

**General Services Administration  
Federal Supply Service  
Authorized Federal Supply Schedule Price List**

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

**Multiple Award Schedule (MAS)  
FSC Group: Professional Services  
FSC Classes: R414, R425, R408, R704, F999, U006, R499**

**Contract Number: GS-00F-337CA**

**Contract Period: 9/28/2020 – 09/27/2025**



**BMT Designers & Planners**

“Where will our knowledge take you?”

**BMT Designers & Planners, Inc.  
2900 S Quincy Street, Suite 210  
Arlington, VA 22206  
Telephone: (703) 920-7070  
Fax: (703) 920-7177  
[www.dandp.com](http://www.dandp.com)**

**Business Size/Status: Large**

**Pricelist current through MAS MOD PS-A826 Effective 12/09/2020**

**CONTRACT ADMINISTRATION**

Albert Graves  
Telephone: (703) 920-7070  
Fax Number: (703) 920-7177  
Email: [agraves@dandp.com](mailto:agraves@dandp.com)



**Contract Holder**

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## CUSTOMER INFORMATION

1a. Table of Awarded Special Item Numbers (SINs):		
SINs	Recovery	SIN Title
541611	541611-RC	Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services
611430	611430-RC	Professional and Management Development Training
611512	611512-RC	Flight Training
541620	541620-RC	Environmental Consulting Services
562910REM	562910REM-RC	Environmental Remediation Services
541330ENG	541330ENG-RC	Engineering Services
541715	541715-RC	Engineering Research and Development and Strategic Planning
541380	541380-RC	Testing Laboratories
541420	541420-RC	Engineering System Design and Integration Services
OLM	OLM-RC	Order Level Materials (OLM)

*Our GSA MAS Contract can also support state and local agencies under the following programs:*

	<ul style="list-style-type: none"> <li>• <i>Disaster Recovery Purchasing Program. Section 833 of the National Defense Authorization Act allows state and local governments to purchase products and services to facilitate recovery from a major disaster. This includes advance and pre-positioning in preparation for a disaster.</i></li> </ul>
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| 1b. Lowest Priced Model Number and Lowest Price: | Please refer to page # <a href="#">20</a>  |
| 1c. Labor Category Descriptions:                 | Please refer to page # <a href="#">8</a>   |
| 2. Maximum Order:                                | \$1,000,000  |
| 3. Minimum Order:                                | \$100  |
| 4. Geographic Coverage:                          | 48 States, DC  |
| 5. Point(s) of Production:                       | Not Applicable   |
| 6. Discount from Price List:                     | Government Net Prices (discounts already deducted.)  |
| 7. Quantity Discounts:                           | None   |
| 8. Prompt Payment Terms:                         | Net 30 days. Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions. |
| 9. Foreign Items:                                | None   |
| 10a. Time of Delivery:                           | To Be Negotiated with Ordering Agency  |
| 10b. Expedited Delivery:                         | To Be Negotiated with Ordering Agency  |
| 10c. Overnight and 2-Day Delivery:               | To Be Negotiated with Ordering Agency  |
| 10d. Urgent Requirement:                         | To Be Negotiated with Ordering Agency  |
| 11. F.O.B. Point(s):                             | Destination  |
| 12a. Ordering Address:                           | BMT Designers & Planners, Inc.<br>Attn: Albert Graves/GSA Orders<br>2900 S Quincy Street, Suite 210<br>Arlington, VA 22206                                   |

### CUSTOMER INFORMATION (CONTINUED)

- 12b. For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPAs), are found in Federal Acquisition Regulation (FAR) 8.405-3.
13. Payment Address: BMT Designers & Planners, Inc.  
Attn: Accounts Receivable  
2900 S Quincy Street, Suite 210  
Arlington, VA 22206
14. Warranty Provision: Standard Commercial Warranty
15. Export Packing Charges: Not Applicable
16. Terms and conditions of rental, maintenance, and repair: Not Applicable
17. Terms and conditions of installation (if applicable): Not Applicable
- 18a. Terms and conditions of repair parts indicating date of parts, price lists and any discounts from list prices: Not Applicable
- 18b. Terms and conditions for any other services (if applicable): Not Applicable
19. List of service and distribution points (if applicable): Not Applicable
20. List of participating dealers (if applicable): Not Applicable
21. Preventative maintenance (if applicable) Not Applicable
- 22a. Special attributes such as environmental attributes (e.g., recycled content, energy efficiency, and/or reduced pollutants.): Not Applicable
- 22b. Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services and show where full details can be found (e.g. contractor's website or other location.)  
The EIT standards can be found at:  
[www.Section508.gov/](http://www.Section508.gov/) : Contact Contractor
23. Data Universal Number System (DUNS) Number: 018539619
24. BMT Designers & Planners, Inc. *is* registered in the System for Award Management (SAM) Database.

### **CONTRACT OVERVIEW**

GSA awarded BMT Designers & Planners, Inc. a GSA Multiple Award Schedule (MAS) contract for Professional Services No. GS-00F-337CA. The current contract period is 9/28/2015 - 9/27/2025. GSA may exercise a total of up to two additional 5 year option periods. This contract allows for the placement of Firm Fixed Price or Time and Materials task orders using the labor categories and ceiling rates defined in the contract.

