



**GENERAL SERVICES ADMINISTRATION
Federal Supply Service
Authorized Federal Supply Schedule Price List**

**Mission Oriented Business Integrated Services
(MOBIS)**

GSA Federal Supply Schedule Contract

Federal Supply Group: 874
FSC Class: 8742

Contract number: GS-10F-0018L

Contract period: October 1, 2010 through September 30, 2015

Celtic Technologies, Inc.



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

<http://www.fss.gsa.gov>.

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COMPANY OVERVIEW

Celtic Technologies, Inc. is a women owned, small business that provides high quality and cost efficient information technology and management solutions to government and commercial clients. Celtic Technologies is a rapidly growing corporation that specializes in computer systems integration, analysis design, programming, implementation, maintenance and support for all types of enterprise systems and applications. Our organization is in place and has provided a wide-range of services that has resulted in efficient and effective implementation of requirements. Currently, we have offices in Texas, Virginia and Maryland.

Celtic Technologies has the capability to provide the required services to support each customer's need for organizational and business improvements. Our personnel have the expertise and experience to develop the optimum solutions and cost effective implementation plans. Through an in-depth understanding of the organization and the goals to be achieved, we establish a plan per defined program requirements that has the flexibility to accommodate the needs at each level of the organization. Our niche of expertise is in the Information Technology (IT) sector. We have worked with organizations of every size, including start-ups to provide support, advice and guidance on the correct application of a service, products, technology solution, and/or a technique.

CUSTOMER INFORMATION

1a. Table of awarded special item number:

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1b. Services – Celtic Technologies, Inc. offers hourly labor rates for services under SINs 874-1 and 874-7.

2. Maximum order: \$1,000,000.

3. Minimum order: \$100.00

4. Geographic coverage: Domestic

5. Point(s) of production: Same as contractor.

6. Prices shown are net discounted

7. Quantity discounts: None.

8. Prompt payment terms: 30 Days

9a. Government commercial credit card is accepted. (X) YES () NO

9b. Discount for payment by Government commercial credit card: None

9c. Wide Area Work Flow (WAWF) process set up for processing invoices.

10. Foreign items: None.

11a,b,c,d: Time of delivery: As negotiated with ordering agency.

12. F.O.B. point: Destination. Required travel is not included and will be billed based on the Federal or Joint travel regulations plus handling fee as applicable.

13. Ordering address: Celtic Technologies, Inc.
 ATTN: Mark Mattingley, Vice President
 1801 Mountain Church Rd.
 Middletown, MD 21769-7300
14. Payment address: Celtic Technologies, Inc.
 1801 Mountain Church Rd.
 Middletown, MD 21769-7300
15. Warranty provision: Standard Commercial Warrantry.
16. Export packing charges: Not applicable for services.
17. Terms and conditions of Government purchase card acceptance: None
18. Terms and conditions of rental, maintenance, and repair: Not applicable.
19. Terms and conditions of installation: Not applicable.
20. Terms and conditions of repair parts: Not applicable.
- 20a. Terms and conditions for any other services: Not applicable.
21. List of service and distribution points: Not applicable.
22. List of participating dealers: Not applicable.
23. Preventive maintenance: Not applicable.
24. Year 2000 (Y2K) compliant: Yes.
25. Environmental attributes: Not applicable for services.
26. Data Universal Number System (DUNS) number: 071595495
27. Notification regarding registration in Central Contractor Registration (CCR)
 database REGISTERED

ORDERING PROCEDURES FOR SERVICES

The following ordering procedures were developed to assist our customer agencies in the purchase of services that are priced at hourly rates.

Procedures for services priced on GSA schedules at hourly rates.

FAR 8.402 contemplates that GSA may occasionally find it necessary to establish special ordering procedures for individual Federal Supply Schedules or for some Special Item Numbers (SINs) within a Schedule. GSA has established special ordering procedures for services that are priced on Schedule at hourly rates. These special ordering procedures take precedence over the procedures in FAR 8.404.

The GSA has determined that the rates for services contained in the contractor's price list applicable to this schedule are fair and reasonable. However, the ordering office using this contract is responsible for considering the level of effort and mix of labor proposed to perform specific task being ordered and for making a determination that the total firm-fixed price or ceiling price is fair and reasonable.

When ordering services, ordering offices shall -----

1. Prepare a Request for Quotes:

- A. A performance-based statement of work that outlines, at a minimum, the work to be performed, location of work, period of performance, deliverable schedule, applicable standards, acceptable criteria and any special requirements (i.e., security clearances, travel, special knowledge, etc.) should be prepared.
- B. A request for quotes should be prepared which includes the performance-based statement of work and requests the contractors to submit either a firm-fixed price or a ceiling price to provide the services outlined in the statement of work. A firm-fixed price order shall be requested, unless the ordering office makes a determination that it is not possible at the time of placing the order to estimate accurately the extent or duration of work or to anticipate cost with any reasonable degree of confidence. When such a determination is made, a labor hour quote may be requested.

The firm-fixed price shall be based on the hourly rates in the schedule contract and shall consider the mix of labor categories and level of effort required to perform the services described in the statement of work. The firm-fixed price of the order should also include any other incidental costs related to performance of the services ordered. The order may provide for reimbursements of travel costs at the rates provided in the Federal Travel of Joint Travel Regulations, or as a fixed-price incidental item. A ceiling price must be established for labor hour orders.

- C. The request for quotes may request the contractors, if necessary or appropriate, to submit a project plan for performing the task and information on the contractor's experience and/or past performance performing similar tasks.

