

# ManTech

## GENERAL SERVICES ADMINISTRATION FEDERAL ACQUISITION SERVICE

**Authorized Multiple Award Schedule 084**  
**TOTAL SOLUTIONS FOR LAW ENFORCEMENT, SECURITY, FACILITY**  
**MANAGEMENT SYSTEMS, FIRE, RESCUE, SPECIAL PURPOSE CLOTHING,**  
**MARINE CRAFT, AND EMERGENCY/DISASTER RESPONSE**

**Contract Number**  
**GS-07F-0190L**

**Contract Period of Performance**  
April 9, 2011 through April 8, 2016

Through Modification PA-0035 dated March 2, 2015

**ManTech Advanced Systems International, Inc.**

12015 Lee Jackson Hwy

Fairfax, VA 22033

Attn: Jeromy Block

Tel: 703-218-6440

Fax: 571-350-9791

Large Business

<http://www.mantech.com/>

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 GSA Advantage! is: <http://www.gsaadvantage.gov>. For more information on ordering from Federal Supply Schedules click on the FSS Schedules button at <http://www.gsa.gov/fas>

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**INFORMATION FOR ORDERING AGENCIES**

**1. SCOPE OF CONTRACT**

This contract shall only be used for the services listed. Inappropriate use of the contract for other than Professional Security/Facility Management Services may subject the contractor/agency to penalties provided by statute and regulation.

Total Solutions for Security and Facility Management	
SIN	Title
246-52	Professional Security/Facility Management Services
246-52RC	Professional Security/Facility Management Services-Recovery Purchasing

**2. MAXIMUM ORDER GUIDELINE:** \$200,000 per SIN/per Order

Notwithstanding this limit, agencies may place and ManTech may honor orders exceeding this limit in accordance with FAR 8.404. This maximum order value is a dollar amount at which it is suggested that the ordering agency request greater discounts from the contractor before issuing the order. The contractor may 1) offer a new lower price, 2) offer the lowest price available under the contract, or 3) decline the order within five (5) days. In accordance with the Maximum Order provisions contained in the Schedule, a delivery order may be placed against the schedule even though it exceeds the maximum order threshold. There is no maximum ceiling for any task order.

**3. MINIMUM ORDER:** \$100.00 unless ManTech agrees to accept a smaller order amount. When the Government requires supplies or services covered by this contract in an amount less than \$100, the Government is not obligated to purchase, nor is ManTech obligated to furnish those supplies or services under the contract. However, if the Government places such orders, they shall be deemed to be accepted by ManTech, unless returned to the ordering office within 5 workdays after receipt by ManTech.

**4. GEOGRAPHIC SCOPE OF CONTRACT:** The geographic scope of this contract is the 48 contiguous states, the District of Columbia, Alaska, Hawaii, the Commonwealth of Puerto Rico, and all U.S. Government installations and/or agencies abroad.

**5. POINT(S) OF PRODUCTION:** N/A

**6. DISCOUNTS FROM LIST PRICES:** Reference Net Pricing included herein. Discounts may be offered on specific orders depending upon the Statement of Work, staffing, geographic location, and other factors.

**7. QUANTITY DISCOUNTS:** None

**8. PROMPT PAYMENT TERMS:** None; net 30 ARO

**9a. GOVERNMENT PURCHASE CARD ACCEPTED AT OR BELOW THE MICROPURCHASE TRESHOLD (\$3,000).**

Government Commercial Credit Cards will be acceptable for payment. Contractors are required to accept the Government purchase card for payments equal to or less than the micro-purchase threshold for oral or written delivery orders.

**9b. GOVERNMENT PURCHASE CARD ACCEPTED ABOVE THE MICROPURCHASE TRESHOLD.**

Government purchase cards will be acceptable for payment above the micro-purchase threshold. In addition, bank account information for wire transfer payment will be shown on the invoice.

**10. FOREIGN ITEMS: N/A****11a. TIME OF DELIVERY:** Delivery Schedule specified by task order.**11b. EXPEDITED DELIVERY:** Contact ManTech**11c. OVERNIGHT AND 2-DAY-DELIVERY:** Contact ManTech**11d. URGENT DELIVERY:** N/A**12. FOB POINT:** N/A**13a. CONTRACTOR'S ORDERING ADDRESS:**

ManTech Advanced Systems International, Inc.  
12015 Lee Jackson Hwy  
Fairfax, VA 22033  
Phone 703-218-6440  
Fax: 571-350-9791  
Email: [jeromy.block@mantech.com](mailto:jeromy.block@mantech.com)

**13b. ORDERING PROCEDURES:** For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPAs) and a sample BPA can be found at the GSA/FSS Schedule homepage ([fss.gsa.gov/schedules](http://fss.gsa.gov/schedules)).**14. CONTRACTOR'S PAYMENT ADDRESS:**

Payment should be sent to the following lockbox address:

ManTech Advanced Systems International, Inc.  
c/o ManTech International Corp.  
PO Box 822895  
Philadelphia, PA 19182-2895

**15. WARRANTY PROVISIONS:** N/A**16. EXPORT PACKING CHARGES:** N/A**17. TERMS AND CONDITIONS OF GOVERNMENT PURCHASE CARD ACCEPTANCE:**

Government Commercial Credit Cards will be acceptable for payment. Contractors are required to accept the Government purchase card for payments equal to or less than the micro-purchase threshold for oral or written delivery orders. Government purchase cards will be acceptable for payment above the micro-purchase threshold. In addition, bank account information for wire transfer payments will be shown on the invoice.

**18. TERMS AND CONDITIONS OF RENTAL:** N/A**19. TERMS AND CONDITIONS OF INSTALLATION:** N/A**20. TERMS AND CONDITIONS OF REPAIR PARTS:** N/A**20a. TERMS AND CONDITIONS FOR ANY OTHER SERVICES:** N/A



21. **LIST OF SERVICE AND DISTRIBUTION POINTS:** N/A
22. **LIST OF PARTICIPATING DEALERS:** N/A
23. **PREVENTATIVE MAINTENANCE:** N/A
- 24a. **SPECIAL ATTRIBUTES:** N/A
- 24b. **SECTION 508:** N/A
25. **DATA UNIVERSAL NUMBER SYSTEM (DUNS) NUMBER:** 198148751
26. **NOTIFICATION REGARDING REGISTRATION IN CENTRAL CONTRACTOR REGISTRATION (CCR) DATABASE:** Registered
27. **LIABILITY FOR INJURY OR DAMAGE:** The Contractor shall not be liable for any injury to Government personnel or damage to Government property arising from the use of equipment maintained by the Contractor, unless such injury or damage is due to the fault or negligence of the Contractor.
28. **STATISTICAL DATA FOR GOVERNMENT ORDERING OFFICE**  
COMPLETION OF STANDARD FORM 279:
  - Block 9: G. Order/Modification Under Federal Schedule
  - Block 16: Data Universal Numbering System (DUNS) Number: 139627525
  - Block 30: Type of Contractor: C. Large Business
  - Block 31: Woman-Owned Small Business: No
  - Block 36: Contractor's Taxpayer Identification Number (TIN): 52-1396243
29. **CAGE CODE:** 5N741
30. **BLANKET PURCHASE AGREEMENTS (BPAS).**

Blanket Purchasing Agreements (BPAs) can reduce costs and save time because individual purchase orders and invoices are not required for each procurement but can instead be documented on a consolidated basis. The contractor agrees to enter into BPAs with ordering activities provided that the period of time covered by such agreements shall not exceed the period of the contract including option year period(s). Orders placed under such agreements shall be issued in accordance with all applicable regulations and the terms and conditions of the contract.

