



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 is available through **GSA Advantage!**[™], a menu-driven database system. The INTERNET address for **GSA Advantage!**[™] is: **<http://www.GSAAdvantage.gov>**.

Schedule Title: Multiple Award Schedule
Federal Supply Group: Professional Services

Contract Number: GS-00F-349GA

Contract Period: August 31, 2017 through August 30, 2022

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

Contractor: The Lockwood Group LLC
4694 Millennium Dr., Ste. 125
Belcamp, MD 21017-1550

Business Size: Small, Service Disabled Veteran Owned Business

Telephone: 443-327-7174
FAX Number: 443-327-7042
Web Site: www.thelockwoodgroupllc.com
E-mail: jim@thelockwoodgroupllc.com
Contract Administration: James F Lockwood

Pricelist current through Modification **#PS-0012**, effective **July 24, 2020**.



CUSTOMER INFORMATION:

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

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

1b. Identification of the lowest priced model number and lowest unit price for that model for each special item number awarded in the contract. This price is the Government price based on a unit of one, exclusive of any quantity/dollar volume, prompt payment, or any other concession affecting price. Those contracts that have unit prices based on the geographic location of the customer, should show the range of the lowest price, and cite the areas to which the prices apply. See Pricing Page 5.

1c. If the Contractor is proposing hourly rates a description of all corresponding commercial job titles, experience, functional responsibility, and education for those types of employees or subcontractors who will perform services shall be provided. If hourly rates are not applicable, indicate "Not applicable" for this item. See Labor Category Descriptions Page 7.

2. Maximum Order: For SINs 541330ENG, 541420, 541611, 541614, 541614SVC, 541715, 561210FS, and 611430 - \$1,000,000.00
For SINs 541380 and OLM - \$250,000.00

3. Minimum Order: \$100.00

4. Geographic Coverage (delivery Area): Worldwide

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
Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions
- 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
- 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.** The Contractor will insert the sentence “Items available for expedited delivery are noted in this price list.” under this heading. The Contractor may use a symbol of its choosing to highlight items in its price list that have expedited delivery: Contact Contractor
- 11c. Overnight and 2-day delivery.** The Contractor will indicate whether overnight and 2-day delivery are available. Also, the Contractor will indicate that the schedule customer may contact the Contractor for rates for overnight and 2-day delivery: Contact Contractor
- 11d. Urgent Requirements.** The Contractor will note in its price list the “Urgent Requirements” clause of its contract and advise agencies that they can also contact the Contractor’s representative to effect a faster delivery: Contact Contractor
- 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 (BPAs) are found in Federal Acquisition Regulation (FAR) 8.405-3.
- 14. Payment address (is):** Same as Contractor
- 15. Warranty provision:** Contractor’s standard commercial warranty.
- 16. Export Packing Charges (if applicable):** N/A
- 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):** N/A
- 19. Terms and conditions of installation (if applicable):** N/A



- 20. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable):** N/A
- 20a. Terms and conditions for any other services (if applicable):** N/A
- 21. List of service and distribution points (if applicable):** N/A
- 22. List of participating dealers (if applicable):** N/A
- 23. Preventive maintenance (if applicable):** N/A
- 24a. Environmental attributes, e.g., recycled content, energy efficiency, and/or reduced pollutants:**
N/A
- 24b. If applicable, indicate that 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. contactor's website or other location.) The EIT standards can be found at:** www.Section508.gov/.
- 25. Data Universal Numbering System (DUNS) number:** 833235224
- 26. Notification regarding registration in System for Award Management (SAM) database:**
Registered.



GSA Awarded Pricing

The rates are inclusive of the Industrial Funding Fee (IFF) of 0.75%.