### **CONTRACT ADMINISTRATOR**

Albert Graves  
BMT Designers & Planners, Inc.  
2900 S Quincy Street, Suite 210  
Arlington, VA 22206  
Telephone: (703) 920-7070  
Fax Number: (703) 920-7177  
Email: agraves@dandp.com

### **MARKETING AND TECHNICAL POINT OF CONTACT**

Kai Skvarla  
BMT Designers & Planners, Inc.  
2900 S Quincy Street, Suite 210  
Arlington, VA 22206  
Telephone: (703) 920-7070  
Fax Number: (703) 920-7177  
Email: kskvarla@dandp.com

### **CONTRACT USE**

This contract is available for use by all federal government agencies, as a source for Professional Services. Executive agencies, other Federal agencies, mixed –ownership Government corporations, and the District of Columbia; government contractors authorized in writing by a Federal agency pursuant to 48 CFR 51.1; and other activities and organizations authorized by statute or regulation to use GSA as a source of supply may use this contract. Additionally, contractors are encouraged to accept orders received from activities within the Executive Branch of the Federal Government.

### **CONTRACT SCOPE**

The contractor shall provide all resources including personnel, management, supplies, services, materials, equipment, facilities and transportation necessary to provide a wide range of professional services as specified in each task order. Services specified in a task order may be performed at the contractor’s facilities or the ordering agencies’ facilities. The government will determine the contractor’s compensation by any of several different methods (to be specified at the task order level) e.g., a firm-fixed price for services with or without incentives, labor hours or time-and-material.

The Special Item Numbers (SINs) available under this contract provide services across the full life cycle of a project. When task orders are placed, they must identify the SIN or SINs under which the task is being executed. BMT Designers & Planners, Inc. has been awarded a contract by GSA to provide services under the following SINs:

- SIN 541611 / 541611-RC: Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services
- SIN 611430 / 611430-RC: Professional and Management Development Training
- SIN 611512 / 611512-RC: Flight Training
- SIN 541620 / 541620-RC: Environmental Consulting Services
- SIN 562910REM / 562910REM-RC: Environmental Remediation Services
- SIN 541330ENG / 541330ENG-RC: Engineering Services
- SIN 541715 / 541715-RC: Engineering Research and Development and Strategic Planning
- SIN 541380 / 541380-RC: Testing Laboratories
- SIN 541420 / 541420-RC: Engineering System Design and Integration Services
- SIN OLM / OLM-RC: Order Level Materials (OLM)

A full description of each SIN definition and examples of the types of work covered by the SIN can be found on GSA's e-library website. <http://www.gsaelibrary.gsa.gov>

## INSTRUCTIONS FOR PLACING ORDERS FOR SERVICES BASED ON GSA SCHEDULE HOURLY RATES

GSA provides a streamlined, efficient process for ordering the services you need. GSA has already determined that BMT Designers & Planners, Inc. meets the technical requirements and that our prices offered are fair and reasonable. Agencies may use written orders; facsimile orders, credit card orders, blanket purchase agreement orders or individual purchase orders under this contract.

If it is determined that your agency needs an outside source to provide GSA Schedule services, follow these simple steps:

Orders under the Micro-Purchase Threshold
<ul style="list-style-type: none"> <li>Select the contractor best suited for your needs and place the order.</li> </ul>
Orders in-between the Micro-Purchase Threshold and the Simplified Acquisition Threshold
<ul style="list-style-type: none"> <li>Prepare a SOW or PWS in accordance with FAR 8.405-2(b).</li> <li>Prepare and send the RFQ (including SOW and evaluation criteria) to at least <b>three</b> GSA Schedule contractors.</li> <li>Evaluate, then make a "Best Value" determination.</li> </ul> <p><b>Note:</b> The ordering activity should request GSA Schedule contractors to submit firm-fixed prices to perform the services identified in the SOW.</p>
Orders over the Simplified Acquisition Threshold
<ul style="list-style-type: none"> <li>Prepare the RFQ (including the SOW and evaluation criteria) and post on eBay to afford all Schedule contractors the opportunity to respond, or provide the RFQ to as many Schedule contractors as practicable, consistent with market research, to reasonably ensure that quotes are received from at least <b>three</b> contractors.</li> <li>Seek price reductions.</li> <li>Evaluate all responses and place the order, or establish the BPA with the GSA Schedule contractor that represents the best value (refer to FAR 8.405-2(d)).</li> </ul> <p><b>Note:</b> The ordering activity should request GSA Schedule contractors to submit firm-fixed prices to perform the services identified in the SOW.</p>

### Developing a Statement of Work (SOW)

In the SOW, include the following information:

- Work to be performed,
- Location of work,
- Period of performance;
- Deliverable schedule, and
- Special standards and any special requirements, where applicable.

### Preparing a Request for Quote (RFQ)

- Include the SOW and evaluation criteria;
- Request fixed price, ceiling price, or, if not possible, labor hour or time and materials order;
- If preferred, request a performance plan from contractors and information on past experience; and include information on the basis for selection.
- May be posted on GSA’s electronic RFQ system, e-Buy

For more information related to ordering services, go to <http://www.gsa.gov/schedules-ordering> and click “Ordering Information”. Also see summary guidelines in the [Multiple Award Schedule \(MAS\) Desk Reference Guide, Ordering Procedures](#).

## BLANKET PURCHASE AGREEMENT

Ordering activities may establish BPAs under any schedule contract to fill repetitive needs for supplies or services. BPAs may be established with one or more schedule contractors. The number of BPAs to be established is within the discretion of the ordering activity establishing the BPAs and should be based on a strategy that is expected to maximize the effectiveness of the BPA(s). In determining how many BPAs to establish, consider:

- The scope and complexity of the requirement(s);
- The need to periodically compare multiple technical approaches or prices;
- The administrative costs of BPAs; and
- The technical qualifications of the schedule contractor(s).