The establishment of Federal Supply Schedule BPAs is permitted when following the ordering procedures in FAR 8.404. All schedule contracts contain BPA provisions. Ordering offices may use BPAs to establish accounts with Contractors to fill recurring requirements. BPAs should address the frequency of ordering and invoicing, discounts, and delivery locations and times. When a BPA is being established to fill recurring requirements, requesting a price reduction could be advantageous. The potential volume of orders under these agreements, regardless of the size of the individual order, may offer the ordering office the opportunity to secure greater discounts. Schedule Contractors are not required to pass on to all schedule users a price reduction extended only to an individual agency for a specific order.
31. **TYPES OF ORDERS:** Both firm fixed-price and time and materials task orders are acceptable under this contract.
32. **ECONOMIC PRICE ADJUSTMENT:** Clause I-FSS-969 Economic Price Adjustment FSS Award Schedule



33. **SECURITY REQUIREMENTS:** In the event security requirements are necessary, the ordering activities may incorporate, in their delivery order(s), a security clause in accordance with current laws, regulations, and individual agency policy; however, the burden of administering the security requirements shall be with the ordering agency. If any costs are incurred as a result of the inclusion of security requirements, such costs will not exceed ten percent (10%) or \$100,000, of the total dollar value of the order, which ever is lesser.
34. **CONTRACT ADMINISTRATION FOR ORDERING OFFICES:** Any ordering office, with respect to any one or more delivery orders placed by it under this contract, may exercise the same rights of termination as might the GSA Contracting Officer under provisions of FAR 52.212-4, paragraphs (1) Termination for the Government's convenience, and (m) Termination for Cause (See C.1.).
35. **PURCHASE OF INCIDENTAL, NON-SCHEDULE ITEMS:** For administrative convenience, open market (non-contract) items may be added to a Federal Supply Schedule Blanket Purchase Agreement (BPA) or an individual order, provided that the items are clearly labeled as such on the order, all applicable regulations have been followed, and price reasonableness has been determined by the ordering activity for the open market (non-contract) items.
36. **INDUSTRIAL FUNDING FEE (IFF):** The Industrial Funding Fee is included in the labor rates and the products awarded under this schedule. The IFF does not apply to off-schedule items such as travel, materials, and other direct costs.

## LABOR CATEGORY DESCRIPTIONS

ManTech offers professional consulting services in support of security, facility management, emergency preparedness and response, fingerprinting, and background investigations requirements by the following labor categories. Minimum staffing qualification and engagement functions and responsibilities are specified.

### PROGRAM MANAGER IV

Experience/Expertise: A minimum of sixteen years general/specialized experience/expertise. General/specialized experience/expertise includes: managing diverse programs/projects with emphasis in major security, counterintelligence, or intelligence related policy development, support or operations (e.g., technical, physical, information, personnel, international, operations or signal security; intelligence/counterintelligence analysis; antiterrorism; counterterrorism; counterdrug; cyber/system/network security; surveillance, counter surveillance or surveillance detection; infrastructure protection; force protection; technology protection; information operations; or industrial security programs to include acquisition RDT&E or technology based programs, project development from inception to deployment; or collection disciplines to include imagery, human, signals, measurement and signature, and open source). Demonstrates expertise in management and control of contract funds and resources, demonstrated capability in managing multi-task contracts and/or subcontracts of various complexity and/or multiple contracts increasing responsibilities within the discipline and/or management and interactions with senior echelons of Government.

Functional Responsibility: Serves as the Contractor's single contract manager, and shall be the Contractor's authorized interface with the Government to include senior/executive levels, Contracting Officer (CO), the Contracting Officer's Representative (COR), Government management personnel and customer agency representatives. Responsible for formulating and enforcing work standards; assigning contractor schedules; reviewing work discrepancies; supervising contractor personnel; preparing, reviewing and submitting required reports and communicating policies, purpose and goals of the organization to subordinates. Shall be responsible for the overall contract performance and quality assurance.

Minimum Education: A Master's Degree in a discipline related to the nature of the contract work or in a business related field. With a Bachelor's Degree related professional certifications are required.

### PROGRAM MANAGER III

Experience/Expertise: A minimum of twelve years general/specialized experience/expertise. General/specialized experience/expertise includes: managing diverse programs/projects with emphasis in major security, counterintelligence, or intelligence related policy development, support or operations (e.g., technical, physical, information, personnel, international, operations or signal security; intelligence/counterintelligence analysis; antiterrorism; counterterrorism; counterdrug; cyber/system/network security; surveillance, counter surveillance or surveillance detection; infrastructure protection; force protection; technology protection; information operations; or industrial security programs to include acquisition RDT&E or technology based programs, project development from inception to deployment; or collection disciplines to include imagery, human, signals, measurement and signature, and open source). Demonstrates expertise in management and control of contract funds and resources, demonstrated capability in managing multi-task contracts and/or subcontracts of various complexity and/or multiple

contracts increasing responsibilities within the discipline and/or management and interactions with senior echelons of Government.

**Functional Responsibility:** Serves as the Contractor's single contract manager, and shall be the Contractor's authorized interface with the Government to include senior/executive levels, Contracting Officer (CO), the Contracting Officer's Representative (COR), Government management personnel and customer agency representatives. Responsible for formulating and enforcing work standards; assigning contractor schedules; reviewing work discrepancies; supervising contractor personnel; preparing, reviewing and submitting required reports and communicating policies, purpose and goals of the organization to subordinates. Shall be responsible for the overall contract performance and quality assurance.

**Minimum Education:** A Master's Degree in a discipline related to the nature of the contract work or in a business related field. With a Bachelor's Degree related professional certifications are required.

## PROGRAM MANAGER II

**Experience/Expertise:** A minimum of ten years general/specialized experience/expertise. General/specialized experience/expertise includes: managing diverse programs/projects with emphasis in major security, counterintelligence, or intelligence related policy development, support or operations (e.g., technical, physical, information, personnel, international, operations or signal security; intelligence/counterintelligence analysis; antiterrorism; counterterrorism; counterdrug; cyber/system/network security; surveillance, counter surveillance or surveillance detection; infrastructure protection; force protection; technology protection; information operations; or industrial security programs to include acquisition RDT&E or technology based programs, project development from inception to deployment; or collection disciplines to include imagery, human, signals, measurement and signature, and open source). Demonstrates expertise in management and control of contract funds and resources, demonstrated capability in managing multi-task contracts and/or subcontracts of various complexity and/or multiple contracts increasing responsibilities within the discipline and/or management and interactions with senior echelons of Government.