SIN	Labor Category	08/31/19 – 08/30/20	08/31/20 – 08/30/21	08/31/21 – 08/30/22
541611	Acquisition Logistics Management Specialist I	\$67.15	\$68.49	\$69.86
541611	Acquisition Logistics Management Specialist II	\$74.56	\$76.05	\$77.57
541611	Acquisition Logistics Management Specialist IV	\$91.53	\$93.36	\$95.23
541330ENG, 541380, 541420, 541611, 541614SVC, 541614, 541715, 561210FS, 611430	General Engineer II	\$77.28	\$78.83	\$80.41
541330ENG, 541380, 541420, 541611, 541614SVC, 541614, 541715, 561210FS, 611430	General Engineer III	\$100.98	\$103.00	\$105.06
541330ENG, 541380, 541420, 541611, 541614SVC, 541614, 541715, 561210FS, 611430	General Engineer V	\$143.39	\$146.25	\$149.18
541330ENG, 541380, 541420, 541611, 541614SVC, 541614, 541715, 561210FS, 611430	General Engineer VII	\$145.85	\$148.77	\$151.74
541330ENG, 541380, 541420, 541611, 541614SVC, 541614, 541715, 561210FS, 611430	Graphics Specialist IV	\$74.34	\$75.83	\$77.35
541330ENG, 541380, 541420, 541611, 541614SVC, 541614, 541715, 561210FS, 611430	ILS Manager II	\$114.19	\$116.47	\$118.80
541330ENG, 541380, 541420, 541611, 541614SVC, 541614, 541715, 561210FS, 611430	Logistician I	\$53.86	\$54.94	\$56.04
541330ENG, 541380, 541420, 541611, 541614SVC, 541614, 541715, 561210FS, 611430	Logistician II	\$66.69	\$68.02	\$69.38
541330ENG, 541380, 541420, 541611, 541614SVC, 541614, 541715, 561210FS, 611430	Logistician III	\$75.56	\$77.07	\$78.61
541330ENG, 541380, 541420, 541611, 541614SVC, 541614, 541715, 561210FS, 611430	Logistician V	\$96.85	\$98.79	\$100.76
541330ENG, 541380, 541420, 541611, 541614SVC, 541614, 541715, 561210FS, 611430	Parts Lister IV	\$79.67	\$81.26	\$82.89
541330ENG, 541380, 541420, 541611, 541614SVC, 541614, 541715, 561210FS, 611430	Program Analyst I	\$58.87	\$60.04	\$61.25
541330ENG, 541380, 541420, 541611, 541614SVC, 541614, 541715, 561210FS, 611430	Program Analyst II	\$76.76	\$78.29	\$79.86
541330ENG, 541380, 541420, 541611, 541614SVC, 541614, 541715, 561210FS, 611430	Program Analyst III	\$88.05	\$89.82	\$91.61
541330ENG, 541380, 541420,	Program Analyst IV	\$100.89	\$102.91	\$104.97



541611, 541614SVC, 541614, 541715, 561210FS, 611430				
541330ENG, 541380, 541420, 541611, 541614SVC, 541614, 541715, 561210FS, 611430	Program Manager IV	\$159.33	\$162.51	\$165.76
541330ENG, 541380, 541420, 541611, 541614SVC, 541614, 541715, 561210FS, 611430	Project Manager III	\$125.34	\$127.85	\$130.40
541330ENG, 541380, 541420, 541611, 541614SVC, 541614, 541715, 561210FS, 611430	Reliability Engineer IV	\$134.90	\$137.59	\$140.35
541330ENG, 541380, 541420, 541611, 541614SVC, 541614, 541715, 561210FS, 611430	SME II	\$95.47	\$97.38	\$99.33
541330ENG, 541380, 541420, 541611, 541614SVC, 541614, 541715, 561210FS, 611430	SME III	\$103.00	\$105.06	\$107.16
541330ENG, 541380, 541420, 541611, 541614SVC, 541614, 541715, 561210FS, 611430	SME IV	\$118.31	\$120.68	\$123.09
541330ENG, 541380, 541420, 541611, 541614SVC, 541614, 541715, 561210FS, 611430	SME V	\$115.81	\$118.13	\$120.49
541330ENG, 541380, 541420, 541611, 541614SVC, 541614, 541715, 561210FS, 611430	Systems Engineer IV	\$111.52	\$113.75	\$116.02
541330ENG, 541380, 541420, 541611, 541614SVC, 541614, 541715, 561210FS, 611430	Technical Writer I	\$58.41	\$59.58	\$60.77
541330ENG, 541380, 541420, 541611, 541614SVC, 541614, 541715, 561210FS, 611430	Technical Writer III	\$91.53	\$93.36	\$95.23
541330ENG, 541380, 541420, 541611, 541614SVC, 541614, 541715, 561210FS, 611430	Technical Writer IV	\$100.89	\$102.91	\$104.97
541330ENG, 541380, 541420, 541611, 541614SVC, 541614, 541715, 561210FS, 611430	Training Specialist III	\$95.47	\$97.38	\$99.33
541330ENG, 541380, 541420, 541611, 541614SVC, 541614, 541715, 561210FS, 611430	Training Specialist IV	\$111.52	\$113.75	\$116.02