Establishment of a single BPA, or multiple BPAs, shall be made using the same procedures outlined in 8.405-1 or 8.405-2. BPAs shall address the frequency of ordering, invoicing, discounts, requirements (e.g. estimated quantities, work to be performed), delivery locations, and time.

When establishing multiple BPAs, the ordering activity shall specify the procedures for placing orders under the BPAs.

Establishment of a multi-agency BPA against a Federal Supply Schedule contract is permitted if the multi-agency BPA identifies the participating agencies and their estimated requirements at the time the BPA is established.

Ordering from BPAs:

Single BPA. If the ordering activity establishes one BPA, authorized users may place the order directly under the established BPA when the need for the supply or service arises.

Multiple BPAs. If the ordering activity establishes multiple BPAs, before placing an order exceeding the micro-purchase threshold, the ordering activity shall:

- Forward the requirement, or statement of work and the evaluation criteria, to an appropriate number of BPA holders, as established in the BPA ordering procedures; and
- Evaluate the responses received, make a best value determination (see 8.404(d)), and place the order with the BPA holder that represents the best value.

BPAs for hourly rate services. If the BPA is for hourly rate services, the ordering activity shall develop a statement of work for requirements covered by the BPA. All orders under the BPA shall specify a price for the performance of the tasks identified in the statement of work.

Duration of BPAs. BPAs generally should not exceed five years in length, but may do so to meet program requirements. Contractors may be awarded BPAs that extend beyond the current term of their GSA Schedule contract, so long as there are option periods in their GSA Schedule contract that, if exercised, will cover the BPA's period of performance.

Review of BPAs:

The ordering activity that established the BPA shall review it at least once a year to determine whether:

- The schedule contract, upon which the BPA was established, is still in effect;
- The BPA still represents the best value (see 8.404(d)); and
- Estimated quantities/amounts have been exceeded and additional price reductions can be obtained.

The ordering activity shall document the results of its review.

## LABOR CATEGORY DESCRIPTIONS

### SIN 541611 / 541611-RC MANAGEMENT AND FINANCIAL CONSULTING, ACQUISITION AND GRANTS MANAGEMENT SUPPORT, AND BUSINESS PROGRAM AND PROJECT MANAGEMENT SERVICES; SIN 611430 / 611430-RC PROFESSIONAL AND MANAGEMENT DEVELOPMENT TRAINING

BMT Designers & Planners commercial practices include the education/experience substitutions identified below. In order to be consistent with commercial practices, BMT Designers & Planners incorporates their commercial education/experience substitution to all GSA labor categories.

#### Experience Substitutions Methodology:

High School Diploma + 4 years additional experience	Equals	Bachelors Degree
Bachelors Degree + 2 years additional experience	Equals	Masters Degree
Masters Degree + 3 years additional experience	Equals	PhD

#### Education Substitutions Methodology:

A Ph.D. may be substituted for 3 years of required experience with a Masters Degree or 4 years with a Bachelors Degree.
A Masters Degree may be substituted for 2 years of required experience with a Bachelors Degree.
A Bachelors Degree may be substituted for 4 years of required experience with a High School Diploma.

GSA Labor Category	Minimum Years Experience	Minimum Education Requirements	Description
Lead Program Manager	18	Bachelors	Ability to plan and execute complex technical tasks, to apply analytical problem solving methodologies, to provide technical direction to support staff, to interface with Government and prime contractor personnel, and to effectively allocate resources.  Responsible for the overall project and financial management of projects involving analyses of risk, environment, cost, human factors, and safety. Establishes appropriate Program Management Plans, budgets, technical approach, milestones, assets, and liaison with the customer. Responsible for the supervision of the staff working on the project.
Senior Program Manager	16	Bachelors	Ability to plan and execute complex technical tasks, to provide technical direction to support staff, to interface with Government and prime contractor personnel, and to effectively allocate resources.  Responsible for the overall project and financial management of projects involving analyses of risk, environment, cost, human factors, and safety. Establishes appropriate Program Management Plans, budgets, technical approach, milestones, assets, and liaison with the customer. Responsible for the supervision of the staff working on the project.
Program Manager	14	Bachelors	Supervises and coordinates all technical work done on the assigned program. Establishes standards, work schedule and QA procedures.

GSA Labor Category	Minimum Years Experience	Minimum Education Requirements	Description
Lead Project Manager	14	Bachelors	Specializes in managing and directing complex projects from requirements definition through delivery and acceptance, with projects encompassing risk, environment, cost, human factors, and safety. Develops project budgets, tracks expenditures against budgets, and develops projections of cost at completion. Interprets plans and specifications, prepares cost breakdowns, and negotiates budgets. Develops task statements for team members and subcontractors. Monitors progress and prepares progress and status reports.
Senior Project Manager	12	Bachelors	Specializes in managing and directing complex projects from requirements definition through delivery and acceptance, with projects encompassing risk, environment, cost, human factors, and safety. Develops project budgets, tracks expenditures against budgets, and develops projections of cost at completion. Interprets plans and specifications, prepares cost breakdowns, and negotiates budgets. Develops task statements for team members and subcontractors. Monitors progress and prepares progress and status reports.
Subject Matter Expert III	14	Masters	Provides expert independent services and leadership in business case analyses, life cycle cost analyses, total ownership cost analyses, environmental impact studies, human factors analyses, safety analyses, hazardous materials analyses. Plans and executes projects, applies analytical problem solving methodologies, technical direction, interfaces with client and/or prime contractor representatives and effectively allocates resources. Has specialized experience in planning, evaluating, directing and coordinating research and development projects.
Subject Matter Expert II	12	Masters	Provides expert independent services and leadership in business case analyses, life cycle cost analyses, total ownership cost analyses, environmental impact studies, human factors analyses, safety analyses, hazardous materials analyses. Plans and executes projects, applies analytical problem solving methodologies, technical direction, interfaces with client and/or prime contractor representatives and effectively allocates resources. Has specialized experience in planning, evaluating, directing and coordinating research and development projects.
Lead Requirements Analyst	14	Masters	Provides specialized services related to meeting requirements imposed by government representatives who are responsible for achieving specific objectives and goals. Plans and executes technical projects. Correlates imposed program requirements to specific systems capable of meeting those requirements in a cost-effective manner.