**Functional Responsibility:** Serves as the Contractor's single contract manager, and shall be the Contractor's authorized interface with the Government to include senior/executive levels, Contracting Officer (CO), the Contracting Officer's Representative (COR), Government management personnel and customer agency representatives. Responsible for formulating and enforcing work standards; assigning contractor schedules; reviewing work discrepancies; supervising contractor personnel; preparing, reviewing and submitting required reports and communicating policies, purpose and goals of the organization to subordinates. Shall be responsible for the overall contract performance and quality assurance.

**Minimum Education:** A Bachelor's Degree in a discipline related to the nature of the contract work or in a business related field. With twelve years of general/specialized experience a degree is not required. A Master's Degree, may be substituted for four years of general experience.

## PROGRAM MANAGER I

**Experience/Expertise:** A minimum of eight years general/specialized experience/expertise. General/specialized experience/expertise includes: managing diverse programs/projects with emphasis in major security, counterintelligence, or intelligence related policy development, support or operations (e.g., technical, physical, information, personnel, international, operations or signal security; intelligence/counterintelligence analysis; antiterrorism; counterterrorism;

counterdrug; cyber/system/network security; surveillance, counter surveillance or surveillance detection; infrastructure protection; force protection; technology protection; information operations; or industrial security programs to include acquisition RDT&E or technology based programs, project development from inception to deployment; or collection disciplines to include imagery, human, signals, measurement and signature, and open source). Demonstrates expertise in management and control of contract funds and resources, demonstrated capability in managing multi-task contracts and/or subcontracts of various complexity and/or multiple contracts increasing responsibilities within the discipline and/or management and interactions with senior echelons of Government.

**Functional Responsibility:** Serves as the Contractor's single contract manager, and shall be the Contractor's authorized interface with the Government to include senior/executive levels, Contracting Officer (CO), the Contracting Officer's Representative (COR), Government management personnel and customer agency representatives. Responsible for formulating and enforcing work standards; assigning contractor schedules; reviewing work discrepancies; supervising contractor personnel; preparing, reviewing and submitting required reports and communicating policies, purpose and goals of the organization to subordinates. Shall be responsible for the overall contract performance and quality assurance.

**Minimum Education:** A Bachelor's Degree in discipline related to the nature of the contract work or in business related field. Professional Certifications and experience may be substituted for a degree. With ten years of general/specialized experience/expertise, a degree is not required. A Master's Degree, may be substituted for four years of general experience

## DEPUTY PROGRAM MANAGER

**Experience/Expertise:** A minimum of six years general/specialized experience/expertise. General/specialized experience/expertise includes: managing diverse programs/projects with emphasis in major security, counterintelligence, or intelligence related policy development, support or operations (e.g., technical, physical, information, personnel, international, operations or signal security; intelligence/counterintelligence analysis; antiterrorism; counterterrorism; counterdrug; cyber/system/network security; surveillance, counter surveillance or surveillance detection; infrastructure protection; force protection; technology protection; information operations; or industrial security programs to include acquisition RDT&E or technology based programs, project development from inception to deployment; or collection disciplines to include imagery, human, signals, measurement and signature, and open source). Demonstrates expertise in management and control of contract funds and resources, demonstrated capability in managing multi-task contracts and/or subcontracts of various complexity and/or multiple contracts increasing responsibilities within the discipline and/or management and interactions with senior echelons of Government.

**Functional Responsibility:** Serves as the contractor's deputy contract manager, and shall as authorized by the Program Manager be the contractor's authorized interface with the Government Contracting Officer (CO), the Contracting Officer's Representative (COR), Government management personnel and customer agency representatives. Responsible for formulating and enforcing work standards; assigning contractor schedules; reviewing work discrepancies; supervising contractor personnel; assisting in task performance; preparing, reviewing and submitting required reports and communicating policies, purpose and goals of the organization to subordinates

**Minimum Education:** A Bachelor's Degree in a discipline related to the nature of the contract work or in a business related field. Professional Certifications and experience may be

substituted for a degree. With eight years of general/specialized experience/expertise, a degree is not required.

### SECURITY CONSULTANT V

Experience/Expertise: Minimum of twenty five years of general/specialized experience/expertise within U.S. Government security fields ((e.g., technical, physical, information, personnel, international, operations or signal security; intelligence/counterintelligence analysis; antiterrorism; counterterrorism; counterdrug; cyber/system/network security; surveillance, counter surveillance or surveillance detection; infrastructure protection; force protection; technology protection; information operations; or industrial security programs to include acquisition RDT&E or technology based programs, project development from inception to deployment; or collection disciplines to include imagery, human, signals, measurement and signature, and open source). Requires subject matter expertise and hands-on experience in one or more related disciplines; experience conducting research and analysis; training and training development; and/or experience establishing and implementing complex programs and policies. Requires above average writing and communication skills and analytical capability. Requires experience in dealing with the most senior levels of Government and policy makers.

Functional Responsibility: Provides expert consulting services. Performs functions at the highest levels, interacts with senior officials and policy makers. Functions may include, but are not necessarily limited to, services such as; recommending and writing organizational policy and procedure documents, setting guidelines for curriculum development and training, evaluating risk management/assessment methodology, preparing and conducting high level briefings, conducting research, preparing reports and special studies.

Minimum Education: Master's Degree. Professional certifications and training in related fields are desired.

### SECURITY CONSULTANT IV

Experience/Expertise: Minimum of twenty years of general/specialized experience/expertise within U.S. Government security fields ((e.g., technical, physical, information, personnel, international, operations or signal security; intelligence/counterintelligence analysis; antiterrorism; counterterrorism; counterdrug; cyber/system/network security; surveillance, counter surveillance or surveillance detection; infrastructure protection; force protection; technology protection; information operations; or industrial security programs to include acquisition RDT&E or technology based programs, project development from inception to deployment; or collection disciplines to include imagery, human, signals, measurement and signature, and open source). Requires subject matter expertise and hands-on experience in one or more related disciplines; experience conducting research and analysis; training and training development; and/or experience establishing and implementing complex programs and policies. Requires writing and communication skills and analytical capability. Requires experience in dealing with the most senior levels of Government and policy makers.

Functional Responsibility: Provides expert consulting services. Performs functions at the highest levels, interacts with senior officials and policy makers. Functions may include, but are not necessarily limited to, services such as; recommending and writing organizational policy and procedure documents, setting guidelines for curriculum development and training, evaluating risk management/assessment methodology, preparing and conducting high level briefings, conducting research, preparing reports and special studies.

Minimum Education: Master's Degree. With a Bachelor's Degree a combined twenty four years of experience is required. Professional certifications and training in related fields is desired.

### SECURITY CONSULTANT III

Experience/Expertise: Minimum of sixteen years of general/specialized experience/expertise within U.S. Government security fields (e.g., technical, physical, information, personnel, international, operations or signal security; intelligence/counterintelligence analysis; antiterrorism; counterterrorism; counterdrug; cyber/system/network security; surveillance, counter surveillance or surveillance detection; infrastructure protection; force protection; technology protection; information operations; or industrial security programs to include acquisition RDT&E or technology based programs, project development from inception to deployment; or collection disciplines to include imagery, human, signals, measurement and signature, and open source). Requires subject matter expertise and hands-on experience in one or more related disciplines; experience conducting research and analysis; training and training development; and/or experience establishing and implementing complex programs and policies. Requires writing and communication skills and analytical capability. Requires experience in dealing with the most senior levels of Government and policy makers.

