging engineering technologies. Requires experience as technical lead for multiple projects. Recognized expert in an engineering specialty or technology. Serve as leader and mentor for other scientists and engineers. Prepares cost and schedule estimates and technical documents on proposed projects in assigned area. Demonstrates creative ability through patent disclosures, problem solving, scientific reports or technical papers and articles.

Senior Environmental Engineer

Minimum Experience: 9 years.
Education: BS degree in relevant academic field. Experience may be substituted at the rate of two years directly related experience for each year of education.
Functional Responsibility: Provide engineering guidance and support for projects. Implement projects concurrent with scope and requirements. Provide leadership support for small teams. Provide advice and assistance in state-of-the-art technologies. Perform detail work necessary to determine optimum solutions. Provide information to contractor management, customer and regulatory personnel to ensure that the project is properly defined and course of action is satisfactory. Maintain current knowledge on emerging engineering technologies. Experience as technical project lead. Provide knowledgeable support and independent service or assistance in specialized areas.

Environmental Engineer

Minimum Experience: 5 years.

Education: BS degree in relevant academic field. Experience may be substituted at the rate of two years directly related experience for each year of education.
Functional Responsibility: Provide engineering support with limited supervision to apply environmental engineering methodologies and principles to projects. Knowledgeable in use of appropriate software and hardware to support projects and emerging technology solutions. Supports development of project plans and reports.

Junior Environmental Engineer

Education: BS degree in relevant academic field. Experience may be substituted at the rate of two years directly related experience for each year of education.
Functional Responsibility: Applies environmental engineering methodologies and principles to projects. Supports projects as directed by team leaders and managers.

Industrial Hygienist

Minimum Experience: 9 years.
Education: BS degree in relevant academic field. Experience may be substituted at the rate of two years directly related experience for each year of education.
Functional Responsibility: Provide expert industrial hygiene support and independent services/assistance. Serve as primary contact for industrial hygiene and safety issues for projects. Provide expertise on an as needed basis to all task assignments. Coordinate industrial hygiene issues with contractor management, customers and regulatory personnel to ensure that the project is properly defined and course of action is satisfactory. Maintain current knowledge on emerging industrial hygiene technologies and regulations. Expert knowledge in industrial hygiene regulatory requirements.

Statistician/Modeler

Minimum Experience: 9 years.
Education: BS degree in relevant academic field. Experience may be substituted at the rate of two years directly related experience for each year of education.
Functional Responsibility: Applies advanced statistical principles, theories, and concepts. Contributes to the development of new principles and concepts. Works on unusually complex technical problems and provides solutions which are innovative and ingenious. Works toward predetermined long-range goals and objectives. Determines and pursues courses of action necessary to obtain desired results. Expert knowledge of probability, reliability, statistical analysis methods, sampling and test and evaluation techniques, data collection and applicable regulations and standards. Conducts tests and evaluations of modeling software.

Senior Remote Sensing Specialist

Minimum Experience: 9 years.
Education: BS degree in relevant academic field. Experience may be substituted at the rate of two years directly related experience for each year of education.
Functional Responsibility: Provide expert support and independent service and assistance in remote sensing. Serve as leader and mentor for other remote sensing specialists. Coordinate projects with contractor management, customer and regulatory personnel to ensure that the project is properly defined and course of action is satisfactory. Maintain current knowledge on emerging

remote sensing technologies. Expert knowledge base in aerial photography analysis and associated technologies.

Remote Sensing Specialist

Minimum Experience: 5 years.
Education: Bachelor's degree in relevant academic field. Experience may be substituted at the rate of two years directly related experience for each year of education.
Functional Responsibility: Serves as lead for completing remote sensing projects and reports. Knowledgeable in use of appropriate remote sensing equipment and technologies. Operates and troubleshoots remote sensing systems. Maintains knowledge of environmental applications for remote sensing technologies.

Junior Remote Sensing Specialist

Education: Bachelor's degree in relevant academic field. Experience may be substituted at the rate of two years directly related experience for each year of education.
Functional Responsibility: Applies remote sensing procedures, methodologies and principles to projects. Supports projects as directed by team leaders and managers.