GSA Labor Category	Minimum Years Experience	Minimum Education Requirements	Description
Senior Requirements Analyst	10	HS Diploma	Provides specialized services related to meeting requirements imposed by government representatives who are responsible for achieving specific objectives and goals. Plans and executes technical projects, including training either in classrooms or in the field. Provides specialized support of government programs that must be designed to meet specified requirements in environmental and safety matters.
Principal Analyst	10	Bachelors	Provides project management, quality control and organization and personnel development. Also provides training either in classrooms or in the field.
Senior Analyst	6	Bachelors	Provides technical responsibility for design, interpreting, organizing, executing and coordinating staff problems. Performs work requiring independent evaluation, selection and application of standard scientific techniques, procedures, and criteria using judgment and ingenuity in making applications.
Analyst	4	Bachelors	Performs work requiring application of standard procedures and criteria in carrying out a sequence of tasks.
Lead Designer III	12	Bachelors	Responsible for the design development, analysis, and implementation of government programs. Provides technical support in unique complex areas to include but not be limited to risk, environment, cost, human factors, and safety. Performs design evaluations. Recommends alterations to development and design to improve equipment characteristics with respect to risk, environment, cost, human factors, and safety. Provides specialized support of government development projects in state-of-the-art environmental protection systems, as well as safety and human factors issues.
Lead Designer II	8	Bachelors	Responsible for the design development, analysis, and implementation of government programs. Provides technical support in unique complex areas to include but not be limited to risk, environment, cost, human factors, and safety. Performs design evaluations. Recommends alterations to development and design to improve equipment characteristics with respect to risk, environment, cost, human factors, and safety. Provides specialized support of government development projects in state-of-the-art environmental protection systems, as well as safety and human factors issues.
Lead Designer I	4	Bachelors	Responsible for the design development, analysis, and implementation of government programs. Provides technical support in unique complex areas to include but not be limited to risk, environment, cost, human factors, and safety. Performs design evaluations. Recommends alterations to development and design to improve equipment characteristics with respect to risk, environment, cost, human factors, and safety. Provides specialized support of government development projects in state-of-the-art environmental protection systems, as well as safety and human factors issues.

GSA Labor Category	Minimum Years Experience	Minimum Education Requirements	Description
Senior Designer	5	Bachelors	Provides technical responsibility for tasks involving computer drawings and/or calculations. Performs work requiring independent evaluation and application of techniques, procedures, and criteria using judgment and ingenuity in making applications.
Programmer	4	Bachelors	Performs computer programming requiring applications of standard procedures and criteria in carrying out a sequence of computer programming tasks.
Senior Lawyer	8	PhD	Requires accredited juris doctorate degree.

**LABOR CATEGORY DESCRIPTIONS**  
**SIN 541620 / 541620-RC ENVIRONMENTAL CONSULTING SERVICES;**  
**SIN 611430 / 611430-RC PROFESSIONAL AND MANAGEMENT DEVELOPMENT TRAINING;**  
**SIN 562910REM / 562910REM-RC ENVIRONMENTAL REMEDIATION SERVICES**

BMT Designers & Planners commercial practices include the education/experience substitutions identified below. In order to be consistent with commercial practices, BMT Designers & Planners incorporates their commercial education/experience substitution to all GSA labor categories.

**Experience Substitutions Methodology:**

High School Diploma + 4 years additional experience	Equals	Bachelors Degree
Bachelors Degree + 2 years additional experience	Equals	Masters Degree
Masters Degree + 3 years additional experience	Equals	PhD

**Education Substitutions Methodology:**

A Ph.D. may be substituted for 3 years of required experience with a Masters Degree or 4 years with a Bachelors Degree.
A Masters Degree may be substituted for 2 years of required experience with a Bachelors Degree.
A Bachelors Degree may be substituted for 4 years of required experience with a High School Diploma.

<b>Title:</b>	<b>Principal Manager</b>
<b>Description &amp; Experience:</b>	Responsible for management, oversight, and direction of the technical operations of multiple (related or unrelated) corporate or client Programs. B.S. / B.A. degree in appropriate discipline, >20 years experience.

<b>Title:</b>	<b>Program Manager</b>
<b>Description &amp; Experience:</b>	Responsible for managing multiple related or similar projects of significant scope or complexity, and/or directing the work of Project Managers. B.S. / B.A. degree in appropriate discipline, >15 years experience.

<b>Title:</b>	<b>Project Manager I</b>
<b>Description &amp; Experience:</b>	Junior-level professional managing projects of limited scope or complexity, typically under close direction of a Program Manager. B.S. / B.A. degree in appropriate discipline, 3 to 5 years experience.

<b>Title:</b>	<b>Project Manager II</b>
<b>Description &amp; Experience:</b>	Staff-level professional managing projects of significant scope or complexity, with limited direction from a Program Manager. B.S. / B.A. degree in appropriate discipline, 5 to 10 years experience.