Functional Responsibility: Provides expert consulting services. Performs functions at the highest levels, interacts with senior officials and policy makers. Functions may include, but are not necessarily limited to, services such as; recommending and writing organizational policy and procedure documents, setting guidelines for curriculum development and training, evaluating risk management/assessment methodology, preparing and conducting high level briefings, conducting research, preparing reports and special studies.

Minimum Education: Bachelor's Degree . A Master's Degree may be substituted for four years of general experience. Professional certifications and training in related fields is desired.

### SECURITY CONSULTANT II

Experience/Expertise: Minimum of twelve years of general/specialized experience/expertise within U.S. Government security fields (e.g., technical, physical, information, personnel, international, operations or signal security; intelligence/counterintelligence analysis; antiterrorism; counterterrorism; counterdrug; cyber/system/network security; surveillance, counter surveillance or surveillance detection; infrastructure protection; force protection; technology protection; information operations; or industrial security programs to include acquisition RDT&E or technology based programs, project development from inception to deployment; or collection disciplines to include imagery, human, signals, measurement and signature, and open source).. Requires expertise and hands-on experience in one or more related disciplines; experience conducting research and analysis; training and training development; and/or experience establishing and implementing complex programs and policies. Requires writing and communication skills and analytical capability.

Functional Responsibility: Provides expert consulting services. Performs functions at the highest levels, interacts with senior officials and policy makers. Functions may include, but are not necessarily limited to, services such as; recommending and writing organizational policy and procedure documents, setting guidelines for curriculum development and training, evaluating risk management/assessment methodology, preparing and conducting high level briefings, conducting research, preparing reports and special studies.

Minimum Education: Bachelor's Degree. A Master's Degree may be substituted for four years of general experience. Professional certifications and training in related fields is desired.

## SECURITY CONSULTANT I

Experience/Expertise: Minimum of eight years of general/specialized experience/expertise within one or more, or combination of, the standard U.S. Government security fields (e.g., technical, physical, information, personnel, international, operations or signal security; intelligence/counterintelligence analysis; antiterrorism; counterterrorism; counterdrug; cyber/system/network security; surveillance, counter surveillance or surveillance detection; infrastructure protection; force protection; technology protection; information operations; or industrial security programs to include acquisition RDT&E or technology based programs, project development from inception to deployment; or collection disciplines to include imagery, human, signals, measurement and signature, and open source). Requires expertise and hands-on experience in one or more related discipline; experience conducting research and analysis; training and training development; and/or experience establishing and implementing complex programs and policies. Requires writing and communication skills and analytical capability.

Functional Responsibility: Provides expert consulting services. Functions may include, but are not necessarily limited to, services such as; recommending and writing organizational policy and procedure documents, curriculum development and training, establishing risk management/assessment methodology, preparing and conducting high level briefings, conducting research, preparing reports and special studies, and/or assisting in program development and implementation.

Minimum Education: Bachelor's Degree or an equivalent combination of formal education, experience (twelve years related experience), professional training and/or certifications. A Master's Degree may be substituted for four years of general experience.

## SENIOR SECURITY TRAINING SPECIALIST III

Experience/Expertise: Minimum of twenty years of general/specialized experience/expertise within U.S. Government security or intelligence support fields. Requires expertise and experience in one or more security, counterintelligence, or intelligence disciplines; experience conducting training and training development; developing training plans and curriculum; developing training media. Requires above average writing and communication skills.

Functional Responsibility: Provides expert instructor/training services. Functions may include, but are not necessarily limited to, services such as: writing lesson plans, setting guidelines for curriculum development and training, managing and supervising training programs and instructors, evaluating innovative methodologies, policies and procedures for inclusion in course of instruction.

Minimum Education: A Master's Degree is preferred. A Bachelor's Degree with Professional certifications may be substituted for a Master's degree. Advanced training in related fields is desired.

## SECURITY TRAINING SPECIALIST II

Experience/Expertise: Minimum of sixteen years of general/specialized experience/expertise within U.S. Government security or intelligence support fields. Requires expertise and experience in one or more security, counterintelligence, or intelligence disciplines; experience conducting training and training development; developing training plans and curriculum; developing training media. Requires above average writing and communication skills.

Functional Responsibility: Provides expert instructor/training services. Functions may include, but are not necessarily limited to, services such as: writing lesson plans, setting guidelines for curriculum development and training, managing and supervising training programs and

instructors, evaluating innovative methodologies, policies and procedures for inclusion in course of instruction.

Minimum Education: A Bachelor's Degree is preferred. A Master's Degree may be substituted for four years of general experience. Professional certifications and training in related fields is desired.

### SECURITY TRAINING SPECIALIST I

Experience/Expertise: Minimum of twelve years of general/specialized experience/expertise within U.S. Government security or intelligence support fields. Requires expertise and experience in one or more security, counterintelligence, or intelligence disciplines; experience conducting training and training development; developing training plans and curriculum; developing training media. Requires writing and communication skills.

Functional Responsibility: Provides expert instructor/training services. Functions may include, but are not necessarily limited to, services such as; writing lesson plans, setting guidelines for curriculum development and training, managing and supervising training programs and instructors, evaluating innovative methodologies, policies and procedures for inclusion in course of instruction.

Minimum Education: A Bachelor's Degree is preferred. A Master's Degree may be substituted for four years of general experience. Professional certifications and training in related fields is desired.

### SECURITY SPECIALIST VII

Experience/Expertise: Minimum of sixteen years general/specialized experience/expertise within U.S. Government security, counterintelligence, or intelligence fields (e.g., technical, physical, information, personnel, international, operations or signal security; intelligence/counterintelligence analysis; antiterrorism; counterterrorism; counterdrug; cyber/system/network security; surveillance, counter surveillance or surveillance detection; infrastructure protection; force protection; technology protection; information operations; or industrial security programs to include acquisition RDT&E or technology based programs, project development from inception to deployment; or collection disciplines to include imagery, human, signals, measurement and signature, and open source). Requires expertise and hands-on experience in one or more related disciplines and experience establishing and implementing complex government programs and policies. Requires above average writing and communication skills.

Functional Responsibility: Perform and or manage security, counterintelligence, or intelligence services in one or more of the specialized areas, applying incident management, problem solving, task management and producing finished documentation; e.g., reports, special studies, policy and procedure development, security designs, training programs and assessments. Provide analytical, research and technical support to projects, producing solutions and documentation. Develop and monitor project tasks and schedules. Manage projects and supervise other specialists.

Minimum Education: A Bachelor's Degree or an equivalent combination of formal education, related experience, professional training and/or certifications. A Master's Degree may be substituted for four years of general experience.