Service Contract Labor Standards: The Service Contract Labor Standards (SCLS) is applicable to this contract as it applies to the entire Multiple Awards 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 CRF 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 matrix identifying the GSA labor category titles, the occupational code, SCLS labor category titles and the applicable WD number. Failure to do so may result in cancellation of the contract.



Labor Category Descriptions

Acquisition Logistics Management Specialist I

Functional Responsibility: The Acquisition Logistics Management Specialist I applies knowledge of the Department of Defense (DoD) Acquisition processes and analytical methods or techniques to gather, analyze, and evaluate information required by program/Project Managers (PMs) and customers. Provides extensive acquisition expertise and services in the area of acquisition and operational planning, system architecture, and technical and financial management. Accountable for major and complicated projects throughout architecture, technical, and financial management. Accountable for major and complicated projects throughout the project life-cycle. Draws conclusions and recommends solutions to solve problems related to configuration management; resource management (e.g., facility, testing, financial, logistical, technical, and expert availability); test and deployment; and Quality Assurance (QA) in achieving schedule milestones (risks, issues, slack, and dependencies) and/or technical milestones (e.g., Intermediate Operating Capability (IOC); Full Operational Capability (FOC); Test Readiness Levels other as applicable acquisition milestone events.

Minimum Education: Bachelor's Degree

Minimum Experience: 1 year

Acquisition Logistics Management Specialist II

Functional Responsibility: The Acquisition Logistics Management Specialist II applies knowledge of the DoD Acquisition processes and analytical methods or techniques to gather, analyze, and evaluate information required by program/PMs and customers. Provides extensive acquisition expertise and services in the area of acquisition and operational planning, system architecture, and technical and financial management. Accountable for major and complicated projects throughout architecture, technical, and financial management. Accountable for major and complicated projects throughout the project life-cycle. Draws conclusions and recommends solutions to solve problems related to configuration management; resource management (e.g., facility, testing, financial, logistical, technical, and expert availability); test and deployment; and QA in achieving schedule milestones (risks, issues, slack, and dependencies) and/or technical milestones (e.g., Intermediate Operating Capability (IOC); Full Operational Capability (FOC); Test Readiness Levels and other as applicable acquisition milestone events.

Minimum Education: Bachelor's Degree

Minimum Experience: 4 years of relevant experience required.



Acquisition Logistics Management Specialist IV

Functional Responsibility: The Acquisition Logistics Management Specialist IV applies knowledge of the DoD Acquisition processes and analytical methods or techniques to gather, analyze, and evaluate information required by program/PM s and customers. Provides extensive acquisition expertise and services in the area of acquisition and operational planning, system architecture, and technical and financial management. Accountable for major and complicated projects throughout architecture, technical, and financial management. Accountable for major and complicated projects throughout the project life-cycle. Draws conclusions and recommends solutions to solve problems related to configuration management; resource management (e.g., facility, testing, financial, logistical, technical, and expert availability); test and deployment; and QA in achieving schedule milestones (risks, issues, slack, and dependencies) and/or technical milestones (e.g., Intermediate Operating Capability (IOC); Full Operational Capability (FOC); Test Readiness Levels and other as applicable acquisition milestone events.