Senior GIS Specialist

Minimum Experience: 9 years.
Education: BS degree in relevant academic field. Experience may be substituted at the rate of two years directly related experience for each year of education.
Functional Responsibility: Provide expert support and independent services/assistance for GIS projects. Serve as leader and mentor for other GIS specialists. Provide expertise on an as needed basis to all task assignments. Coordinate projects with contractor management, customer and regulatory personnel to ensure that the project is properly defined and course of action is satisfactory. Maintain current knowledge on emerging GIS technologies. Expert knowledge in GIS software and hardware systems and associated technologies.

GIS Specialist

Minimum Experience: 5 years.
Education: Bachelor's degree in relevant academic field. Experience may be substituted at the rate of two years directly related experience for each year of education.
Functional Responsibility: Serves as lead for completing GIS projects and reports. Knowledgeable in use of appropriate GIS software and hardware systems and associated technologies. Operates and troubleshoots GIS systems. Maintains knowledge of environmental applications for GIS technologies.

Junior GIS Specialist

Education: Bachelor's degree in relevant academic field. Experience may be substituted at the rate of two years directly related experience for each year of education.
Functional Responsibility: Applies GIS procedures, methodologies and principles to projects. Operates GIS systems. Supports projects as directed by team leaders and managers.

Quality Assurance Manager, Environmental

Minimum Experience: 5 years.

Education: BS in a related technical discipline. Experience may be substituted at the rate of two years directly related experience for each year of education.
Functional Responsibility: Ensures compliance with company and customer quality requirements through all phases of the project. Develops quality assurance plans and quality control procedures. Provides audit support and participates in corrective actions. Provides QA support to project members. Conducts investigations relative to customer complaints or poor contract performance.

Quality Assurance Specialist, Environmental

Minimum Experience: 2 years.
Education: BS in a related technical discipline. Experience may be substituted at the rate of two years directly related experience for each year of education.
Functional Responsibility: Provides quality assurance support through all phases of the project. Develops quality assurance plans and quality control procedures.

Information Management Specialist I

Minimum Experience: 2 years.
Education: High school and/or technical school graduate.
Functional Responsibility: Specialized experience required includes the analyses and design business applications on complex, large scale systems, including experience in database management concepts. Knowledge of state-or-the-art storage and retrieval methods is required, as well as the ability to formulate specifications for computer programmers to use in coding, testing, debugging of computer software. Develop plans for ADP systems from project inception to conclusion. Defines the problem, and develops system requirements and program specifications, from which programmers prepare system documentation programs and tests.

Information Management Specialist II

Minimum Experience: 5 years.
Education: BS degree in a related scientific or technical discipline. Experience may be substituted at the rate of two years directly related experience for each year of education.
Functional Responsibility: Specialized experience required includes the analyses and design business applications on complex, large scale systems, including experience in database management concepts. Knowledge of state-or-the-art storage and retrieval methods is required, as well as the ability to formulate specifications for computer programmers to use in coding, testing, debugging of computer software. Develop plans for ADP systems from project inception to conclusion. Defines the problem, and develops system requirements and program specifications, from which programmers prepare system documentation programs and tests.

Information Management Specialist III

Minimum Experience: 9 years.
Education: BS in Computer Science, Information Systems, Engineering, Business, or related scientific or technical discipline. Experience may be substituted at the rate of two years directly related experience for each year of education.
Functional Responsibility: Designs, develops, programs, installs, implements, conducts research, maintains internal data processing computer systems and utilities, and/or for customers on a contract basis. Analyzes internal or external customer needs, and determines equipment and software requirements for solutions to problems by means of automated systems; develops

customized solutions to customer/user problems. Establishes system parameters and formats; ensures hardware/software compatibility; and coordinates and/or modifies user requirements in terms of existing and projected computer capacity and capabilities. May make changes as required to adapt or enhance existing or proposed system; advises on new techniques and estimated costs associated with new or revised approaches, taking into consideration personnel, time, and hardware requirements, and makes trade-off analyses; develops general and detailed documentation describing system specifications and operating instructions; and revises existing systems and procedures to correct deficiencies and maintain more effective data handling, conversion, input/output requirements and storage.