## SECURITY SPECIALIST VI

Experience/Expertise: Minimum of fourteen years general/specialized experience/expertise within U.S. Government security, counterintelligence or intelligence fields (e.g., technical, physical, information, personnel, international, operations or signal security; intelligence/counterintelligence analysis; antiterrorism; counterterrorism; counterdrug; cyber/system/network security; surveillance, counter surveillance or surveillance detection; infrastructure protection; force protection; technology protection; information operations; or industrial security programs to include acquisition RDT&E or technology based programs, project development from inception to deployment; or collection disciplines to include imagery, human, signals, measurement and signature, and open source). Requires expertise and hands-on experience in one or more related disciplines and experience establishing and implementing complex government programs and policies. Requires above average writing and communication skills.

Functional Responsibility: Perform and or manage security, counterintelligence, or intelligence services in one or more of the specialized areas, applying incident management, problem solving, task management and producing finished documentation; e.g., reports, special studies, policy and procedure development, security designs, training programs and assessments. Provide analytical, research and technical support to projects, producing solutions and documentation. Develop and monitor project tasks and schedules. Manage projects and supervise other specialists.

Minimum Education: A Bachelor's Degree or an equivalent combination of formal education, related experience, professional training and/or certifications. A Master's Degree may be substituted for four years of general experience.

## SECURITY SPECIALIST V

Experience/Expertise: Minimum of twelve years general/specialized experience/expertise within U.S. Government security, counterintelligence, or intelligence fields (e.g., technical, physical, information, personnel, international, operations or signal security; intelligence/counterintelligence analysis; antiterrorism; counterterrorism; counterdrug; cyber/system/network security; surveillance, counter surveillance or surveillance detection; infrastructure protection; force protection; technology protection; information operations; or industrial security programs to include acquisition RDT&E or technology based programs, project development from inception to deployment; or collection disciplines to include imagery, human, signals, measurement and signature, and open source). Requires expertise and hands-on experience in one or more disciplines and experience establishing and implementing complex government programs and policies. Requires writing and communication skills.

Functional Responsibility: Perform and or manage security, counterintelligence, or intelligence services in one or more of the specialized areas, applying incident management, problem solving, task management and producing finished documentation; e.g., reports, special studies, policy and procedure development, security designs, training programs and assessments. Provide analytical, research and technical support to projects, producing solutions and documentation. Develop and monitor project tasks and schedules. Manage projects and supervise other specialists.

Minimum Education: A Bachelor's Degree or an equivalent combination of formal education, related experience, professional training and/or certifications. A Master's Degree may be substituted for four years of general experience.

### SECURITY SPECIALIST IV

Experience/Expertise: Minimum of eight years general/specialized experience/expertise within U.S. Government security, counterintelligence, or intelligence fields (e.g., technical, physical, information, personnel, international, operations or signal security; intelligence/counterintelligence analysis; antiterrorism; counterterrorism; counterdrug; cyber/system/network security; surveillance, counter surveillance or surveillance detection; infrastructure protection; force protection; technology protection; information operations; or industrial security programs to include acquisition RDT&E or technology based programs, project development from inception to deployment; or collection disciplines to include imagery, human, signals, measurement and signature, and open source). Requires expertise and hands-on experience in one or more disciplines and experience establishing and implementing complex government security programs and policies. Requires writing and communication skills.

Functional Responsibility: Perform and or manage security, counterintelligence, or intelligence services in one or more of the specialized areas, applying incident management, problem solving, task management and producing finished documentation; e.g., reports, special studies, policy and procedure development, security designs, training programs and assessments. Provide analytical, research and technical support to projects, producing solutions and documentation. Develop and monitor project tasks and schedules. Manage projects and supervise other specialists.

Minimum Education: A Bachelor's Degree or an equivalent combination of formal education, related experience, professional training and/or certifications. A Master's Degree may be substituted for four years of general experience.

### SECURITY SPECIALIST III

Experience/Expertise: Minimum of six years general/specialized experience/expertise within U.S. Government security, counterintelligence, or intelligence fields (e.g., technical, physical, information, personnel, international, operations or signal security; intelligence/counterintelligence analysis; antiterrorism; counterterrorism; counterdrug; cyber/system/network security; surveillance, counter surveillance or surveillance detection; infrastructure protection; force protection; technology protection; information operations; or industrial security programs to include acquisition RDT&E or technology based programs, project development from inception to deployment; or collection disciplines to include imagery, human, signals, measurement and signature, and open source). Requires expertise and hands-on experience in one or more related disciplines

Functional Responsibility: Perform and or manage security, counterintelligence, or intelligence services in one or more of the specialized areas, applying incident management, problem solving, task management and producing finished documentation; e.g., reports, special studies, policy and procedure development, security designs, training programs and assessments. Provide analytical, research and technical support to projects, producing solutions and documentation. Develop and monitor project tasks and schedules.

Minimum Education: A High School Diploma or equivalent. Two plus years of college or an AA/AS will substitute for general experience.

### SECURITY SPECIALIST II

Experience/Expertise: Minimum of three years experience within one or more of the standard U.S. Government security, counterintelligence, or intelligence fields (e.g., technical, physical,

information, personnel, international, operations or signal security; intelligence/counterintelligence analysis; antiterrorism; counterterrorism; counterdrug; cyber/system/network security; surveillance, counter surveillance or surveillance detection; infrastructure protection; force protection; technology protection; information operations; or industrial security programs to include acquisition RDT&E or technology based programs, project development from inception to deployment; or collection disciplines to include imagery, human, signals, measurement and signature, and open source). Requires subject matter expertise and hands-on experience in one or more disciplines.

**Functional Responsibility:** Perform and or manage services in one or more of the specialized security areas, applying incident management, problem solving, task management and producing finished documentation; e.g., reports, special studies, policy and procedure development, security designs, training programs and assessments. Provide analytical, research and technical support to projects, producing solutions and documentation. Develop and monitor project tasks and schedules.

**Minimum Education:** A High School Diploma or equivalent Two plus years of college or an AA/AS will substitute for general experience.

### SECURITY SPECIALIST I

**Experience/Expertise:** Minimum of one year experience within one or more of the standard U.S. Government security , counterintelligence, or intelligence fields (e.g., technical, physical, information, personnel, international, operations or signal security; intelligence/counterintelligence analysis; antiterrorism; counterterrorism; counterdrug; cyber/system/network security; surveillance, counter surveillance or surveillance detection; infrastructure protection; force protection; technology protection; information operations; or industrial security programs to include acquisition RDT&E or technology based programs, project development from inception to deployment; or collection disciplines to include imagery, human, signals, measurement and signature, and open source). Requires subject matter expertise and hands-on experience in one or more disciplines.

**Functional Responsibility:** Perform security services in one or more of the specialized areas, applying incident management, problem solving, task performance and producing finished documentation; e.g., reports, special studies, policy and procedure development, security designs, training programs and assessments. Provide research and technical support to projects, producing solutions and documentation. Monitor assigned project tasks and schedules.