Minimum Education: Bachelor's Degree

Minimum Experience: 20 years of relevant experience required.

General Engineer II

Functional Responsibility: The General Engineer, Journeyman must have the technical background and skills to perform in all phases of hardware design, development, and documentation. Performs fundamental engineering duties in preliminary designs, performing tests, taking measurements, and performing system analyses or simulations. Applies standard practices and techniques in specific engineering assignments. Prepares data and documentation when applicable. Instructs, as required, engineering technicians. May be required to perform duties associated with Logistical, Mechanical, Production, and/or Value Engineering.

Minimum Education: Bachelor's Degree

Minimum Experience: 5 years of relevant experience required.

General Engineer III

Functional Responsibility: The General Engineer III must have the technical background and skills to perform in all phases of hardware design, development, and documentation. Performs fundamental engineering duties in preliminary designs, performing tests, taking measurements, and performing system analyses or simulations. Applies standard practices and techniques in specific engineering assignments. Prepares data and documentation when applicable. Instructs, as required, engineering technicians. May be required to perform duties associated with Logistical, Mechanical, Production, and/or Value Engineering.

Minimum Education: Bachelor's Degree

Minimum Experience: 7 years of relevant experience required.



General Engineer V

Functional Responsibility: The General Engineer, Senior must have the technical background and skills to perform in all phases of hardware design, development, and documentation. Performs fundamental engineering duties in preliminary designs, performing tests, taking measurements, and performing system analyses, or simulations. Applies standard practices and techniques in specific engineering assignments. Prepares data and documentation when applicable. Instructs engineering technicians as required. May be required to perform duties associated with Logistical, Mechanical, Production, and/or Value Engineering.

Minimum Education: Bachelor's Degree

Minimum Experience: 10 years of relevant experience required. 10 years of additional, direct relevant technical experience may be substituted for education.

General Engineer VII

Functional Responsibility: The General Engineer Principal must have the technical background and skills to perform in all phases of hardware design, development, and documentation. Performs fundamental engineering duties in preliminary designs, performing tests, taking measurements, and performing system analyses, or simulations. Applies standard practices and techniques in specific engineering assignments. Prepares data and documentation when applicable. Instructs engineering technicians as required. May be required to perform duties associated with Logistical, Mechanical, Production, and/or Value Engineering.

Minimum Education: Bachelor's Degree

Minimum Experience: 20 years of relevant experience required.

Graphics Specialist IV

Functional Responsibility: The Graphics Specialist Senior/Lead produces graphic sketches, designs, storyboards, 3-D models, and/or animation for a broad range of rich, photo-realistic animations. Must possess the ability to function effectively as part of a multidisciplinary team, producing high-quality animations in a fast-paced work environment; proficiency with state-of-the-art software to produce accurate and innovative animations; and the ability to quickly learn and integrate new tools and technologies to meet customer needs. Requires an Associate's degree or its equivalent and experience in the specific field. Familiar with a variety of the field's concepts, practices, and procedures. Relies on experience and judgment to plan and accomplish goals. Performs a variety of complicated tasks. May act in liaison capacity with other departments, divisions, and staff. Has developed management and technical leadership skills. Typically reports to a manager. For this position, a wide degree of creativity and latitude is expected.

Minimum Education: High School or Associate's Degree at a technical school



Minimum Experience: 10 years

ILS Manager II

Functional Responsibility: The Integrated Logistics Support (ILS) Manager must possess experience in ILS administration, including supply, purchasing, provisioning, design, reliability, validation, and maintainability analysis of complex mechanical or electro-mechanical systems/equipment per Department of Defense (DoD) requirements.

Minimum Education: Bachelor's Degree

Minimum Experience: 8 years of relevant experience required.

Logistician I

Functional Responsibility: The Logistician Entry performs logistic program activities from conceptual stage through life cycle of product. Develops and implements logistics program activities including ILS, technical documentation, Random Access Memory (RAM), provisioning, and more; coordinates efforts of subcontractors and field service personnel; resolves logistics problems; and compiles data on standardization and interchangeability of parts to expedite logistic activities.