Environmental Consultant I

Minimum Experience: 5 years.
Education: Ph.D. in a related technical discipline. Experience may be substituted at the rate of two years directly related experience for each year of education.
Functional Responsibility: Perform as a consultant in highly specialized subject areas. Provide highly technical and /or specialized guidance. Perform analyses and studies, prepare reports, and give presentations.

Environmental Consultant II

Minimum Experience: 9 years.
Education: Ph.D. in a related technical discipline. Experience may be substituted at the rate of two years directly related experience for each year of education.
Functional Responsibility: Subject matter expert for environmental or related areas of science or technology. Perform as a consultant in highly specialized subject areas. Provide highly technical and /or specialized guidance. Perform analyses and studies, prepare reports, and give presentations.

Environmental Consultant III

Minimum Experience: 14 years.
Education: Ph.D. in a related technical discipline. Experience may be substituted at the rate of two years directly related experience for each year of education.
Functional Responsibility: Perform as a consultant in highly specialized subject areas. Provide highly technical and/or specialized guidance. Perform analyses and studies, prepare reports, and give presentations.

ADMINISTRATIVE SUPPORT POSITIONS

Administrative Specialist I, Environmental

Education: High school diploma.
Functional Responsibility: Performs administrative tasks in functional areas including Finance, Human Resources, or Purchasing. Supports preparation of reports, budgets, and project schedules. Provides logistical support for projects.

Administrative Specialist II, Environmental

Minimum Experience: 3 years.
Education: High school diploma.

Functional Responsibility: Performs as a generalist a combination of administrative tasks in such functional areas as Finance, Human Resources, or Purchasing. May prepare budgeting, project scheduling. And statistical reports as required. Represents organizational unit in administrative matters. Recommends, interprets, and/or implements comp0any and internal administrative policies and procedures.

Documentation Specialist

Education: High school graduate.
Functional Responsibility: Prepare and process correspondence, reports, proposals, and related documentation. Generates documentation of contractual requirements, customer specifications, design changes and project deliverables. Prepares user manuals and information to support projects. Maintain files, process requests for information and support meetings.

Technician I

Education: High school and/or technical school graduate.
Functional Responsibility: Assist scientists and engineers as required. Validates system operations and conducts equipment test and checkout under supervision.

Technician II

Minimum Experience: 2 years.
Education: High school and/or technical school graduate.
Functional Responsibility: Assist scientists and engineers as required, validate system operations, and provide technical interface with customer technical representatives. Maintain, repair, and install various types of mechanical and electronic equipment. Perform measurements and tests according to project plans. Perform measurements and tests according to field study plans. Prepare, calibrate and maintain equipment as required, including measurement instruments, tools, motors, pumps, safety equipment and accessories. Document operations, field conditions, measurements, samples, safety measures and quality assurance parameters according to project's requirements.

Technician III

Minimum Experience: 5 years.
Education: High school and/or technical school graduate.
Functional Responsibility: Work closely with engineers and scientists in the planning, execution and evaluation of projects. Perform measurements and tests according to project plans. Prepare, calibrate and maintain equipment as required, including measurement instruments, tools, motors, pumps, safety equipment and accessories. Plan and implement safety procedures and respond properly to emergency situations. Supervise junior technicians. Maintains, repairs, and installs various types of mechanical and electronic equipment and related devices such as electronic transmitting and receiving equipment, and personal and mainframe computers and terminals. Prepare summaries, tables and reports documenting field methodology used, data collected and results obtained.

C899 SINs Labor Rates

Fully loaded labor rates for each labor category of the C899 SINs of this contract are included in Table 4. These rates apply to all C899 SINs. These rates reflect MFC pricing and include GSA's Industrial Funding Fee.

