

General Services Administration

Federal Acquisition Service

Authorized Federal Supply Schedule Price List

Schedule for - Consolidated Federal Supply Group: CORP



Contractor: Kalman & Company, Inc.
5366 Virginia Beach Blvd., Suite 303
Virginia Beach, VA 23462

Business Size: Woman Owned Large Business

Telephone: (757) 461-4292

Facsimile: (757) 461-3832

Website: www.kalmanco.com

E-Mail: barbara@kalmancoinc.com

Contracts Administrator: Cathy Strong

Contract Number: GS-00F-343CA

Contract Period: 28 September 2015 – 27 September 2020

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



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Customer Information

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

| Awarded SIN | Recovery | Descriptive Title | Page Number |
|-------------|------------|--|-------------|
| 871-4 | 871-4RC | Test and Evaluation | 23 |
| 874-1 | 874-1RC | Integrated Consulting Services | 9 |
| C871-3 | C871-3RC | System Design, Engineering and Integration | 21 |
| C874-501 | C874-501RC | Supply and Value Chain Management | 17 |
| C874-504 | C874-504RC | Deployment Logistics | 17 |
| C874-507 | C874-507RC | Operations & Maintenance Logistics Management and Support Services | 17 |
| C874-6 | C874-6RC | Acquisition Management Support | 11 |
| C874-7 | C874-7RC | Integrated Business Program Support Services | 14 |

1b. Prices:

Prices are included in the GSA Labor Categories and Rates section starting on page 4. This price is the Government price based on a unit of one, exclusive of any quantity/dollar volume, prompt payment, or any other concession affecting price.

1c. Kalman's hourly rates a description of all corresponding commercial job titles, experience, functional responsibility and education for those types of employees or subcontractors who will perform services is provided in GSA Labor Categories and Rates section starting on page 4.

2. Maximum Order: \$1,000,000.00

3. Minimum Order: \$100.00

4. Geographic Coverage (delivery Area): Domestic Only: 50 States and DC

5. Point(s) of production (city, county, and state or foreign country): Same as company address

6. Discount from list prices or statement of net price: Government net prices (discounts already deducted). See Attachment.

7. Quantity discounts: None Offered

8. Prompt payment terms: Net 30 days; MOBIS: 1.5% if less than 30 Days

9a. Notification that Government purchase cards are accepted up to the micro-purchase threshold: Yes

- 9b. Notification whether Government purchase cards are accepted or not accepted above the micro-purchase threshold:** will accept over \$2,500
- 10. Foreign items (list items by country of origin):** None
- 11a. Time of Delivery (Contractor insert number of days):** Specified on the Task Order
- 11b. Expedited Delivery:** Contact Contractor.
- 11c. Overnight and 2-day delivery:** Not Applicable.
- 11d. Urgent Requirements:** Not Applicable.
- 12. F.O.B Points(s):** Destination
- 13a. Ordering Address(es):** Same as Contractor
- 13b. Ordering procedures:** For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA's), and a sample BPA can be found at the GSA/FSS Schedule homepage (fss.gsa.gov/schedules).
- 14. Payment address(es):** Same as company address
- 15. Warranty provision:** Not Applicable.
- 16. Export Packing Charges (if applicable):** Not Applicable.
- 17. Terms and conditions of Government purchase card acceptance (any thresholds above the micro-purchase level):** Contact Contractor
- 18. Terms and conditions of rental, maintenance, and repair (if applicable):** Not Applicable.
- 19. Terms and conditions of installation (if applicable):** Not Applicable.
- 20. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable):** Not Applicable.
- 20a. Terms and conditions for any other services (if applicable):** Not Applicable.
- 21. List of service and distribution points (if applicable):** Not Applicable.
- 22. List of participating dealers (if applicable):** Not Applicable.
- 23. Preventive maintenance (if applicable):** Not Applicable.
- 24a. Environmental attributes, e.g., recycled content, energy efficiency, and/or reduced pollutants:** N/A
- 24b. Section 508:** If applicable, Section 508 compliance information on Electronic and Information Technology (EIT) supplies and services will be addressed on a task order basis. The EIT standards can be found at: www.Section508.gov/.



25. Data Universal Numbering System (DUNS) number: 603285396

26. Notification regarding registration in Central Contractor Registration (CCR) database:
Registered

27. Authorized Negotiators:

Barbara Kalman
Barbara@kalmanco.com
(757) 461-4292

Cathy Strong
Cathy_strong@kalmanco.com
(757) 461-4292

28. Service Contract Act: The Service Contract Act (SCA) is applicable to this contract as it applies to the entire Consolidated Schedule and all services provided. While no specific labor categories have been identified as being subject to SCA 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 SCA eligible labor categories. If and / or when the contractor adds SCA labor categories / employees to the contract through the modification process, the contractor must inform the Contracting Officer and establish a SCA matrix identifying the GSA labor category titles, the occupational code, SCA labor category titles and the applicable WD number. Failure to do so may result in cancellation of the contract.

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

| Single Schedule Name | Former Contract Number |
|-----------------------------|-------------------------------|
| PES | GS-23F-0275N |
| MOBIS | GS-10F-0289M |
| Logworld | GS-10F-0040P |