Minimum Education: Associate's Degree or 2 years of technical experience

Minimum Experience: 1 year

Logistician II

Functional Responsibility: The Logistician Intermediate performs logistic program activities from conceptual stage through life cycle of product. Develops and implements logistics program activities including ILS, technical documentation, RAM, provisioning, and more; coordinates efforts of subcontractors and field service personnel; resolves logistics problems; and compiles data on standardization and interchangeability of parts to expedite logistic activities.

Minimum Education: Associate's Degree or 2 years of technical experience

Minimum Experience: 3 years of relevant experience required.

Logistician III

Functional Responsibility: The Logistician Journeyman performs logistic program activities from conceptual stage through life cycle of product. Develops and implements logistics program activities including ILS, technical documentation, RAM, provisioning, and more; coordinates efforts of subcontractors and field service personnel; resolves logistics problems; and compiles data on standardization and interchangeability of parts to expedite logistic activities.



Minimum Education: Bachelor's

Minimum Experience: 5 years of relevant experience required.

Logistician V

Functional Responsibility: The Logistician V performs logistic program activities from conceptual stage through life cycle of product. Develops and implements logistics program activities including ILS, technical documentation, RAM, provisioning, and more; coordinates efforts of subcontractors and field service personnel; resolves logistics problems; and compiles data on standardization and interchangeability of parts to expedite logistic activities.

Minimum Education: Bachelor's

Minimum Experience: 10 years of relevant experience required.

Parts Lister IV

Functional Responsibility: The Parts Lister, Senior must possess experience in hardware or commercial parts inventory, part identification or inspection, or cataloging commercial parts. Background may include preparing parts lists from engineering drawings; stockroom work where parts are handled and identified; or any activity which involves the selection, replacement, or substitution of commercial parts. Capable of transcribing selected source data onto data processing load sheets.

Minimum Education: Bachelor's

Minimum Experience: 10 years of relevant experience required.

Program Analyst I

Functional Responsibility: The Program Analyst Entry applies a wide range of analytical techniques, statistical assessment, and other measures in evaluating data to reach appropriate conclusions. Translates/recommends processes and procedures to ensure proper consideration of programmatic, technical, and management factors for overall program management successes. Responsible for the program strategic planning and program execution management; development, maintenance, and coordination of documents supporting Milestone reviews; and insight on legislation, regulations, policy, and other records. Must possess in-depth knowledge of DoD 5000 series regulations that define the Defense Acquisition System.

Minimum Education: Associate's

Minimum Experience: 1 year



Program Analyst II

Functional Responsibility: The Program Analyst Intermediate applies a wide range of analytical techniques, statistical assessment, and other measures in evaluating data to reach appropriate conclusions. Translates/recommends processes and procedures to ensure proper consideration of programmatic, technical, and management factors for overall program management successes. Responsible for the program strategic planning and program execution management; development, maintenance, and coordination of documents supporting Milestone reviews; and insight on legislation, regulations, policy, and other records. Must possess in-depth knowledge of DoD 5000 series regulations that define the Defense Acquisition System.

Minimum Education: Associate's Degree or Technical School

Minimum Experience: 3 years of relevant experience required.

Program Analyst III

Functional Responsibility: The Program Analyst Journeyman must apply a wide range of analytical techniques, statistical assessment, and other measures in evaluating data to reach appropriate conclusions. Translates/recommends processes and procedures to ensure proper consideration of programmatic, technical, and management factors for overall program management success. Responsible for the program strategic planning and program execution management; development, maintenance, and coordination of documents supporting Milestone reviews; and insight on legislation, regulations, policy, and other records. Must possess in-depth knowledge of DoD 5000 series regulations that define the Defense Acquisition System.

Minimum Education: Bachelor's Degree

Minimum Experience: 5 years of relevant experience required.