**Minimum Education:** A High School Diploma or equivalent.

### FUNCTIONAL ANALYST VII

**Experience/Expertise:** Minimum of twenty years general/specialized experience/expertise within one or more professional disciplines. Relevant experience includes, but is not limited to, extensive knowledge of analytical techniques, experience in gathering and analyzing data to solve complex security/intelligence/counterintelligence problems and/or produce finished reports (e.g., requirements definition, operations research, modeling, threat analysis, training and training development, logistics, procurement, budget and finance and/or risk assessment). Requires the ability to plan and carry out complex projects to completion and an extensive knowledge of subject matter concepts, practices and procedures. Supervisory experience in functional area of task order is required.

**Functional Responsibility:** In conjunction with the provision of professional services, duties may include analysis of complex security/intelligence/counterintelligence problems, definition of functional requirements, resource allocation, operations research, modeling and process analysis and design. Provides high-level management support, supervision, research and technical support to projects and programs. Develops and monitors project tasks and schedules. Manages work of task or project teams.

**Minimum Education:** Bachelor's Degree, or an equivalent combination of formal education, technical training, certification and/or experience that provides the requisite knowledge, skills and abilities may be substituted for the Degree requirement . A Master's Degree may be substituted for four years of experience.

### FUNCTIONAL ANALYST VI

**Experience/Expertise:** Minimum of sixteen years general/specialized experience/expertise within one or more professional disciplines. Relevant experience includes, but is not limited to, extensive knowledge of analytical techniques, experience in gathering and analyzing data to solve complex security/intelligence/counterintelligence problems and/or produce finished reports (e.g., requirements definition, operations research, modeling, threat analysis, training and training development, logistics, procurement, budget and finance and/or risk assessment). Requires the ability to plan and carry out complex projects to completion and an extensive knowledge of subject matter concepts, practices and procedures. Supervisory experience in functional area of task order is required.

**Functional Responsibility:** In conjunction with the provision of professional services, duties may include analysis of complex security/intelligence/counterintelligence problems, definition of functional requirements, resource allocation, operations research, modeling and process analysis and design. Provides high-level management support, supervision, research and technical support to projects and programs. Develops and monitors project tasks and schedules. Manages work of task or project teams.

**Minimum Education:** Bachelor's Degree, or an equivalent combination of formal education, technical training, certification and/or experience that provides the requisite knowledge, skills and abilities may be substituted for the Degree requirement . A Master's Degree may be substituted for four years of experience.

### FUNCTIONAL ANALYST V

**Experience/Expertise:** Minimum of fourteen years general/specialized experience/expertise within one or more professional disciplines. Relevant experience includes, but is not limited to, extensive knowledge of analytical techniques, experience in gathering and analyzing data to solve complex security/intelligence/counterintelligence problems and/or produce finished reports (e.g., requirements definition, operations research, modeling, threat analysis, training and training development, logistics, procurement, budget and finance and/or risk assessment). Requires the ability to plan and carry out complex projects to completion and an extensive knowledge of subject matter concepts, practices and procedures. Supervisory experience in functional area of task order is required.

**Functional Responsibility:** In conjunction with the provision of professional services, duties may include analysis of complex security/intelligence/counterintelligence problems, definition of functional requirements, resource allocation, operations research, modeling and process analysis and design. Provides high-level management support, supervision, research and technical support to projects and programs. Develops and monitors project tasks and schedules. Manages work of task or project teams.

Minimum Education: Bachelor's Degree, or an equivalent combination of formal education, technical training, certification and/or experience that provides the requisite knowledge, skills and abilities may be substituted for the Degree requirement . A Master's Degree may be substituted for four years of experience.

#### FUNCTIONAL ANALYST IV

Experience/Expertise: Minimum of ten years general/specialized experience/expertise within one or more professional disciplines. Relevant experience includes, but is not limited to, extensive knowledge of analytical techniques, experience in gathering and analyzing data to solve complex security/intelligence/counterintelligence problems and/or produce finished reports (e.g., requirements definition, operations research, modeling, threat analysis, training and training development, logistics, procurement, budget and finance and/or risk assessment). Requires the ability to plan and carry out complex projects to completion and an extensive knowledge of subject matter concepts, practices and procedures. Supervisory experience in functional area of task order is required.

Functional Responsibility: In conjunction with the provision of professional services, duties may include analysis of complex security/intelligence/counterintelligence problems, definition of functional requirements, resource allocation, operations research, modeling and process analysis and design. Provides high-level management support, supervision, research and technical support to projects and programs. Develops and monitors project tasks and schedules. Manages work of task or project teams.

Minimum Education: Bachelor's Degree, or an equivalent combination of formal education, technical training, certification and/or experience that provides the requisite knowledge, skills and abilities may be substituted for the Degree requirement . A Master's Degree may be substituted for four years of experience.

#### FUNCTIONAL ANALYST III

Experience/Expertise: Minimum of eight years general/specialized experience/expertise within one or more professional disciplines. Relevant experience includes, but is not limited to, extensive knowledge of analytical techniques, experience in gathering and analyzing data to solve complex security/intelligence/counterintelligence problems and/or produce finished reports (e.g., requirements definition, operations research, modeling, threat analysis, training and training development, logistics, procurement, budget and finance and/or risk assessment). Requires the ability to plan and carry out complex projects to completion and an extensive knowledge of subject matter concepts, practices and procedures. Supervisory experience in functional area of task order is required.

Functional Responsibility: In conjunction with the provision of professional services, duties may include analysis of complex security/intelligence/counterintelligence problems, definition of functional requirements, resource allocation, operations research, modeling and process analysis and design. Provides high-level management support, supervision, research and technical support to projects and programs. Develops and monitors project tasks and schedules. Manages work of task or project teams.

Minimum Education: Bachelor's Degree, or an equivalent combination of formal education, technical training, certification and/or experience that provides the requisite knowledge, skills and abilities may be substituted for the Degree requirement A Master's Degree may be substituted for four years of experience.

## FUNCTIONAL ANALYST II

Experience/Expertise: Minimum of six years general/specialized experience/expertise within one or more professional disciplines. Relevant experience includes, but is not limited to, extensive knowledge of analytical techniques, experience in gathering and analyzing data to solve complex security/intelligence/counterintelligence problems and/or produce finished reports (e.g., requirements definition, operations research, modeling, threat analysis, training and training development, logistics, procurement, budget and finance and/or risk assessment). Requires the ability to plan and carry out complex projects to completion and an extensive knowledge of subject matter concepts, practices and procedures.

Functional Responsibility: In conjunction with the provision of professional security services, duties may include analysis of complex security/intelligence/counterintelligence problems, definition of functional requirements, resource allocation, operations research, modeling and process analysis and design. Provides high-level management support, supervision, research and technical support to projects and programs. Develops and monitors project tasks and schedules. Manages work of task or project teams.

Minimum Education: Bachelor's Degree, or an equivalent combination of formal education, technical training, certification and/or experience that provides the requisite knowledge, skills and abilities may be substituted for the Degree requirement. A Master's Degree may be substituted for four years of experience.