GSA Labor Categories and Rates

Rates are inclusive of IFF

| SIN(s) | Labor Category | Minimum Education | Minimum Years of Experience | Base Period | | | | |
|--------|------------------------------------|-------------------|-----------------------------|-------------|----------|----------|----------|----------|
| | | | | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 |
| C874-1 | Program Manager | Bachelors | 5 | \$119.17 | \$122.02 | \$124.93 | \$127.92 | \$130.98 |
| C874-1 | Process Improvement Specialist | Bachelors | 10 | \$99.26 | \$101.63 | \$104.06 | \$106.55 | \$109.09 |
| C874-1 | Sr. Systems Analyst | Bachelors | 6 | \$112.25 | \$114.93 | \$117.68 | \$120.49 | \$123.37 |
| C874-1 | Mid-Level Systems Analyst | None | 8 | \$77.35 | \$79.20 | \$81.09 | \$83.03 | \$85.01 |
| C874-1 | Jr-Level Systems Analyst | High School | 2 | \$58.39 | \$59.79 | \$61.21 | \$62.68 | \$64.18 |
| C874-1 | Functional Analyst-Executive Level | Bachelors | 30 | \$372.94 | \$381.85 | \$390.98 | \$400.32 | \$409.89 |
| C874-6 | Sr. Acquisition Analyst IV | Bachelors | 25 | \$134.30 | \$137.51 | \$140.80 | \$144.16 | \$147.61 |
| C874-6 | Sr. Acquisition Analyst III | Bachelors | 20 | \$129.47 | \$132.56 | \$135.73 | \$138.98 | \$142.30 |
| C874-6 | Sr. Acquisition Analyst II | Bachelors | 18 | \$113.24 | \$115.95 | \$118.72 | \$121.55 | \$124.46 |
| C874-6 | Sr. Acquisition Analyst | Bachelors | 15 | \$98.02 | \$100.36 | \$102.76 | \$105.22 | \$107.73 |
| C874-6 | Acquisition Analyst II | None | 12 | \$85.67 | \$87.72 | \$89.81 | \$91.96 | \$94.16 |
| C874-6 | Acquisition Analyst | None | 10 | \$72.44 | \$74.17 | \$75.94 | \$77.76 | \$79.62 |
| C874-6 | Jr. Acquisition Analyst | High School | 4 | \$57.71 | \$59.09 | \$60.50 | \$61.95 | \$63.43 |
| C874-6 | Sr. Cost Analyst | Bachelors | 10 | \$84.06 | \$86.07 | \$88.13 | \$90.23 | \$92.39 |
| C874-6 | Sr. Spec Writer | Bachelors | 15 | \$96.67 | \$98.98 | \$101.35 | \$103.77 | \$106.25 |
| C874-6 | Mid-Level Strategic Planner | Bachelors | 10 | \$92.37 | \$94.58 | \$96.84 | \$99.15 | \$101.52 |
| C874-7 | Program Manager VI | None | 25 | \$256.79 | \$262.93 | \$269.21 | \$275.65 | \$282.23 |
| C874-7 | Program Manager V | None | 25 | \$195.58 | \$200.25 | \$205.04 | \$209.94 | \$214.96 |



| SIN(s) | Labor Category | Minimum Education | Minimum Years of Experience | Base Period | | | | |
|------------------------------------|---------------------|-------------------|-----------------------------|-------------|----------|----------|----------|----------|
| | | | | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 |
| C874-7 | Program Manager IV | None | 20 | \$171.66 | \$175.76 | \$179.96 | \$184.26 | \$188.67 |
| C874-7 | Program Manager III | None | 15 | \$148.26 | \$151.80 | \$155.43 | \$159.15 | \$162.95 |
| C874-7 | Program Manager II | None | 12 | \$138.10 | \$141.40 | \$144.78 | \$148.24 | \$151.78 |
| C874-7 | Program Manager | None | 10 | \$119.17 | \$122.02 | \$124.93 | \$127.92 | \$130.98 |
| C874-7 | Project Manager III | None | 15 | \$109.24 | \$111.85 | \$114.52 | \$117.26 | \$120.06 |
| C874-7 | Project Manager II | None | 10 | \$92.16 | \$94.36 | \$96.62 | \$98.93 | \$101.29 |
| C874-7 | Project Manager | None | 8 | \$80.28 | \$82.20 | \$84.16 | \$86.17 | \$88.23 |
| C874-501, C874-504, C874-507 | Sr. Logistician IV | Bachelors | 21 | \$139.85 | \$143.19 | \$146.61 | \$150.12 | \$153.71 |
| C874-501, C874-504, C874-507 | Sr. Logistician III | Bachelors | 16 | \$118.33 | \$121.16 | \$124.05 | \$127.02 | \$130.05 |
| C874-501, C874-504, C874-507 | Sr. Logistician II | Bachelors | 12 | \$105.43 | \$107.95 | \$110.53 | \$113.17 | \$115.88 |
| C874-501, C874-504, C874-507 | Sr. Logistician I | Bachelors | 11 | \$96.82 | \$99.13 | \$101.50 | \$103.93 | \$106.41 |
| C874-501, C874-504, C874-507 | Logistician III | None | 10 | \$91.44 | \$93.63 | \$95.86 | \$98.15 | \$100.50 |
| C874-501, C874-504, C874-507 | Logistician II | None | 10 | \$87.14 | \$89.22 | \$91.36 | \$93.54 | \$95.77 |
| C874-501, C874-504, C874-507 | Logistician I | Bachelors | 2 | \$73.15 | \$74.90 | \$76.69 | \$78.52 | \$80.40 |
| C874-501, C874-504, C874-507 | Jr. Logistician II | High School | 3 | \$60.24 | \$61.68 | \$63.15 | \$64.66 | \$66.21 |
| C874-501, C874-504, C874-507 | Jr. Logistician I | High School | 1 | \$48.41 | \$49.57 | \$50.75 | \$51.96 | \$53.21 |