Program Analyst IV

Functional Responsibility: The Program Analyst Senior/Lead applies a wide range of analytical techniques, statistical assessment, and other measures in evaluating data to reach appropriate conclusions. Translates/recommends processes and procedures to ensure proper consideration of programmatic, technical, and management factors for overall program management success. Responsible for the program strategic planning and program execution management; development, maintenance, and coordination of documents supporting Milestone reviews; and insight on legislation, regulations, policy, and other records. Must possess in-depth knowledge of DoD 5000 series regulations that define the Defense Acquisition System.

Minimum Education: Bachelor's Degree

Minimum Experience: 10 years of relevant experience required.



Program Manager IV

Functional Responsibility: The Program Manager must be capable of planning, coordinating, and directing the activities of administrative, program, and technical personnel. Must have a thorough understanding and experience in the complete life-cycle management of military systems. Must have knowledge and experience with DoD/Army plans, policies, standards, and methods aimed at the acquisition and support of military systems. Must be capable of managing and controlling schedules and cost to provide on-time, within budget performance of all aspects of the contractual effort. Must be capable of providing direction for operations and ensuring compliance with all management policies, plans, and procedures. Must be capable of providing recommendations for resolution of technical problems.

Minimum Education: Bachelor's Degree in Engineering, Computer Science, Systems, Business, or related scientific/technical discipline.

Minimum Experience: 10 years of relevant experience required.

Project Manager III

Functional Responsibility: The Project Manager III is a senior level manager with demonstrated management experience or project level management in major systems. The Project Manager must show completion of a full four year course of study in an accredited college or university leading to a bachelors or higher degree in business, management, engineering, or science and 10 years' experience in Senior positions in Government Program Offices or other nongovernment organizations closely related to the Defense Acquisition Process. The Project Manager must be knowledgeable of the program acquisition life cycle process as addressed in the DoDD 5000 series. This position also requires knowledge of the Federal Acquisition Regulations (FAR), Department of Defense (DoD) regulations, requirements, policies and procedures, cost and schedule estimating, systems disciplines, engineering specifications and commercial practices relating to weapon systems procurement and production. The Program Manager shall be knowledgeable of overall organization, direction, and requirements of the contract efforts. Experience in interfacing directly with the government designated representatives and supervising various task order activities is also required.

Minimum Education: Bachelor's Degree in Engineering, Computer Science, Systems, Business, or related scientific/technical discipline.

Minimum Experience: 17 years of relevant experience required.

Reliability Engineer IV

Functional Responsibility: The Reliability Engineer, Senior shall have ten (10) years of progressively complex experience in probability, reliability, maintainability, statistical analysis methods, sampling, Test & Evaluation (T&E) techniques, data collection, and familiarity with applicable regulations and standards. Specific experience must have been in the areas of development and operational testing at both component and system level; preparation, review, and analysis of failure reports; verification of



corrective actions, requirement validation, and their translation and trace to technical requirements and test specifications; and preparation and review of detailed test plans/procedures/reports.

Minimum Education: Bachelor's Degree

Minimum Experience: 10 years

SME II

Functional Responsibility: The SME II works under general guidelines, established by a supervisor, and receives overall instructions on specific assignment objectives, features, possible solutions, and more. Assistance is furnished on unusual problems and work is reviewed for consistency and completeness. Applicable functional areas include systems engineering; network engineering; acquisition management; business process reengineering; specialty engineering (e.g., communications, systems safety, Quality Assurance (QA), T&E, human factors, reliability and maintainability, systems security, etc.); organizational planning; financial management; acquisition logistics; configuration and data information systems; and support or program management. Performs routine assignments on a broad range of tasks associated with the implementation of standard techniques, procedures, and/or criteria as they apply to the technical or administrative discipline relating to the task. The SME II uses prescribed methods and information supplied, and develops draft inputs to program documentation as it relates to the support functions. Reviews final draft documents for conformity to requirements and completeness. Organizes and maintains management files. Tracks preparation and delivery status of required deliverables. Attends meetings, design reviews, working groups, and briefings. Reports issues and problems, and recommends solutions. May direct the activities of other personnel. Performs other related duties as assigned.