<b>Title:</b>	<b>Project Manager III</b>
<b>Description &amp; Experience:</b>	Senior-level professional managing multiple projects of significant scope or complexity. B.S. / B.A. degree in appropriate discipline, >15 years experience.

<b>Title:</b>	<b>Scientist I</b>
<b>Description &amp; Experience:</b>	Entry-level professional in a scientific discipline, performs task assignments under supervision of a Project Manager. B.S. / B.A. degree in appropriate discipline, 0 to 2 years experience.

<b>Title:</b>	<b>Scientist II</b>
<b>Description &amp; Experience:</b>	Junior-level professional in a scientific discipline, performs task assignments with limited supervision requirements from a Project Manager. B.S. / B.A. degree in appropriate discipline, 3 to 5 years experience.

<b>Title:</b>	<b>Scientist III</b>
<b>Description &amp; Experience:</b>	Staff-level professional in a scientific discipline, takes direction from a Project Manager but is capable of performing task assignments without direct supervision. B.S. / B.A. degree in appropriate discipline, 5 to 10 years experience.
<b>Title:</b>	<b>Scientist IV</b>
<b>Description &amp; Experience:</b>	Senior-level professional in a scientific discipline, performs tasks independently and contributes expertise to project assignments. B.S. / B.A. degree in appropriate discipline, 10 to 15 years experience.
<b>Title:</b>	<b>Scientist V</b>
<b>Description &amp; Experience:</b>	Principal-level professional in a scientific discipline, performs tasks independently and contributes expertise to project assignments. B.S. / B.A. degree in appropriate discipline, >15 years experience.
<b>Title:</b>	<b>Scientist VI</b>
<b>Description &amp; Experience:</b>	Principal-level professional in a scientific discipline, performs tasks independently and contributes expertise to project assignments. B.S. / B.A. degree in appropriate discipline, >20 years experience.
<b>Title:</b>	<b>Engineer I</b>
<b>Description &amp; Experience:</b>	Entry-level professional in an engineering discipline, performs task assignments under supervision of a Project Manager. B.S. / B.A. degree in appropriate discipline, 0 to 2 years experience.
<b>Title:</b>	<b>Engineer II</b>
<b>Description &amp; Experience:</b>	Junior-level professional in an engineering discipline, performs task assignments with limited supervision requirements from a Project Manager. B.S. / B.A. degree in appropriate discipline, 3 to 5 years experience.
<b>Title:</b>	<b>Engineer III</b>
<b>Description &amp; Experience:</b>	Staff-level professional in an engineering discipline, takes direction from a Project Manager but is capable of performing task assignments without direct supervision. B.S. / B.A. degree in appropriate discipline, 5 to 10 years experience.
<b>Title:</b>	<b>Engineer IV</b>
<b>Description &amp; Experience:</b>	Senior-level professional in an engineering discipline, performs tasks independently and contributes expertise to project assignments. B.S. / B.A. degree in appropriate discipline, 10 to 15 years experience.
<b>Title:</b>	<b>Engineer V</b>
<b>Description &amp; Experience:</b>	Principal-level professional in an engineering discipline, performs tasks independently and contributes expertise to project assignments. B.S. / B.A. degree in appropriate discipline, >15 years experience.
<b>Title:</b>	<b>Engineer VI</b>
<b>Description &amp; Experience:</b>	Principal-level professional in an engineering discipline, performs tasks independently and contributes expertise to project assignments. B.S. / B.A. degree in appropriate discipline, >20 years experience.
<b>Title:</b>	<b>Technician III</b>
<b>Description &amp; Experience:</b>	A High School diploma or GED is required. Technician III requires either > 5 years experience, an Associate's degree, or relevant training certification.

<b>Title:</b>	<b>Graphics Specialist I</b>
<b>Description &amp; Experience:</b>	A High School diploma or GED is required. An Associate's degree or other training certification is desirable, but not required. Specialist I is an entry- or junior-level, 0 to 2 years experience.
<b>Title:</b>	<b>Graphics Specialist II</b>
<b>Description &amp; Experience:</b>	A High School diploma or GED is required. Specialist II requires either >3 years experience, an Associate's degree, or relevant training certification.
<b>Title:</b>	<b>CAD Operator II</b>
<b>Description &amp; Experience:</b>	A High School diploma or GED is required. Operator II requires either >3 years experience, an Associate's degree, or relevant training certification.
<b>Title:</b>	<b>GIS Specialist I</b>
<b>Description &amp; Experience:</b>	B.A. / B.S. degree in appropriate discipline or specific training in GIS applications, 0 to 2 years experience.
<b>Title:</b>	<b>GIS Specialist II</b>
<b>Description &amp; Experience:</b>	B.A. / B.S. degree in appropriate discipline or specific training in GIS applications, >3 years experience.
<b>Title:</b>	<b>Senior Trainer</b>
<b>Description &amp; Experience:</b>	Provides technical responsibility for training. Performs work independently using judgment and integrity, responsible for organizing executing and coordinating staff problems. Responsible for quality control. Requires B.A. / B.S. degree and 5 years experience.
<b>Title:</b>	<b>Trainer</b>
<b>Description &amp; Experience:</b>	Conducts training classes requiring application of standards and knowledge of material being taught. Responsible for quality control. Requires B.A. / B.S. degree and 2 years experience.