| SIN(s) | Labor Category | Minimum Education | Minimum Years of Experience | Base Period | | | | |
|--------|----------------------------------|-------------------|-----------------------------|-------------|----------|----------|----------|----------|
| | | | | Year 1 | Year 2 | Year 3 | Year 4 | Year 5 |
| C871-3 | Project Manager | Bachelors | 20 | \$152.68 | \$156.33 | \$160.07 | \$163.89 | \$167.81 |
| C871-3 | Research Engineer | Bachelors | 20 | \$121.52 | \$124.42 | \$127.40 | \$130.44 | \$133.56 |
| C871-3 | Principle Engineer | Bachelors | 15 | \$109.80 | \$112.42 | \$115.11 | \$117.86 | \$120.68 |
| C871-3 | Sr. Systems Integration Engineer | Bachelors | 12 | \$103.53 | \$106.00 | \$108.54 | \$111.13 | \$113.79 |
| C871-3 | Systems Integration Engineer | Bachelors | 8 | \$93.71 | \$95.95 | \$98.24 | \$100.59 | \$102.99 |
| C871-3 | Jr. Systems Integration Engineer | Bachelors | 4 | \$74.24 | \$76.01 | \$77.83 | \$79.69 | \$81.60 |
| C871-4 | Project Manager | Bachelors | 20 | \$152.68 | \$156.33 | \$160.07 | \$163.89 | \$167.81 |
| C871-4 | Research Engineer | Bachelors | 20 | \$121.52 | \$124.42 | \$127.40 | \$130.44 | \$133.56 |
| C871-4 | Principle Engineer | Bachelors | 15 | \$109.80 | \$112.42 | \$115.11 | \$117.86 | \$120.68 |
| C871-4 | Sr. Systems Engineer | Bachelors | 8 | \$93.71 | \$95.95 | \$98.24 | \$100.59 | \$102.99 |
| C871-4 | Jr. Systems Engineer | Bachelors | 4 | \$74.24 | \$76.01 | \$77.83 | \$79.69 | \$81.60 |

Labor Category Descriptions

Education / Experience Substitutions

| Education for Experience | | Experience for Education | |
|--------------------------|-------------------------|---|---------------------|
| Degree | Experience Substitution | Total Experience | Degree Substitution |
| Associates | Two-years | Two-years, or Professional Certification such as CPIM, CPL, CSCMP, CPM, DAU Level I, II, or III in Acquisition | Associates |
| Bachelors | Four-years | Four years, or Two-years + Professional Certification such as CPIM, CPL, CSCMP, CPM, DAU Level I, II, or III in Acquisition | Bachelors |
| Masters | Six-years | Six Years, or Four -yeas + professional certification such CPIM, CPL, CSCMP, CPM, DAU Level I, II, or III in Acquisition | Masters |
| PhD. | Ten-years | N/A | PhD. |

Experience can be substituted for education on a 2 years' experience for 1 year of education basis.

Military occupational specialty experience can be substituted for education, when a formal school was required, on a 1 year experience for 1 year of education basis.

Labor Categories under SIN C874-1

Program Manager

Minimum General Experience: Specialized experience in the field being managed as well as supervisory experience.

Functional Responsibilities: The task requirements for this position will include, but is not limited to the following: Interfaces with the Contracting Officer, and the Contract Officer Technical Representative on issues concerning the contract and performance of individual employees with any conflicts employees may have with any civil service employees concerning personal services. Provides technical, management and contracting leadership to the contract team. Coordinates with the Corporate Office, CO, COTR, Partner Site Managers, and the whole team. Helps to keep the administrative work flowing, which includes maintaining employee files, processing of travel requests, time sheets, invoice verification and clarification. Executes business/management processes, maintains recruiting resumes, property control, acquisition control, Web-based Workflow Time/Earned Value Reporting, Travel and Other Expense Reporting, Report/Deliverable control, in- and out-processing.

Minimum Education / Experience Requirements: Bachelor's degree and 5 years' experience with programs or activities managed or 10 years of general management experience.

Process Improvement Specialist

Minimum General Experience: Complete knowledge of all ISO 9000, 9001, 9002 Quality Control Standards and Lead Auditing techniques.

Functional Responsibilities: The task requirements for this position will include, but is not limited to the following: Direct Continuous Quality Improvement, maintains process documents, provides technical oversight/direction, and reviews technical products. Conduct organizational studies and evaluations, design systems and procedures, conduct work simplifications and measurement studies, and prepare operations and procedures manuals to assist management in increasing the efficiency and effectiveness of their business processes. Provide certified ISO 9001 assessment capabilities to support activities directed at the maintenance of ISO certifications. Capabilities will include auditing, reporting, and follow-up and closure activities as defined in ISO-9000 – 10011.

Minimum Education / Experience Requirements: Master's Degree and 5 years relevant technical experience or, Bachelor's Degree or equivalent degree and 10 years relevant technical experience.

Senior Systems Analyst

Minimum General Experience: Complete knowledge of all ISO 9000, 9001, 9002 Quality Control Standards and Auditing techniques.

Functional Responsibilities: The task requirements for this position will include, but is not limited to the following: Assist in the identification and implementation of metrics to measure process efficiencies. Provide research into new technologies that will enhance and reduce costs associated with documentation

support activities, corrective action tracking, metrics tracking and reporting and other business systems as required. Develop training programs and conduct user training.

Minimum Education / Experience Requirements: Master's Degree and 2 years relevant technical experience or, Bachelor's Degree and 6 years relevant technical experience.

Mid-Level Systems Analyst

Minimum General Experience: Working knowledge of all ISO 9000, 9001, 9002 Quality Control Standards and Auditing techniques.

Functional Responsibilities: The task requirements for this position will include, but is not limited to the following: Conduct annual employee performance reviews, establish training requirements and programs, and identify educational opportunities. Conduct organizational evaluations, design procedures, conduct work measurement studies, prepare operations and procedures manuals, provides methodologies, planning, and procedures for programs that meet customer organizational requirements.

Minimum Education / Experience Requirements: Bachelor's Degree and 3 years relevant technical experience or, 8 years relevant technical experience.

Junior-Level Systems Analyst

Minimum General Experience: Ability to use flow charting software and Microsoft Office to make presentations and reports.

Functional Responsibilities: The task requirements for this position will include, but is not limited to the following: Assist a Mid-Level Analyst in conducting annual employee performance reviews, establishing training requirements and programs, and identify educational opportunities. Assist in the conducting of organizational evaluations, design procedures, conduct work measurement studies, prepare operations and procedures manuals, provides methodologies, planning, and procedures for programs that meet customer organizational requirements.