Table 4. C899 SINs Hourly Rates

C899 SINs Labor Category	Minimum Education/ Certification Level	Minimum Years of Experience	08/15/15 to 08/14/16	08/15/16 to 08/14/17	08/15/17 to 08/14/18	08/15/18 to 08/14/19	08/15/19 to 08/14/20
Program Manager, Environmental	Bachelors	9	$131.73	$134.76	$137.86	$141.03	$144.27
Project Leader, Environmental	Bachelors	9	$119.60	$122.35	$125.16	$128.04	$130.99
Project Control Specialist, Environmental	Bachelors	6	$57.72	$59.05	$60.41	$61.79	$63.22
Technical Writer/Editor, Environmental	Bachelors	5	$72.44	$74.11	$75.81	$77.55	$79.34
Principal Environmental Scientist	Bachelors	9	$104.33	$106.73	$109.18	$111.70	$114.26
Senior Environmental Scientist	Bachelors	5	$79.43	$81.26	$83.13	$85.04	$86.99
Environmental Scientist	Bachelors	2	$59.07	$60.43	$61.82	$63.24	$64.69
Junior Environmental Scientist	Bachelors	0	$47.76	$48.86	$49.98	$51.13	$52.31
Principal Environmental Engineer	Bachelors	14	$119.24	$121.98	$124.79	$127.66	$130.59
Senior Environmental Engineer	Bachelors	9	$90.13	$92.20	$94.32	$96.49	$98.71
Environmental Engineer	Bachelors	5	$72.56	$74.23	$75.94	$77.68	$79.47
Junior Environmental Engineer	Bachelors	0	$53.09	$54.31	$55.56	$56.84	$58.15
Industrial Hygienist	Bachelors	9	$85.62	$87.59	$89.60	$91.66	$93.77
Statistician/Modeler	Bachelors	9	$89.72	$91.78	$93.89	$96.05	$98.26
Senior Remote Sensing Specialist	Bachelors	9	$94.56	$96.73	$98.96	$101.24	$103.56
Remote Sensing Specialist	Bachelors	5	$71.59	$73.24	$74.92	$76.64	$78.41
Junior Remote Sensing Specialist	Bachelors	0	$46.71	$47.78	$48.88	$50.01	$51.16
Senior GIS Specialist	Bachelors	9	$105.64	$108.07	$110.56	$113.10	$115.70
GIS Specialist	Bachelors	5	$86.57	$88.56	$90.60	$92.68	$94.81
Junior GIS Specialist	Bachelors	0	$44.79	$45.82	$46.87	$47.95	$49.06
Information Management Specialist I	High School	2	$51.84	$53.03	$54.25	$55.50	$56.78
Information Management Specialist II	Bachelors	5	$80.78	$82.64	$84.54	$86.48	$88.47
Information Management Specialist III	Bachelors	9	$95.11	$97.30	$99.54	$101.82	$104.17
Environmental Consultant I	Ph.D.	5	$147.33	$150.72	$154.19	$157.73	$161.36
Environmental Consultant II	Ph.D.	9	$184.15	$188.39	$192.72	$197.15	$201.69
Environmental Consultant III	Ph.D.	14	$220.99	$226.07	$231.27	$236.59	$242.03

C899 SINs Labor Category		Minimum Education/ Certification Level	Minimum Years of Experience	08/15/15 to 08/14/16	08/15/16 to 08/14/17	08/15/17 to 08/14/18	08/15/18 to 08/14/19	08/15/19 to 08/14/20
Quality Assurance Manager, Environmental		Bachelors	5	$89.43	$91.49	$93.59	$95.74	$97.95
Quality Assurance Specialist, Environmental		Bachelors	2	$62.93	$64.38	$65.86	$67.37	$68.92
SCA Covered Labor Categories								
SCA Eligible Contract Labor Category	**SCA Equivalent Code - Title**							
Administrative Specialist I, Environmental	01111 – General Clerk I	High School	0	$33.75	$34.53	$35.32	$36.13	$36.96
Administrative Specialist II, Environmental	01111 – General Clerk I	High School	3	$42.79	$43.77	$44.78	$45.81	$46.86
Documentation Specialist	01070 – Document Preparation Clerk	High School	0	$46.96	$48.04	$49.15	$50.28	$51.43
Technician I	30081 – Engineering Tech I	High School	0	$32.95	$33.71	$34.48	$35.28	$36.09
Technician II	30082 – Engineering Tech II	High School	2	$43.96	$44.97	$46.01	$47.06	$48.15
Technician III	30083 – Engineering Tech III	High School	5	$62.83	$64.28	$65.75	$67.27	$68.81

The SCA is applicable to this contract and includes SCA-applicable labor categories. The prices for the indicated SCA labor categories are based on the U.S. Department of Labor Wage Determination Numbers (05-2103). The prices offered are based on the preponderance of where work is performed and should work be performed in an area with lower SCA rates, resulting in lower wages being paid, the task order prices will be discounted accordingly.