**LABOR CATEGORY DESCRIPTIONS**  
**SIN 541330ENG / 541330ENG-RC ENGINEERING SERVICES;**  
**SIN 541715 / 541715-RC ENGINEERING RESEARCH AND DEVELOPMENT AND STRATEGIC PLANNING;**  
**SIN 541420 / 541420-RC ENGINEERING SYSTEM DESIGN AND INTEGRATION SERVICES;**  
**SIN 541380 / 541380-RC TESTING LABORATORIES**

BMT Designers & Planners commercial practices include the education/experience substitutions identified below. In order to be consistent with commercial practices, BMT Designers & Planners incorporates their commercial education/experience substitution to all GSA labor categories.

**Experience Substitutions Methodology:**

High School Diploma + 4 years additional experience	Equals	Bachelors Degree
Bachelors Degree + 2 years additional experience	Equals	Masters Degree
Masters Degree + 3 years additional experience	Equals	PhD

**Education Substitutions Methodology:**

A Ph.D. may be substituted for 3 years of required experience with a Masters Degree or 4 years with a Bachelors Degree.
A Masters Degree may be substituted for 2 years of required experience with a Bachelors Degree.
A Bachelors Degree may be substituted for 4 years of required experience with a High School Diploma.

<b>GSA Labor Category</b>	<b>Minimum Years Experience</b>	<b>Minimum Education Requirements</b>	<b>Description</b>
Lead Program Manager	18	Bachelors	Ability to plan and execute complex technical tasks, to apply analytical problem solving methodologies, to provide technical direction to support staff, to interface with Government and prime contractor personnel, and to effectively allocate resources. Responsible for the overall project and financial management of Research, Design, Development, and production engineering projects. Establishes appropriate Program Management Plans, budgets, technical approach, milestones, assets and liaison with the customer. Responsible for the supervision of the staff working on the project. Degree in a field related to engineering and extensive professional experience in organizing, managing, and conducting activities supporting Government acquisition programs. Proven experience in successfully formulating programs, developing budgets and schedules, establishing standards, and coordinating efforts in multiple task activities. Must have thorough understanding of requirements, policies, and procedures related major systems acquisition.

GSA Labor Category	Minimum Years Experience	Minimum Education Requirements	Description
Senior Program Manager	16	Bachelors	<p>Ability to plan and execute complex technical tasks, to provide technical direction to support staff, to interface with Government, and to effectively allocate resources.</p> <p>Responsible for the project and financial management of Research, Design, Development, and production engineering projects. Establishes appropriate Program Management Plans, budgets, technical approach, milestones, assets and liaison with the customer. Responsible for the supervision of the staff working on the project. Degree in a field related to engineering and comprehensive professional experience in organizing, managing, and conducting activities supporting Government acquisition programs. Proven experience in successfully formulating programs, developing budgets and schedules, establishing standards, and coordinating efforts in multiple task activities. Must have thorough understanding of requirements, policies, and procedures related to major systems acquisition.</p>
Lead Project Manager	14	Bachelors	<p>Specializes in managing and directing complex acquisition projects from requirements definition through delivery and acceptance. Develops project budgets, tracks expenditures against budgets, and develops projections of cost at completion. Interprets plans and specifications, prepares cost breakdowns, and negotiates budgets. Develops task statements for team members and subcontractors. Monitors progress and prepares progress and status reports. Degree in a field related to engineering and comprehensive professional experience in organizing, managing, and conducting activities supporting Government acquisition programs. Proven experience in successfully formulating programs, developing budgets and schedules, establishing standards, and coordinating efforts in multiple task activities</p>

GSA Labor Category	Minimum Years Experience	Minimum Education Requirements	Description
Senior Project Manager	12	Bachelors	Specializes in managing and directing acquisition projects from requirements definition through delivery and acceptance. Develops project budgets, tracks expenditures against budgets, and develops projections of cost at completion. Interprets plans and specifications, prepares cost breakdowns, and negotiates budgets. Develops task statements for team members and subcontractors. Monitors progress and prepares progress and status reports. Degree in a field related to engineering and considerable professional experience in organizing, managing, and conducting activities supporting Government acquisition programs. Proven experience in successfully formulating programs, developing budgets and schedules, establishing standards, and coordinating efforts in multiple task activities.
Subject Matter Expert III	14	Masters	Provides expert independent services and leadership in specialized technical areas. Plans and executes complex technical projects, applies analytical problem solving methodologies, technical direction, interfaces with client and/or prime contractor representatives and effectively allocates resources. Has specialized experience in planning, evaluating, directing and coordinating research and development projects. Degree in a field related to engineering and comprehensive professional experience in one or more specialized subject matter fields related to Government systems acquisition.
Subject Matter Expert II	12	Masters	Provides expert independent services and leadership in specialized technical areas. Plans and executes complex technical projects, applies analytical problem solving methodologies, technical direction, interfaces with client and/or prime contractor representatives and effectively allocates resources. Has specialized experience in planning, evaluating, directing and coordinating research and development projects. Degree in a field related to naval engineering and considerable professional experience in one or more specialized subject matter fields related to Government systems acquisition.