Minimum Education / Experience Requirements: Associates Degree in a technical field or High School Diploma and 2 years related experience in a business environment.

Functional Area--Executive Level

Minimum General Experience: Demonstrated ability to lead multi-disciplined teams of Functional Area Experts and/or provide senior executive-level analysis in specific functional area.

Functional Responsibilities: The task requirements for this position will include, but is not limited to the following: Provide executive-level analysis, advice, consulting, and assistance. Oversees and directs the efforts of other Functional Area Experts or teams of Functional Area Experts. Leads complex analyses, aggregates data from multiple sources, synthesizes findings and makes expert recommendations. Provides policy, regulatory, or other executive level considerations to analyses. Functional areas of expertise may include but will not be limited to: Budget, Finance, Cost Estimating, Program



Management, Logistics, Process Improvement, Change Management, and Organization Efficiency. Possesses executive-level written and verbal communication skills.

Minimum Education / Experience Requirements: Master's Degree with 25 years related experience or Bachelor's Degree with 30 years related experience.

Labor Categories under SIN C874-6

Senior Acquisition Analyst IV

Minimum General Experience: Complex analysis of large multi-year contractual requirements involving multiple agencies and multiple requirements and interpretation of similar documents prepared by other sources.

Functional Responsibilities: The task requirements for this position will include, but is not limited to the following: knowledge of the processes and procedure of other agencies' acquisition departments as well as in-depth knowledge of multiple agency procurement regulations and contracting principles including the latest procedures and techniques, e.g., complex pricing arrangements, cost accounting, and life cycle costing sufficient to plan, develop, implement, maintain, and administer all contractual aspects of a systems acquisition program; to develop innovative contractual language, terms and conditions; and to serve as program contractual authority and advisor on the acceptability and applicability of contractual matters related to the assigned acquisition program; ability to address current expedited acquisition procedures in accordance with interim emergency federal regulations.

Minimum Education / Experience Requirements: Master's degree and 18 years' experience in acquisition or, Bachelor's degree and 25 years' experience in acquisition with additional graduate/advanced level courses in acquisition and related business functions.

Senior Acquisition Analyst III

Minimum General Experience: Complex analysis of large multi-year contractual requirements involving multiple agencies and multiple requirements.

Functional Responsibilities: The task requirements for this position will include, but is not limited to the following: In-depth knowledge of multiple agency procurement regulations and contracting principles including the latest procedures and techniques, e.g., complex pricing arrangements, cost accounting, and life cycle costing sufficient to plan, develop, implement, maintain, and administer all contractual aspects of a systems acquisition program; to develop innovative contractual language, terms and conditions; and to serve as program contractual authority and advisor on the acceptability and applicability of contractual matters related to the assigned acquisition program; ability to address current expedited acquisition procedures in accordance with interim emergency federal regulations.

Minimum Education / Experience Requirements: Master's degree and 15 years' experience in acquisition or, Bachelor's degree and 20 years' experience in acquisition.

Senior Acquisition Analyst II

Minimum General Experience: Analysis of large multi-year contractual requirements involving multiple agencies and multiple requirements.

Functional Responsibilities: The task requirements for this position will include, but is not limited to the following: Mastery of multiple agency procurement regulations and contracting principles including the latest procedures and techniques, e.g., complex pricing arrangements, cost accounting, and life cycle costing sufficient to plan, develop, implement, maintain, and administer all contractual aspects of a systems acquisition program; to develop innovative contractual language, terms and conditions; and to serve as program contractual authority and advisor on the acceptability and applicability of contractual matters related to the assigned acquisition program. Skill in managerial and coordinative activities sufficient to a variety of contractual actions occurring concurrently, in an overlapping fashion, or sequentially and to control several simultaneous interrelated contracts with different contractors.

Minimum Education / Experience Requirements: Master's degree and 12 years' experience in acquisition or, Bachelor's degree and 18 years' experience in acquisition.

Senior Acquisition Analyst

Minimum General Experience: Oversight and development of complex multiyear, multi-award contractual relationships.

Functional Responsibilities: The task requirements for this position will include, but is not limited to the following: Mastery of procurement regulations and contracting principles including the latest procedures and techniques, e.g., sophisticated pricing arrangements, cost accounting, and life cycle costing sufficient to plan, develop, implement, maintain, and administer all contractual aspects of a systems acquisition program; to develop innovative contractual language, terms and conditions; and to serve as program contractual authority and advisor on the acceptability and applicability of contractual matters related to the assigned acquisition program. Skill in managerial and coordinative activities sufficient to a variety of contractual actions occurring concurrently, in an overlapping fashion, or sequentially and to control several simultaneous interrelated contracts with different contractors.

Minimum Education / Experience Requirements: Master's degree and 10 years' experience in acquisition or, Bachelor's degree and 15 years' experience in acquisition.

Acquisition Analyst II

Minimum General Experience: Analysis of multiple contractual requirements and procurement initiatives.

Functional Responsibilities: The task requirements for this position will include, but is not limited to the following: Mastery of procurement regulations, contracting principles, cost accounting data and related contractual issues.



Minimum Education / Experience Requirements: Bachelor's degree and 8 years procurement or cost/pricing experience or 12 years of procurement or cost/pricing experience.

Acquisition Analyst

Minimum General Experience: Analysis of multiple contractual requirements and procurement initiatives.

Functional Responsibilities: The task requirements for this position will include, but is not limited to the following: Mastery of procurement regulations, contracting principles, cost accounting data and related contractual issues.

Minimum Education / Experience Requirements: Bachelor's degree and 5 years procurement or cost/pricing experience or 10 years of relevant procurement or cost/pricing experience.