## FUNCTIONAL ANALYST I

Experience/Expertise: Minimum of four years general/specialized experience/expertise within one or more professional disciplines. Relevant experience includes, but is not limited to, extensive knowledge of analytical techniques, experience in gathering and analyzing data to solve complex security/intelligence/counterintelligence problems and/or produce finished reports; e.g., requirements definition, operations research, modeling, threat analysis, training and training development, logistics, procurement, budget and finance and/or risk assessment). Requires the ability to plan and carry out complex projects to completion and an extensive knowledge of subject matter concepts, practices and procedures.

Functional Responsibility: In conjunction with the provision of professional security services, conducts analysis to determine and support functional and cross-functional requirements. Performs analysis of specialized and/or technical data, producing solutions and documentation. Duties may include analysis of complex security/intelligence/counterintelligence problems, definition of functional requirements, resource allocation, operations research, modeling and process analysis and design. Provides management support, supervision, research and technical support to projects and programs. Develops and monitors project tasks and schedules. Manages work of task or project teams.

Minimum Education: Bachelor's Degree, or an equivalent combination of formal education, technical training, certification and/or experience that provides the requisite knowledge, skills and abilities may be substituted for the Degree requirement.

## INFORMATION ASSURANCE ANALYST V

Experience/Expertise: Minimum of twelve years general/specialized experience /expertise within telecommunications, communications, information systems security, information assurance and information operations. Has experience in administrating BSD/UNIX, Windows,

Windows NT, LINUX, or open systems-compliant systems. Possesses experience with information security/network monitoring tools and software.

Functional Responsibility: Oversees and manages day-to-day configuration and operation of information systems. Optimize system operation and resource utilization, and performs system capacity planning/analysis while maintaining the security posture. Provides assistance to users in accessing and using support systems. Supervises and manages the daily activities of configuration and operation of business systems which may be mainframe, mini, or client/server based.

Minimum Education: A Bachelor's Degree in Computer Science, Information Systems, Business, Mathematics, or other related technical field is required. A Master's Degree may be substituted for four years of general experience. Experience and education equivalents: Certified Level I System Administrator one-year general experience; Certified Level II System Administrator two years general experience; Certified Level III System Administrator three years general experience. High School diploma with eight years of IA specialized experience in the management of information systems may be substituted for the Bachelor's Degree, or twelve years for a Master's Degree. CISSP Certification equals three years of experience.

#### INFORMATION ASSURANCE ANALYST IV

Experience/Expertise: Minimum of ten years general/specialized experience /expertise within telecommunications, communications, information systems security, information assurance and information operations. Has experience in administrating BSD/UNIX, Windows, Windows NT, LINUX, or open systems-compliant systems. Possesses experience with information security/network monitoring tools and software.

Functional Responsibility: Oversees and manages day-to-day configuration and operation of information systems. Optimize system operation and resource utilization, and performs system capacity planning/analysis while maintaining the security posture. Provides assistance to users in accessing and using support systems. Supervises and manages the daily activities of configuration and operation of business systems which may be mainframe, mini, or client/server based.

Minimum Education: A Bachelor's Degree in Computer Science, Information Systems, Business, Mathematics, or other related technical field is required. A Master's Degree may be substituted for four years of general experience. Experience and education equivalents: Certified Level I System Administrator one-year general experience; Certified Level II System Administrator two years general experience; Certified Level III System Administrator three years general experience. High School diploma with eight years of IA specialized experience in the management of information systems may be substituted for the Bachelor's Degree, or twelve years for a Master's Degree. CISSP Certification equates to three years experience.

#### INFORMATION ASSURANCE ANALYST III

Experience/Expertise: Minimum of eight years general/specialized experience /expertise within telecommunications, communications, information systems security, information assurance and information operations. Has experience in administrating BSD/UNIX, Windows, Windows NT, LINUX, or open systems-compliant systems. Possesses experience with information security/network monitoring tools and software.

Functional Responsibility: Oversees and manages day-to-day configuration and operation of Information Systems. Optimize system operation and resource utilization, and performs system capacity planning/analysis while maintaining the security posture. Provides assistance to users

in accessing and using support systems. Supervises and manages the daily activities of configuration and operation of business systems which may be mainframe, mini, or client/server based.

**Minimum Education:** A Bachelor's Degree in Computer Science, Information Systems, Business, Mathematics, or other related technical field is required. A Master's Degree may be substituted for four years of general experience. Experience and education equivalents: Certified Level I System Administrator one-year general experience; Certified Level II System Administrator two years general experience; Certified Level III System Administrator three years general experience. High School diploma with eight years of IA specialized experience in the management of information systems may be substituted for the Bachelor's Degree, or twelve years for a Master's Degree. CISSP Certification equates to three years of experience.

### **INFORMATION ASSURANCE ANALYST II**

**Experience/Expertise:** Minimum of twelve years general/specialized experience /expertise within telecommunications, communications, information systems security, information assurance and information operations. Has experience in administrating BSD/UNIX, Windows, Windows NT, LINUX, or open systems-compliant systems. Possesses experience with information security/network monitoring tools and software.

**Functional Responsibility:** Oversees and manages day-to-day configuration and operation of Information Systems. Optimize system operation and resource utilization, and performs system capacity planning/analysis while maintaining the security posture. Provides assistance to users in accessing and using support systems. Supervises and manages the daily activities of configuration and operation of business systems which may be mainframe, mini, or client/server based.

**Minimum Education:** A Bachelor's Degree in Computer Science, Information Systems, Business, Mathematics, or other related technical field is required. A Master's Degree may be substituted for four years of general experience. Experience and education equivalents: Certified Level I System Administrator one year general experience; Certified Level II System Administrator two years general experience; Certified Level III System Administrator three years general experience. High School Diploma with eight years of IA specialized experience in the management of information systems may be substituted for the Bachelor's Degree, or twelve years for a Master's Degree. CISSP Certification equates to three years of experience.

### **INFORMATION ASSURANCE ANALYST I**

**Experience/Expertise:** Four years experience with LANs, WANs, VPNs, firewalls and other security and network devices. Shall be capable of assessing and evaluating new IA and network technologies and IA-enabling products. Shall have specialized experience that includes: three years of experience network monitoring, intrusion detection, PKI, reactive measures and prevention, security assessment methodologies, security vulnerability analysis, PKI, data encryption, and key management. Knowledge of state-of-the-art storage and retrieval methods is required, as well as the ability to formulate specifications for computer programmers to use in coding, testing, and debugging of computer software. Systems analysis experience designing technical applications on computer systems. Experience in systems engineering, system design, system development or application development, intended for IA systems or products.

**Functional Responsibility:** Performs network vulnerability analysis and reporting. Perform network security monitoring and analysis, identifies suspicious and malicious activities, identifies and tracks malicious code (including worms, viruses, Trojan horses, etc), enters and tracks

events and incidents. Supports incident escalation and assesses probable impact and damages, identifies damage control, assists in developing course of action and recovery procedures. Knowledge of LANs, VPNs, Routers, firewalls, Applies knowledge of current IA policy at the national IA structure, roles of major organizations how they interrelate and interact, and shortcomings in this structure. Reviews and recommends IA solutions to customer problems based on an understanding of how products and services interrelate and support the IA mission and the viewpoints of the consumers of those products and services. Analyzes and recommends resolution of IA problems based on knowledge of the major IA products and services, an understanding of their limitations, and a working knowledge of the disciplines of IA.