GSA Labor Category	Minimum Years Experience	Minimum Education Requirements	Description
Subject Matter Expert I	8	Masters	Provides expert independent services and leadership in specialized technical areas. Plans and executes technical projects, applies analytical problem solving methodologies, technical direction, interfaces with client and/or prime contractor representatives and effectively allocates resources. Has specialized experience in planning, evaluating, directing and coordinating research and development projects. Degree in a field related to engineering and broad professional experience in one or more specialized subject matter fields related to Government systems acquisition.
Lead Requirements Engineer	10	Masters	Provides specialized services related to meeting requirements imposed by government representatives who are responsible for acquiring Major System assets capable of performing specific missions. Plans and executes technical projects. Degree in a field related to engineering and broad professional experience in correlating imposed major system asset requirements to specific systems capable of meeting those requirements in a cost-effective manner.
Senior Requirements Analyst	14	Bachelors	Provides specialized services related to meeting requirements imposed by government representatives who are responsible for acquiring Major System assets capable of performing specific missions. Plans and executes technical projects. Specialized experience in the requirements of major systems assets subsystems, with at least 10 years of associated time engaged with the asset and working with these subsystems.
Lead Design Engineer III	12	Bachelors	Responsible for the design, engineering, development, analysis, and implementation of acquisition asset support systems. Provides engineering support in unique technical areas. Performs equipment engineering design evaluations. Recommends alterations to development and design to improve equipment capability and reliability. Degree in a field related to engineering and comprehensive professional experience in major systems assets design development projects. Specializes in state-of-the-art support systems, as well as newly-emerging variants of these systems.

GSA Labor Category	Minimum Years Experience	Minimum Education Requirements	Description
Lead Design Engineer II	8	Bachelors	Responsible for the design, engineering, development, analysis, and implementation of acquisition asset support systems. Provides engineering support in unique technical areas. Performs equipment engineering design evaluations. Recommends alterations to development and design to improve equipment capability and reliability. Degree in a field related to engineering and considerable professional experience in major systems assets design development projects. Specializes in state-of-the-art support systems, as well as newly-emerging variants of these systems.
Lead Design Engineer I	4	Bachelors	Responsible for the design, engineering, development, analysis, and implementation of acquisition asset support systems. Provides engineering support in unique technical areas. Performs equipment engineering design evaluations. Recommends alterations to development and design to improve equipment capability and reliability. Degree in a field related to engineering and broad professional experience in major systems assets design development projects. Specializes in state-of-the-art support systems, as well as newly-emerging variants of these systems.
Lead Ship Designer	12	HS Diploma	Responsible for the computer-aided design and analysis of major asset support systems, to produce design drawings consolidating asset arrangements with structural details, electrical wiring and fluid systems piping runs. Provides support in unique technical areas related to the auxiliary systems of the asset. Comprehensive professional experience in design development projects, using state-of-the-art computer-aided design software.
Senior Trainer	5	Bachelors	Provides technical responsibility for training. Performs work independently using judgment and integrity, responsible for organizing executing and coordinating staff problems. Responsible for quality control.

**HOURLY RATES FOR SERVICES**  
**SIN 541611 / 541611-RC MANAGEMENT AND FINANCIAL CONSULTING, ACQUISITION AND GRANTS**  
**MANAGEMENT SUPPORT, AND BUSINESS PROGRAM AND PROJECT MANAGEMENT SERVICES;**  
**SIN 611430 / 611430-RC PROFESSIONAL AND MANAGEMENT DEVELOPMENT TRAINING**

<b>Labor Category</b>	<b>Year 6 GSA Rate 9/28/20- 9/27/21</b>	<b>Year 7 GSA Rate 9/28/21- 9/27/22</b>	<b>Year 8 GSA Rate 9/28/22- 9/27/23</b>	<b>Year 9 GSA Rate 9/28/23- 9/27/24</b>	<b>Year 10 GSA Rate 9/28/24- 9/27/25</b>
Lead Program Manager	\$185.03	\$188.73	\$192.50	\$196.35	\$200.28
Senior Program Manager	\$160.22	\$163.43	\$166.70	\$170.03	\$173.43
Program Manager	\$118.56	\$120.93	\$123.35	\$125.82	\$128.34
Lead Project Manager	\$155.22	\$158.32	\$161.49	\$164.72	\$168.01
Senior Project Manager	\$146.25	\$149.18	\$152.16	\$155.21	\$158.31
Subject Matter Expert III	\$157.33	\$160.48	\$163.69	\$166.96	\$170.30
Subject Matter Expert II	\$134.84	\$137.54	\$140.29	\$143.09	\$145.95
Lead Requirements Analyst	\$152.00	\$155.04	\$158.14	\$161.31	\$164.53
Senior Requirements Analyst	\$132.18	\$134.83	\$137.52	\$140.28	\$143.08
Principal Analyst	\$90.72	\$92.54	\$94.39	\$96.28	\$98.20
Senior Analyst	\$67.01	\$68.36	\$69.72	\$71.12	\$72.54
Analyst	\$61.86	\$63.10	\$64.36	\$65.65	\$66.96
Lead Designer III	\$129.12	\$131.70	\$134.34	\$137.02	\$139.76
Lead Designer II	\$120.17	\$122.57	\$125.02	\$127.52	\$130.07
Lead Designer I	\$118.29	\$120.65	\$123.06	\$125.53	\$128.04
Senior Designer	\$69.59	\$70.98	\$72.40	\$73.85	\$75.33
Programmer	\$77.33	\$78.87	\$80.45	\$82.06	\$83.70
Senior Lawyer	\$140.77	\$143.59	\$146.46	\$149.39	\$152.37

**HOURLY RATES FOR SERVICES**  
**SIN 541620 / 541620-RC ENVIRONMENTAL CONSULTING SERVICES;**  
**SIN 611430 / 611430-RC PROFESSIONAL AND MANAGEMENT DEVELOPMENT TRAINING;**  
**SIN 562910REM / 562910REM-RC ENVIRONMENTAL REMEDIATION SERVICES**