Junior Acquisition Analyst

Minimum General Experience: Familiarity with federal government contractual requirements and procurement initiatives.

Functional Responsibilities: The task requirements for this position will include, but is not limited to the following: knowledge of basic procurement regulations, contracting principles, basic government costing principles and related contractual issues.

Minimum Education / Experience Requirements: Bachelor's degree or Associates Degree with 2 years of relevant business experience or High School Diploma with 4 years of relevant experience.

Senior Cost Analyst

Minimum General Experience: Expertise working with complex cost accounting situations and the preparation of all documentation necessary to assist in the procurement process.

Functional Responsibilities: The task requirements for this position will include, but is not limited to the following: designing cost accounting systems, and using appropriate costing methodologies to recognize, determine, accumulate, and report costs of activities on a regular basis for management information purposes. Task requirements include Activity-Based Costing (ABC), Job Order Costing, Process Costing, and Standard Costing. Must determine the means to accumulate cost using the appropriate methodology and to report the cost of major activities for management information purposes. Costs may be accumulated by type of resource such as employees, material, and capital.

Minimum Education / Experience Requirements: Master's degree and 5 years accounting, statistics, mathematics, or related experience or Bachelor's Degree and 10 years accounting, statistics, mathematics, or related experience.

Mid-Level Strategic Planner

Minimum General Experience: Capable of generating long range acquisition strategies that consider all factors in developing detailed procurement plans.

Functional Responsibilities: The task requirements for this position will include, but is not limited to the following: strategic planning, capital planning and investment control, workforce planning, policy and standards development, resource management, knowledge management, architecture and infrastructure planning and management.

Functions commonly performed by employees in this specialty may include:

- developing and maintaining strategic plans
- assessing policy needs and developing policies to govern activities
- providing policy guidance to management, staff, and customers
- defining current and future business environments
- preparing budgets
- establishing metrics to measure and evaluate systems performance and total cost of ownership
- identifying and addressing workforce planning and management issues, such as recruitment, retention, and training

Minimum Education / Experience Requirements: Master's degree and 5 years planning, management, or policy development experience or, Bachelor's degree and 10 years planning, management, or policy development experience.

Senior Specification Writer

Minimum General Experience: Proficient in writing complex technical specifications for use in procurement documents.

Functional Responsibilities: The task requirements for this position will include, but is not limited to the following: advise and assist the requiring agency during the formation stage of the contract; (2) verify the information using their own knowledge supplemented by research and consultation with other subject experts to ensure the accuracy of the specifications developed; (3) examine the organization, length, and tone of the material; (4) edit the text for clarity and accuracy.

Minimum Education / Experience Requirements: Master's degree and 10 years relevant experience or, Bachelor's degree and 15 years relevant experience.

Labor Categories under SIN C874-7

Program Manager VI

Minimum General Experience: Expert knowledge of the activities projects, requirements and expectations throughout the life cycle of all projects and programs.

Functional Responsibilities: Oversees a complex, cohesive, systematic and integrated approach to program/project management services. Coordinates a senior level visionary process management and technology services to optimize organizational performance. Responsible for program integration, essential management elements of cost, schedule and performance metrics and analysis including the deliberate consideration of the interrelationships among all the many program elements to optimize cost, schedule and performance. Ability to ensure consideration of all elements required to complete the successful program integration. Responsible for business process reengineering and tailoring effective enterprise management systems to support programmatic decision-making. Responsible for the schedules, goals, objectives, fiscal data, management vision and ongoing results, and actions of senior level management to capitalize on and to maximize the synergistic effects of program elements.

Minimum Education / Experience Requirements: Master's Degree and 10 years of management experience or Bachelor's degree and 18 years of experience with programs or activities managed, or 25 years of program/project management experience.

Program Manager V

Minimum General Experience: Extensive knowledge of the activities projects, requirements and expectations throughout the life cycle of all projects and programs.

Functional Responsibilities: Oversees a complex, cohesive, systematic and integrated approach to program/project management services. Coordinates a senior level visionary process management and technology services to optimize organizational performance. Responsible for program integration, essential management elements of cost, schedule and performance metrics and analysis including the deliberate consideration of the interrelationships among all the many program elements to optimize cost, schedule and performance. Ability to ensure consideration of all elements required to complete the successful program integration. Responsible for business process reengineering and tailoring effective enterprise management systems to support programmatic decision-making. Responsible for the schedules, goals, objectives, fiscal data, management vision and ongoing results, and actions of senior level management to capitalize on and to maximize the synergistic effects of program elements.

Minimum Education / Experience Requirements: Master's Degree and 5 years of management experience or Bachelor's degree and 16 years of experience with programs or activities managed, or 25 years of project management experience.

Program Manager IV

Minimum General Experience: Knowledge of the activities projects, requirements and expectations throughout the life cycle of all projects and programs.

Functional Responsibilities: Oversees a cohesive, systematic and integrated approach to program/project management services. Coordinates a visionary process management and technology services to optimize organizational performance. Responsible for program integration, essential management elements of cost, schedule and performance metrics and analysis including the deliberate consideration of the interrelationships among all the many program elements to optimize cost, schedule and performance. Ability to ensure consideration of all elements required to complete the successful program integration.

Responsible for business process re-engineering and tailoring effective enterprise management systems to support programmatic decision-making.

Minimum Education / Experience Requirements: Bachelor's degree and 15 years management experience with programs or activities managed or 20 years of general management experience.

Program Manager III

Minimum General Experience: Knowledge of the activities projects, requirements and expectations throughout the life cycle of all projects and programs.

Functional Responsibilities: Oversees a cohesive, systematic and integrated approach to program/project management services. Coordinates a visionary process management and technology services to optimize organizational performance. Responsible for program integration, essential management elements of cost, schedule and performance metrics and analysis including the deliberate consideration of the interrelationships among all the many program elements to optimize cost, schedule and performance. Ability to ensure consideration of all elements required to complete the successful program integration.