Escalation of the labor categories subject to the SCA is based on Clause I-FSS-969(b)(1).

Other Direct Costs

Material and other non-labor costs, which are directly related to task order performance, are to be included in the task order. These Other Direct Costs (ODC) will be negotiated by the task ordering official when the task order is issued. When ODCs are valued over $2,500.00 all pertinent acquisition regulations will be followed. These costs are billed at actual cost plus all appropriate indirect costs.

Travel and Living

Travel and living costs incidental to task order performance are to be billed at actual cost plus all appropriate indirect costs. Travel and living costs are not subject to the limitations on ODCs specified above.

Blanket Purchase Agreements

An ordering office with a broad scope of tasks to be performed, or with recurring requirements, may consider a Blanket Purchasing Agreement (BPA). BPAs can reduce cost and save time because individual purchase orders and invoices are not required for each procurement but can instead be documented on a consolidated basis. A BPA allows the ordering office to consolidate funding, reporting, and management of a series of task orders and provides the foundation from which new task orders can more readily and rapidly be created. Also, price reductions from the published schedule rates are possible through a BPA. With no minimum or maximum ordering limit under BPAs, ordering agencies get the benefit of the BPA discounted price regardless of the size of the order. A progressive type of discounting may be offered where the discount would increase once sales reach certain prescribed levels.

Delivery Order Type

This contract allows for Firm Fixed Price and Labor-Hour delivery orders. Based on the nature of work to be performed, and other circumstances, an ordering agency will determine the type of delivery order to be issued. The type of delivery order must be clearly identified by the ordering office when requesting a proposal from Lockheed Martin.

Security Requirements

If the Government desires that services be performed by persons with security clearances, the ordering activity may incorporate in their delivery orders a security clause in accordance with current laws, regulations, and individual agency policy; however, the burden of administering the security requirements shall be with the ordering agency. The clearance level of Lockheed Martin personnel, as well as any costs necessary to comply with the security requirements, will be included in the task order proposal.

The Contractor will use reasonable efforts to provide persons with the requested clearance. If cleared personnel are not available, the Contractor will propose personnel for clearance and complete the appropriate forms for clearances. Inability to furnish clearance shall not be a matter of default but shall entitle the Government to cancel the remainder of the order without obligation.

Organizational Conflict of Interest

It is incumbent on the ordering office to identify any potential Organizational Conflicts of Interest (OCI) in a task order that may be issued. The ordering office should inform Lockheed Martin of such a potential prior to issuance of any tasking. Lockheed Martin has established procedures for resolving or mitigating any OCI that may be so identified.

Responsibilities of the Government

1. If a Time and Materials (T&M) services order is canceled by the Government before performance of the total hours ordered, the Government shall be liable for payment at the contract price for all services performed before receipt by Contractor of the written notice of cancellation or the effective date of the cancellation, whichever is later. Cancellation of a Fixed Price order, in whole or in part, shall be considered a termination for the convenience of the Government.

2. Ownership of all intellectual property developed by the Contractor shall remain with the Contractor, and the Contractor grants restricted rights to the government. Any third party licenses will be transferred, to the extent permitted, consistent with the terms and conditions of the licensor.

3. Nothing in this contract will be construed to restrain the Contractor or its personnel in the use of the techniques and skills, which may be acquired in the course of performing work under this contract. The Contractor retains the right to copy, use, and authorize others to use any subroutines and elements of programs and related documentation contained in the materials delivered to the Government provided they do not contain confidential information of the Government.

4. The Contractor shall not be liable for any injury to Government personnel or damage to Government property arising from the use of equipment maintained by the Contractor, unless such injury or damage is due to the fault or negligence of the Contractor.

5. The Contractor agrees to render services only during normal working hours, unless otherwise agreed to by the Contractor and the ordering office.

6. The agency and the Contractor will include mutually acceptable criteria for the satisfactory completion and acceptance of each task in the Statement of Work or delivery order.

Ordering Procedures

Online access to contract ordering information, terms and conditions, and other information is available by accessing the Federal Supply Service home page at http://www.gsa.gov/.