Labor Category	Year 6 GSA Rate 9/28/20- 9/27/21	Year 7 GSA Rate 9/28/21- 9/27/22	Year 8 GSA Rate 9/28/22- 9/27/23	Year 9 GSA Rate 9/28/23- 9/27/24	Year 10 GSA Rate 9/28/24- 9/27/25
Principal Manager	\$238.49	\$243.26	\$248.13	\$253.09	\$258.15
Program Manager	\$128.34	\$130.91	\$133.53	\$136.20	\$138.92
Project Manager I	\$88.89	\$90.67	\$92.48	\$94.33	\$96.22
Project Manager II	\$126.25	\$128.78	\$131.35	\$133.98	\$136.66
Project Manager III	\$185.32	\$189.03	\$192.81	\$196.66	\$200.60
Scientist I	\$69.21	\$70.60	\$72.01	\$73.45	\$74.92
Scientist II	\$93.12	\$94.98	\$96.88	\$98.82	\$100.79
Scientist III	\$114.17	\$116.46	\$118.79	\$121.16	\$123.58
Scientist IV	\$155.13	\$158.24	\$161.40	\$164.63	\$167.92
Scientist V	\$188.04	\$191.80	\$195.63	\$199.55	\$203.54
Scientist VI	\$200.49	\$204.50	\$208.59	\$212.76	\$217.02
Engineer I	\$83.82	\$85.50	\$87.21	\$88.95	\$90.73
Engineer II	\$110.93	\$113.15	\$115.41	\$117.72	\$120.07
Engineer III	\$133.30	\$135.96	\$138.68	\$141.45	\$144.28
Engineer IV	\$168.23	\$171.59	\$175.03	\$178.53	\$182.10
Engineer V	\$198.02	\$201.98	\$206.02	\$210.14	\$214.34
Engineer VI	\$205.87	\$209.98	\$214.18	\$218.47	\$222.84
Technician III	\$90.67	\$92.48	\$94.33	\$96.22	\$98.14
Graphics Specialist I	\$69.65	\$71.04	\$72.47	\$73.91	\$75.39
Graphics Specialist II	\$80.24	\$81.85	\$83.49	\$85.16	\$86.86
CAD Operator II	\$84.77	\$86.47	\$88.20	\$89.96	\$91.76
GIS Specialist I	\$81.34	\$82.96	\$84.62	\$86.32	\$88.04
GIS Specialist II	\$104.09	\$106.17	\$108.30	\$110.46	\$112.67
Senior Trainer	\$143.93	\$146.81	\$149.74	\$152.74	\$155.79
Trainer	\$111.72	\$113.96	\$116.24	\$118.56	\$120.93

**HOURLY RATES FOR SERVICES**  
**SIN 541330ENG / 541330ENG-RC ENGINEERING SERVICES;**  
**SIN 541715 / 541715-RC ENGINEERING RESEARCH AND DEVELOPMENT AND STRATEGIC PLANNING;**  
**SIN 541420 / 541420-RC ENGINEERING SYSTEM DESIGN AND INTEGRATION SERVICES;**  
**SIN 541380 / 541380-RC TESTING LABORATORIES**

Labor Category	Year 6 GSA Rate 9/28/20- 9/27/21	Year 7 GSA Rate 9/28/21- 9/27/22	Year 8 GSA Rate 9/28/22- 9/27/23	Year 9 GSA Rate 9/28/23- 9/27/24	Year 10 GSA Rate 9/28/24- 9/27/25
Lead Program Manager	\$191.41	\$195.24	\$199.15	\$203.13	\$207.19
Senior Program Manager	\$165.75	\$169.07	\$172.45	\$175.90	\$179.41
Lead Project Manager	\$160.57	\$163.78	\$167.06	\$170.40	\$173.80
Senior Project Manager	\$151.30	\$154.32	\$157.41	\$160.56	\$163.77
Subject Matter Expert III	\$162.75	\$166.01	\$169.33	\$172.71	\$176.17
Subject Matter Expert II	\$142.52	\$145.38	\$148.28	\$151.25	\$154.27
Subject Matter Expert I	\$139.49	\$142.27	\$145.12	\$148.02	\$150.98
Lead Requirements Engineer	\$136.74	\$139.48	\$142.27	\$145.11	\$148.01
Senior Requirements Analyst	\$157.24	\$160.39	\$163.60	\$166.87	\$170.21
Lead Design Engineer III	\$137.78	\$140.54	\$143.35	\$146.21	\$149.14
Lead Design Engineer II	\$127.21	\$129.76	\$132.35	\$135.00	\$137.70
Lead Design Engineer I	\$116.54	\$118.87	\$121.24	\$123.67	\$126.14
Lead Ship Designer	\$124.31	\$126.79	\$129.33	\$131.92	\$134.55
Senior Trainer	\$138.45	\$141.22	\$144.05	\$146.93	\$149.87

The Service Contract Labor Standards (SCLS), formerly known as the Service Contract Act (SCA) is applicable to this contract as it applies to the entire Multiple Award Schedule and all services provided. While no specific labor categories have been identified as being subject to SCLS due to exemptions for professional employees (FAR 22.1101, 22.1102 and 29 CFR 541.300), this contract still maintains the provisions and protections for SCLS eligible labor categories. If and / or when the contractor adds SCLS labor categories / employees to the contract through the modification process, the contractor must inform the Contracting Officer and establish a SCLS/SCA matrix identifying the GSA labor category titles, the occupational code, SCLS/SCA labor category titles and the applicable WD number. Failure to do so may result in cancellation of the contract.