Minimum Education / Experience Requirements: Bachelor's degree and 10 years' experience with programs or activities managed or 15 years of general management experience.

Program Manager II

Minimum General Experience: Familiarity with all of the activities projects, requirements and expectations throughout the life cycle of all projects and programs.

Functional Responsibilities: Oversees a cohesive, systematic and integrated approach to program/project management services. Coordinates a visionary process management and technology services to optimize organizational performance. Responsible for program integration, essential management elements of cost, schedule and performance metrics and analysis including the deliberate consideration of the interrelationships among all the many program elements to optimize cost, schedule and performance. Ability to ensure consideration of all elements required to complete the successful program integration.

Minimum Education / Experience Requirements: Bachelor's degree and 7 years' experience with programs or activities managed or 12 years of general management experience.

Program Manager

Minimum General Experience: Familiarity with all of the activities projects, requirements and expectations throughout the life cycle of all projects and programs.

Functional Responsibilities: Oversees a cohesive, systematic and integrated approach to program/project management services. Coordinates a visionary process management and technology services to optimize organizational performance. Responsible for program integration, essential management elements of cost, schedule and performance metrics and analysis including the deliberate consideration of the interrelationships among all the many program elements to optimize cost, schedule and performance.

Minimum Education / Experience Requirements: Bachelor's degree and 5 years' experience with programs or activities managed or 10 years of general management experience.

Project Manager III

Minimum General Experience: Complete knowledge of the specific activity's project requirements and expectations throughout the life cycle of the projects.

Functional Responsibilities: Oversees the systematic and integrated approach to project management services. Coordinates a visionary process management approach to optimize project performance. Responsible for project integration, essential management elements of cost, schedule and performance metrics and analysis. Possesses the forward vision and the skilled ability to draw meaningful conclusions upon which actions and plans can be taken to ensure continuity as well as ensure collective participation by all members of the project team.

Minimum Education / Experience Requirements: Bachelor's degree and 10 years' experience with products or activities managed or 15 years of general management experience.

Project Manager II

Minimum General Experience: Familiarity with the specific activity's project requirements and expectations throughout the life cycle of the projects.

Functional Responsibilities: Oversees the systematic and integrated approach to project management services. Coordinates a visionary process management approach to optimize project performance. Responsible for project integration, essential management elements of cost, schedule and performance metrics and analysis.

Minimum Education / Experience Requirements: Bachelor's degree and 8 years' experience with products or activities managed or 10 years of general management experience.

Project Manager

Minimum General Experience: Familiarity with the specific activity's project requirements and expectations throughout the life cycle of the projects.

Functional Responsibilities: Oversees the systematic and integrated approach to project management services. Coordinates a visionary process management approach to optimize project performance. Responsible for project integration, essential management elements of cost, schedule and performance metrics and analysis.

Minimum Education / Experience Requirements: Bachelor's degree and 5 years' experience with products or activities managed or 8 years of general management experience.

Labor Categories under SINS C874-501, C874-504, C874-507

Senior Logistician IV

Minimum General Experience: Provides logistic support and logistics management to senior personnel. Ensures logistics production schedules are met and systems resources are used effectively. Oversees a wide variety of logistics management support and manages senior level personnel.

Functional Responsibilities: Responsible for effective logistics management and logistics support for wide variety of programs. Provides senior logistics program support and ensures that required resources for total logistics oversight are accessed in a cost effective manner. Responsible for implementation of new approaches of logistics management and recruitment of senior level logistics personnel.

Minimum Education/ Experience Requirements: BA Degree plus additional training in logistics subject matter expertise is required. Total of 21 years or more experience in logistics program and management support is also required.

Senior Logistician III

Minimum General Experience: Provides logistic support and logistics management to mid-level personnel. Ensures logistics production schedules are met and systems resources are used effectively. Oversees a wide variety of logistics management support and manages mid- level personnel in day-to-day logistics operations.

Functional Responsibilities: Responsible for effective logistics management and logistics support for wide variety of programs. Provides mid-level logistics program support and ensures that required resources for total logistics oversight are accessed in a cost effective manner. Responsible for implementation of on-going logistics management techniques.

Minimum Education/ Experience Requirements: BA Degree plus additional training in logistics subject matter expertise is required. Total of 16 years or more experience in logistics program and management support is also required.

Senior Logistician II

Minimum General Experience: Provides logistic support and logistics management to mid-level personnel. Ensures logistics production schedules are met and systems resources are used effectively. Oversees specific logistics management support and manages junior, mid- level personnel in day-to-day logistics operations.

Functional Responsibilities: Responsible for effective logistics management and logistics support for wide variety of programs. Provides junior, mid-level logistics program support and ensures that required resources for total logistics oversight are accessed in a cost effective manner. Responsible for implementation of on-going logistics management techniques.

Minimum Education/ Experience Requirements: BA Degree plus additional training in logistics subject matter expertise is required. Total of 12 or more years' experience in logistics program and management support is also required.

Senior Logistician I

Minimum General Experience: Provides basic mid-level to senior level logistic support and logistics management to mid-level personnel. Ensures logistics production schedules are met and systems resources are used effectively. Oversees specific logistics management support and manages junior, mid-level personnel in day-to-day logistics operations.

Functional Responsibilities: Responsible for effective basic logistics techniques and management and logistics support for wide variety of programs. Provides basic, junior, mid-level logistics program support and ensures that required resources for total logistics oversight are accessed in a cost effective manner. Responsible for implementation of on-going logistics management techniques.

Minimum Education/ Experience Requirements: BA Degree plus additional training in logistics subject matter expertise is required. Total of 11 years' experience in logistics program and management support is also required.

Logistician III

Minimum General Experience: Provides logistic support in directly related areas involving logistics and analysis. Provides logistics documentation and support. Also provides logistics support in areas requiring subject matter expertise.