Minimum Education: Bachelor's

Minimum Experience: 5 years

SME III

Functional Responsibility: The SME III works independently under general guidelines or objectives. Assistance is furnished on unusual problems and work is reviewed for consistency and completeness. Applicable functional areas include systems engineering; network engineering; acquisition management; business process reengineering; specialty engineering (e.g., communications, systems safety, Quality Assurance (QA); T&E, human factors, reliability and maintainability, systems security, etc.); organizational planning; financial management; acquisition logistics; configuration and data information systems; and support or program management. Performs routine assignments on a broad range of tasks associated with the implementation of standard techniques, procedures, and/or criteria as they apply to the technical or administrative discipline relating to the task. The SME III uses prescribed methods and information supplied, and develops draft inputs to program documentation as it relates to the support functions. Reviews final draft documents for conformity to requirements and completeness. Organizes and maintains management files. Tracks preparation and delivery status of required deliverables.



Coordinates, reviews, and supervises work of assigned staff. Reviews/oversees the preparation of all related documentation. May direct the activities of other personnel. Performs addition related duties as assigned.

Minimum Education: Bachelor's

Minimum Experience: 10 years

SME IV

Functional Responsibility: The SME IV works independently under general guidelines or objectives. Possesses advanced technical and managerial skills, with full knowledge and experience in all aspects of a program or functional area. Applicable functional areas include systems engineering, network engineering; acquisition management; business process reengineering; specialty engineering (e.g., communications, systems safety, QA, T&E, human factors, reliability and maintainability, systems security, and more.); organizational planning; financial management; acquisition logistics; configuration and data information systems; and support or program management. Manages a single systems acquisition program/project or major functional area. Fully knowledgeable of all aspects of the program or programs under his/her management. Establishes objectives and requirements. Develops budgets, program/project standards, and schedules. Monitors outside resources. Has experience or extensive knowledge with the processes and procedures relative to the functional area. Coordinates, reviews, and supervises work of assigned staff. Reviews/oversees the preparation of all related documentation. Conducts program reviews, meetings, and other program-related activities. Performs addition related duties as assigned.

Minimum Education: Bachelor's

Minimum Experience: 15 years

SME V

Functional Responsibility: The SME V works independently under general guidelines or objectives. Possesses advanced technical and managerial skills, with full knowledge and experience in all aspects of a program or functional area. Applicable functional areas include systems engineering; network engineering; acquisition management; business process reengineering; specialty engineering (e.g., communications, systems safety, QA, T&E, human factors, reliability, and maintainability, systems security, and more.); organizational planning; financial management; acquisition logistics; configuration and data information systems; and support or program management. Manages a single systems acquisition program/project or major functional area. Fully knowledgeable of all aspects of the program or programs under his/her management. Establishes objectives and requirements. Develops budgets, program/project standards, and schedules. Monitors outside resources. Has experience or extensive knowledge with the processes and procedures relative to the functional area. Coordinates, reviews, and



supervises work of assigned staff. Reviews/oversees the preparation of all related documentation. Conducts program reviews, meetings, and other program-related activities. Performs additional related duties as assigned.

Minimum Education: Bachelor's

Minimum Experience: 17 years

Systems Engineer IV

Functional Responsibility: The Systems Engineer, Senior interacts with system users to translate their requirements into systems, hardware, and software requirements and design. Participates in the development of test strategies. Solves engineering problems (or managing the solution of engineering problems) in the functional area to which assigned.

Minimum Education: Bachelor's Degree

Minimum Experience: 10 years of relevant experience required.

Technical Writer I

Functional Responsibility: The Technical Writer, Entry writes technical specifications, reports, brochures, and/or manuals for internal documentation, customer reference, or publications. Analyzes technical literature available, writes descriptive copy, and verifies documentation. Must be able to edit, write, and/or rewrite technical articles, publications, presentations, and other materials to communicate clearly and effectively on research findings, technical developments, and other information to a wide range of external audiences.

Minimum Education: Associate's Degree or 2 years of technical school

Minimum Experience: 1 year

Technical Writer III

Functional Responsibility: The Technical Writer, Entry writes technical specifications, reports, brochures, and/or manuals for internal documentation, customer reference, or publications. Analyzes technical literature available, writes descriptive copy, and verifies documentation. Must be able to edit, write, and/or rewrite technical articles, publications, presentations, and other materials to communicate clearly and effectively on research findings, technical developments, and other information to a wide range of external audiences.