Minimum Education: A Bachelor's Degree or equivalent in Computer Science, Information Systems, Engineering, Business, or other related scientific or technical disciplines is required. Experience and education equivalents: Certified Level I System Administrator one year general experience; Certified Level II System Administrator two years general experience; Certified Level III System Administrator three years general experience. A High School diploma with eight years of IA specialized experience may be substituted for the Bachelor's Degree, or twelve years for a Master's Degree. CISSP Certification equates to three years of experience.

### LABOR CATEGORY RATES

GSA Labor Category	5/19/11 - 5/18/2012		5/19/12 - 5/18/2013		5/19/13 - 5/18/2014		5/19/14 - 5/18/2015		5/19/15 - 4/8/16	
	Basic Hourly Rate	Security Clearance Rate	Basic Hourly Rate	Security Clearance Rate						
Program Manager – Level IV	\$149.56	\$171.98	\$154.04	\$177.14	\$158.66	\$182.46	\$163.42	\$187.93	\$168.33	\$193.57
Program Manager – Level III	\$129.48	\$148.91	\$133.37	\$153.38	\$137.37	\$157.98	\$141.49	\$162.72	\$145.74	\$167.60
Program Manager – Level II	\$110.03	\$126.54	\$113.33	\$130.33	\$116.73	\$134.24	\$120.23	\$138.27	\$123.84	\$142.42
Program Manager – Level I	\$90.76	\$104.38	\$93.49	\$107.51	\$96.29	\$110.74	\$99.18	\$114.06	\$102.16	\$117.48
Deputy Program Manager	\$70.81	\$81.42	\$72.93	\$83.87	\$75.12	\$86.38	\$77.37	\$88.97	\$79.70	\$91.64
Security Consultant – Level V	\$262.51	\$301.87	\$270.38	\$310.93	\$278.49	\$320.25	\$286.85	\$329.86	\$295.45	\$339.76
Security Consultant – Level IV	\$218.75	\$251.56	\$225.32	\$259.11	\$232.08	\$266.88	\$239.04	\$274.89	\$246.21	\$283.13
Security Consultant – Level III	\$166.25	\$191.20	\$171.24	\$196.94	\$176.38	\$202.85	\$181.67	\$208.93	\$187.12	\$215.20
Security Consultant – Level II	\$100.07	\$115.06	\$103.08	\$118.51	\$106.17	\$122.07	\$109.35	\$125.73	\$112.63	\$129.50
Security Consultant – Level I	\$87.90	\$101.10	\$90.54	\$104.13	\$93.25	\$107.26	\$96.05	\$110.48	\$98.93	\$113.79
Security Training Specialist III	\$197.58	\$227.22	\$203.51	\$234.04	\$209.61	\$241.06	\$215.90	\$248.29	\$222.38	\$255.74
Security Training Specialist II	\$131.72	\$151.48	\$135.67	\$156.02	\$139.74	\$160.70	\$143.94	\$165.53	\$148.25	\$170.49
Security Training Specialist I	\$79.71	\$91.67	\$82.10	\$94.42	\$84.56	\$97.25	\$87.10	\$100.16	\$89.71	\$103.17
Security Specialist – Level VII	\$111.05	\$127.68	\$114.38	\$131.51	\$117.82	\$135.45	\$121.35	\$139.52	\$124.99	\$143.70
Security Specialist – Level VI	\$99.62	\$114.46	\$102.61	\$117.89	\$105.68	\$121.43	\$108.85	\$125.07	\$112.12	\$128.82
Security Specialist – Level V	\$85.93	\$98.84	\$88.51	\$101.80	\$91.16	\$104.86	\$93.90	\$108.00	\$96.71	\$111.24
Security Specialist – Level IV	\$75.04	\$86.29	\$77.29	\$88.88	\$79.61	\$91.55	\$82.00	\$94.29	\$84.46	\$97.12
Security Specialist – Level III	\$62.93	\$72.36	\$64.82	\$74.54	\$66.76	\$76.77	\$68.77	\$79.07	\$70.83	\$81.45
Security Specialist – Level II	\$50.26	\$57.80	\$51.77	\$59.54	\$53.32	\$61.32	\$54.92	\$63.16	\$56.57	\$65.06
Security Specialist – Level I	\$40.05	\$46.07	\$41.25	\$47.45	\$42.49	\$48.87	\$43.76	\$50.34	\$45.07	\$51.85
Functional Analyst – Level VII	\$129.92	\$149.41	\$133.82	\$153.89	\$137.83	\$158.51	\$141.97	\$163.26	\$146.23	\$168.16
Functional Analyst – Level VI	\$108.14	\$124.36	\$111.39	\$128.10	\$114.73	\$131.94	\$118.17	\$135.90	\$121.72	\$139.97
Functional Analyst – Level V	\$101.38	\$116.59	\$104.42	\$120.09	\$107.56	\$123.69	\$110.78	\$127.40	\$114.11	\$131.22
Functional Analyst – Level IV	\$96.81	\$111.34	\$99.72	\$114.68	\$102.71	\$118.12	\$105.79	\$121.67	\$108.97	\$125.32
Functional Analyst – Level III	\$85.93	\$98.84	\$88.51	\$101.80	\$91.16	\$104.86	\$93.90	\$108.00	\$96.71	\$111.24
Functional Analyst – Level II	\$70.81	\$81.42	\$72.93	\$83.87	\$75.12	\$86.38	\$77.37	\$88.97	\$79.70	\$91.64
Functional Analyst – Level I	\$54.46	\$62.65	\$56.10	\$64.53	\$57.78	\$66.47	\$59.51	\$68.46	\$61.30	\$70.51
Information Assurance Analyst – Level V	\$143.30	\$164.80	\$147.60	\$169.74	\$152.02	\$174.84	\$156.58	\$180.08	\$161.28	\$185.48
Information Assurance Analyst – Level IV	\$130.27	\$149.81	\$134.18	\$154.31	\$138.21	\$158.94	\$142.35	\$163.71	\$146.62	\$168.62

GSA Labor Category	5/19/11 - 5/18/2012		5/19/12 - 5/18/2013		5/19/13 - 5/18/2014		5/19/14 - 5/18/2015		5/19/15 - 4/8/16	
	Basic Hourly Rate	Security Clearance Rate	Basic Hourly Rate	Security Clearance Rate						
Information Assurance Analyst – Level III	\$117.25	\$133.15	\$120.77	\$137.14	\$124.39	\$141.26	\$128.12	\$145.49	\$131.96	\$149.86
Information Assurance Analyst – Level II	\$90.76	\$103.06	\$93.49	\$106.15	\$96.29	\$109.34	\$99.18	\$112.62	\$102.16	\$116.00
Information Assurance Analyst – Level I	\$72.60	\$82.45	\$74.78	\$84.92	\$77.02	\$87.47	\$79.34	\$90.09	\$81.72	\$92.79

NOTES:

1. These hourly rates apply when an active security clearance of Secret or higher is required by the Ordering Agency.