Functional Responsibilities: Responsible for logistics support and logistics analysis in specialized projects determined on a case-by case basis. Operates within customer guidance and logistics contractual directives implementing logistics policies and procedures. Executes logistics policies and procedures in support of client requirements.

Minimum Education/ Experience Requirements: Requires BA Degree plus additional training in logistics or a total of 10 years of experience and subject matter expertise is required. Total of 6 years or more experience in a specialized area involving logistics support.

Logistician II

Minimum General Experience: Provides logistic support in directly related areas involving logistics and analysis. Provides logistics documentation and support. Also provides logistics support in areas requiring subject matter expertise.

Functional Responsibilities: Responsible for logistics support and logistics analysis in specialized projects determined on a case-by case basis. Operates within customer guidance and logistics contractual directives implementing logistics policies and procedures. Executes logistics policies and procedures in support of client requirements.

Minimum Education/ Experience Requirements: Requires BA Degree or 10 years of experience in the logistics areas with specialized expertise in logistics support. Total of 6 years or more experience in a specialized area involving logistics support.

Logistician I

Minimum General Experience: Provides logistic support in directly related areas involving logistics and analysis. Provides logistics documentation and support. Also provides logistics support in areas requiring subject matter expertise.

Functional Responsibilities: Responsible for logistics support and logistics analysis in specialized projects determined on a case-by case basis. Operates within customer guidance and logistics contractual directives implementing logistics policies and procedures. Executes logistics policies and procedures in support of client requirements.

Minimum Education/ Experience Requirements: Requires BA Degree plus additional training in logistics subject matter expertise is required. Total of 2 or more years' experience in a specialized area involving logistics support.

Junior Logistician II

Minimum General Experience: Provides logistic support in directly related areas involving logistics and analysis. Provides logistics documentation and support. Also provides logistics support in areas requiring subject matter expertise.

Functional Responsibilities: Responsible for logistics support and logistics analysis in specialized projects determined on a case-by case basis. Operates within customer guidance and logistics contractual directives implementing logistics policies and procedures. Executes logistics policies and procedures in support of client requirements.

Minimum Education/ Experience Requirements: Requires High School Diploma and additional training in logistics subject matter expertise. Total of 3 year or more experience in a specialized area involving logistics support.

Junior Logistician I

Minimum General Experience: Provides logistic support in directly related areas involving logistics and analysis. Provides logistics documentation and support. Also provides logistics support in areas requiring subject matter expertise.

Functional Responsibilities: Responsible for logistics support and logistics analysis in specialized projects determined on a case-by case basis. Operates within customer guidance and logistics contractual directives implementing logistics policies and procedures. Executes logistics policies and procedures in support of client requirements.

Minimum Education/ Experience Requirements: Requires High School Diploma and additional training in logistics subject matter expertise. Total of 1 year or more experience in a specialized area involving logistics support.

Labor Categories under SIN C871-3 and C871-3RC

Project Manager

Minimum General Experience: Directs the performance of a variety of related projects which may be organized by technology, program or client. Manages project operations. Ensures production schedules are met. Ensures system resources are used effectively. Oversees the technology development and/or application, marketing, and resource allocation within program client base.

Functional Responsibilities: Responsible for the effective management of funds and personnel, and is accountable for the quality and timely delivery of all contractual items. Operates within client guidance, contractual limitations, and Company business and policy directives. Serves as focal point of contact with client regarding program activities. Ensures that all required resources including manpower, production standards, computer time, and facilities are available for program implementation. Manages program consisting of multiple projects including project identification, design, development and delivery. Maintains the development and execution of business opportunities based on broad, general guidance. Responsible for marketing new technology and follow-on business acquisitions. Ensures proper relationships are established between customers, teaming partners, and vendors to facilitate the delivery of information technology services. Provides users with computer output. Supervises staff operations. May perform other duties as assigned.

Minimum Education/ Experience Requirements: Bachelor's Degree or equivalent and 20 years of general experience.

Research Engineer

Minimum General Experience: Performs a variety of research engineering tasks, independently or under supervision, which are broad in nature and concerned with the development of new, innovative designs related to the integration of personnel, hardware, software and support facilities and/or equipment. Supervises a team of Engineers through multiple projects to achieve program completion.

Functional Responsibilities: Responsible for the planning and implementation of multiple projects in order to achieve program goals. Plans and performs engineering research, design development, and other assignments in conformance with design, engineering and customer specifications. Supervises a team of Engineers through project completion. Responsible for major technical/engineering projects of higher complexity and importance than those normally assigned to lower level engineers. Coordinates the activities of Engineers and Technicians assigned to specific engineering projects. May perform other duties as required.

Minimum Education/ Experience Requirements: Bachelor's Degree in an appropriate engineering discipline or equivalent and 20 years of general experience.

Principle Engineer

Minimum General Experience: Performs a variety of engineering tasks, independently or under supervision, which are broad in nature and concerned with the development of new, innovative designs

related to the integration of personnel, hardware, software and support facilities and/or equipment. Supervises a team of Engineers through project completion.

Functional Responsibilities: Responsible for the planning and implementation of a project in order to achieve program goals. Plans and performs engineering research, design development, and other assignments in conformance with design, engineering and customer specifications. Supervises a team of Engineers through project completion. Responsible for major technical/engineering projects of higher complexity and importance than those normally assigned to lower level engineers. Coordinates the activities of Engineers and Technicians assigned to specific engineering projects. May perform other duties as required.

Minimum Education/ Experience Requirements: Bachelor's Degree in an appropriate engineering discipline or equivalent and 15 years of general experience.

Sr. Systems Integration Engineer

Minimum General Experience: Under the principle engineer's supervision, defines and executes integration engineering activities within a project. These activities may consist of concept exploration and assessment, systems integration, systems of systems integration, performance management, technology assessment, testing and validation, and development and staffing of a systems integration plan.