Minimum Education: Bachelor's

Minimum Experience: 8 years of relevant experience required.



Technical Writer IV

Functional Responsibility: The Technical Writer, Senior/Lead writes technical specifications, reports, brochures, and/or manuals for internal documentation, customer reference, or publications. Analyzes technical literature available, writes descriptive copy, and verifies documentation. Must be able to edit, write, and/or rewrite technical articles, publications, presentations, and other materials to communicate clearly and effectively on research findings, technical developments, and other information to a wide range of external audiences.

Minimum Education: Bachelor's

Minimum Experience: 10 years of relevant experience required.

Training Specialist III

Functional Responsibility: The Training Specialist, Journeyman must be knowledgeable of and experienced in the formulation and execution of organizational training programs. Must be experienced to assess training requirements, identify and evaluate training alternatives, and develop training materials to include a variety of training approaches: traditional classroom, programmed learning, hands-on, simulation, video, audio, and CAT. Must be capable of instructing personnel from prepared course material.

Minimum Education: Bachelor's

Minimum Experience: 5 years of relevant experience required.

Training Specialist IV

Functional Responsibility: The Training Specialist, Senior/Lead must be knowledgeable of and experienced in the formulation and execution of organizational training programs. Must be experienced to assess training requirements, identify and evaluate training alternatives, and develop training materials to include a variety of training approaches: traditional classroom, programmed learning, hands-on, simulation, video, audio, and CAT. Must be capable of instructing personnel from prepared course material.

Minimum Education: Bachelor's

Minimum Experience: 10 years of relevant experience required.



Experience & Degree Substitution Equivalencies

Labor Category	Min Edu	Min Exp	PhD	Masters	Bachelors	Associate	High School
Acquisition Logistics Management Specialist I	Bachelor's	1	0	0	1	3	5
Acquisition Logistics Management Specialist II	Bachelor's	4	0	2	4	6	8
Acquisition Logistics Management Specialist IV	Bachelor's	20	16	18	20	22	24
General Engineer II	Bachelor's	5	0	3	5	7	9
General Engineer III	Bachelor's	7	3	5	7	9	11
General Engineer V	Bachelor's	10	6	8	10	12	14
General Engineer VII	Bachelor's	20	16	18	20	22	24
Graphics Specialist IV	Associate's	10	4	6	8	10	12
ILS Manager II	Bachelor's	8	4	6	8	10	12
Logistician I	Associate's	1	0	0	0	1	3
Logistician II	Associate's	3	0	0	1	3	5
Logistician III	Bachelor's	5	1	3	5	7	9
Logistician V	Bachelor's	10	6	8	10	12	14
Parts Lister IV	Bachelor's	10	6	8	10	12	14
Program Analyst I	Associate's	1	0	0	0	1	3
Program Analyst II	Associate's	3	0	0	1	3	5
Program Analyst III	Bachelor's	5	1	3	5	7	9
Program Analyst IV	Bachelor's	10	6	8	10	12	14
Program Manager IV	Bachelor's	10	6	8	10	12	14
Project Manager III	Bachelor's	17	13	15	17	19	21
Reliability Engineer IV	Bachelor's	10	6	8	10	12	14
SME II	Bachelor's	5	1	3	5	7	9
SME III	Bachelor's	10	6	8	10	12	14
SME IV	Bachelor's	15	11	13	15	17	19
SME V	Bachelor's	17	13	15	17	19	21
Systems Engineer IV	Bachelor's	10	6	8	10	12	14
Technical Writer I	Associate's	1	0	0	0	1	3
Technical Writer III	Bachelor's	8	12	10	8	6	4
Technical Writer IV	Bachelor's	10	6	8	10	12	14
Training Specialist III	Bachelor's	5	1	3	5	7	9
Training Specialist IV	Bachelor's	10	6	8	10	12	14