Functional Responsibilities: Performs concept exploration and assessment, systems integration, systems of systems integration, performance management, technology assessment, testing and validation. Supports a Principle Engineer, as required. Analyzes and develops technical documentation detailing the integration and system performance. May perform other duties as assigned.

Minimum Education/ Experience Requirements:
Bachelor's Degree or equivalent and 12years of general experience.

Systems Integration Engineer

Minimum General Experience: Under general supervision, defines and executes integration engineering activities within a project. These activities may consist of concept exploration and assessment, systems integration, systems of systems integration, performance management, technology assessment, testing and validation, and development and staffing of a systems integration plan.

Functional Responsibilities: Performs concept exploration and assessment, systems integration, systems of systems integration, performance management, technology assessment, testing and validation. Supports a Sr. System Integration Engineer, as required. Analyzes and develops technical documentation detailing the integration and system performance. May perform other duties as assigned.

Minimum Education/ Experience Requirements: Bachelor's Degree or equivalent and 8 years of general experience.

Jr. Systems Integration Engineer

Minimum General Experience: Under the supervision of either a Sr. Systems Integration Engineer or a Systems Integration Engineer, assists the supervisor with integration engineering activities within a project. These activities may consist of concept exploration and assessment, systems integration, systems of systems integration, performance management, technology assessment, testing and validation, and development and staffing of a systems integration plan.

Functional Responsibilities: Performs concept exploration and assessment, systems integration, systems of systems integration, performance management, technology assessment, testing and validation. Supports a System Integration Engineer, as required. Analyzes and develops technical documentation detailing the integration and system performance. May perform other duties as assigned.

Minimum Education/ Experience Requirements: Bachelor's Degree or equivalent and 4 years of general experience.

Labor Categories under SIN C871-4

Project Manager

Minimum General Experience: Directs the performance of a variety of related projects which may be organized by technology, program or client. Manages project operations. Ensures production schedules are met. Ensures system resources are used effectively. Oversees the technology development and/or application, marketing, and resource allocation within program client base.

Functional Responsibilities: Responsible for the effective management of funds and personnel, and is accountable for the quality and timely delivery of all contractual items. Operates within client guidance, contractual limitations, and Company business and policy directives. Serves as focal point of contact with client regarding program activities. Ensures that all required resources including manpower, production standards, computer time, and facilities are available for program implementation. Manages program consisting of multiple projects including project identification, design, development and delivery. Maintains the development and execution of business opportunities based on broad, general guidance. Responsible for marketing new technology and follow-on business acquisitions. Coordinates

The overall testing and evaluation processes and procedures in service to the end customer. Ensures proper relationships are established between customers, teaming partners, and vendors to facilitate the delivery of information technology services. Provides users with computer output. Supervises staff operations. May perform other duties as assigned.

Minimum Education/ Experience Requirements: Bachelor's Degree or equivalent and 20 years of general experience.

Research Engineer

Minimum General Experience: Performs a variety of testing and evaluation engineering tasks, independently or under supervision, which are broad in nature and concerned with the development of new, innovative processes or procedures related to the testing and evaluation of system(s) and/or

equipment of end customers. Supervises a team of Engineers through multiple projects to achieve program completion.

Functional Responsibilities: Responsible for the testing and evaluation of multiple projects in order to achieve program goals. Plans and performs test engineering research, evaluation development, and other assignments in conformance with the design, engineering and customer specifications. Supervises a team of Engineers through project completion. Responsible for major technical/engineering projects of higher complexity and importance than those normally assigned to lower level engineers. Coordinates the activities of Engineers and Technicians assigned to specific engineering projects. May perform other duties as required.

Minimum Education/ Experience Requirements: Bachelor's Degree in an appropriate engineering discipline or equivalent and 20 years of general experience.

Principle Engineer

Minimum General Experience: Performs a variety of testing and engineering tasks, independently or under supervision, which are broad in nature and concerned with the development of new, innovative designs related to the integration of personnel, hardware, software and support facilities and/or equipment. Supervises a team of Engineers through project completion.

Functional Responsibilities: Responsible for the planning and implementation of a project in order to achieve program goals. Plans and performs testing and evaluation engineering, test design development, and other assignments in conformance with design, engineering and customer specifications. Supervise a team of Engineers through project completion. Responsible for major technical/engineering projects of higher complexity and importance than those normally assigned to lower level engineers. Coordinate the activities of Engineers and Technicians assigned to specific engineering projects. May perform other duties as required.

Minimum Education/ Experience Requirements: Bachelor's Degree in an appropriate engineering discipline or equivalent and 15 years of general experience.

Sr. Systems Engineer

Minimum General Experience: Acts as a lead in defining and executing systems engineering activities within a project. These activities may consist of systems planning, performance management, capacity planning, testing and validation, benchmarking, information engineering, and development and staffing of a systems engineering management plan.

Functional Responsibilities: Performs systems engineering planning, performance management, capacity planning, testing and validation, benchmarking, information engineering. Development and staffing of a systems engineering management plan. Supports other Sr. Systems Engineers and Program Managers, as required. Analyzes and develops technical documentation detailing the integration and system performance. Coordinates the activities of Systems Engineers and Jr. Systems Engineers assigned to specific systems engineering projects. May perform other duties as assigned.



Minimum Education/ Experience Requirements: Bachelor's Degree or equivalent and 8 years of general experience.

Jr. Systems Engineer

Minimum General Experience: Assists in defining and executing systems engineering activities within a project. These activities may consist of systems planning, performance management, capacity planning, testing and validation, benchmarking, information engineering, and development and staffing of a systems engineering management plan.

Functional Responsibilities: Supports other Sr. Systems Engineers and Project Managers, as required. Assist in the analysis and development of technical documentation detailing the integration and system performance. May perform other duties as assigned.

Minimum Education/ Experience Requirements: Bachelor's Degree or equivalent and 4 years of general experience