- D. The request for quotes shall notify the contractors what basis will be used for selecting the contractor to receive the order. The notice shall include the best value selection criteria including the intended use of past performance factors.

2. Transmit the Request for Quotes to Contractors

- A. Based upon an initial evaluation of catalogs and price lists, the ordering office should identify the contractors that appear to offer the best value (considering the scope of services offered, hourly rates and other factors such as contractors' locations, as appropriate).
- B. The request for quotes should be provided to at least three (3) contractors if the proposed order is estimated to exceed the micro-purchase threshold, but not exceed the maximum order threshold. For proposed orders exceeding the maximum order threshold, the request for quotes should be provided to additional contractors that offer services that will meet the agency's needs. Ordering offices should strive to minimize the contractors' costs associated with responding to requests for quotes for specific orders. Requests should be tailored to the minimum level necessary for adequate evaluation and selection for order placement. Oral presentations should be considered, whenever practical.

3. Evaluate quotes and select the contractor to receive an order

After responses have been evaluated against the factors identified in the request for quotes, the order should be placed with the schedule contractor that represents the best value and results in the lowest overall cost alternative (considering price, special qualifications, administrative costs, etc.) to meet the Government's needs.

The establishment of Federal Supply Schedule Blanket Purchase Agreements (BPAs) for recurring services is permitted when the procedures outlined herein are followed. All BPAs for services must define the service that may be ordered under the BPA, along with delivery or performance time frames, billing procedures, etc. The potential volume of orders under BPAs, regardless of the size of individual orders, may offer the ordering office the opportunity to secure volume discounts. When establishing BPAs ordering offices shall -----

Inform contractors in the request for quotes (based on the agency's requirement) if a single BPA or multiple BPAs will be established and indicate the basis that will be used for selecting the contractors to be awarded the BPAs.

- A. **Single BPA:** Generally, a single BPA should be established when the ordering office can define the tasks to be ordered under the BPA and establish a firm-fixed price or ceiling price for individual tasks or services to be ordered. When this occurs, authorized users may place the order directly under the established BPA when the need for services arises. The schedule contractor that represents the best value and results in the lowest overall cost alternative to meet the agency's needs should be awarded the BPA.
- B. **Multiple BPAs:** When the ordering office determines multiple BPAs are needed to meet its requirements, the ordering office should determine which contractors can meet any technical qualifications before establishing the BPAs. When multiple BPAs are established, the authorized users must follow the procedures in 2.B above and then place

the order with the Schedule contractor that represents the best value and results in the lowest overall cost alternative to meet the agency's needs.

C. **Review BPAs periodically.** Such reviews shall be conducted at least annually. The purpose of the review is to determine whether the BPA still represents the best value (considering price, special qualifications, etc.) and results in the lowest overall cost alternative to meet the agency's needs.

4. The ordering office should give preference to small business concerns when two or more contractors can provide the service at the same firm-fixed price or ceiling price.

5. When the ordering office's requirement involves both products as well as professional services, the ordering office should total the prices for the products and the firm-fixed price for the services and select the contractor that represents the greatest value in terms of meeting the agency's total needs.

6. The ordering office, at a minimum, should document orders by identifying the contractor the services were purchased from, the services purchased and the amount paid. If other than a firm-fixed price order is placed, such documentation should include the basis for the determination to use a labor hour order. For agency requirements in excess of the micro-purchase threshold, the order file should document the evaluation of Schedule contractors' quotes that formed the basis for the selection of the contractor that received the order and the rationale for any trade-offs made in making the selection.

DESCRIPTION OF SERVICES

The following summarizes our understanding and approach for providing solutions for the elements of each proposed Special Item Number (SIN)

The SINs proposed are:

SIN 874-1 - Integrated Consulting Services

SIN 874-7 - Integrated Business Program Support Services

SIN 874-1: Integrated Consulting Services

Our consultants will provide the expertise to lead and support business improvement strategies, the development of new thought leadership for business strategies, and the introduction of advanced tools & methodologies.

The following is a summary of our approach for addressing the listed items:

Strategic business planning – development of a total business plan, assignment of responsibilities for implementation, and the measurements to be tracked to ensure successful achievement.

High-performance work – assess current methodologies/techniques and recommend approaches and/or changes to achieve higher standards in work performance.

Process and productivity improvements – provide recommendations for current technology that will result in improvements and cost savings. Review current processes for potential improvements.

System alignment – assess the current systems being utilized and determine if there are incompatibilities, recommend the required changes to improve efficiencies and performance.

Leadership – provide/recommend training and seminars that will improve the leadership abilities of personnel in key positions.

Organizational assessments – review current structures and recommend changes that will improve the operation ability of the organization

Cycle time – assess current work-flow and recommend improvements that will reduce start-to-finish product flow times.

Performance measurements – develop a set of metrics based on defined requirements that will clearly monitor contractor/organization's performance and provide indicators that will allow corrective action and prevent non-conformance performance.

Program audits, and evaluations - establish audit/evaluation criteria and perform periodic or as required audits/evaluations to determine if expected results are being achieved or if there are indicators of potential problems. Maintain results and analyze data for trends.

SIN 874-7: Integrated Business Program Support Services

These integrated business program support services provide the essential elements for accomplishing a major program or a task within a program. Our personnel provide the planning, direction, and control to achieve the established goals for performance of task implementation. We perform within the project management organizational structure to define the scope and schedule for project work scope, identify the assigned functions, duties, and responsibilities of the organization's staff, and describes the methodologies, processes, procedures, policies, and reporting requirements for each phase of the program. A baseline plan will be established and maintained throughout the life of the project/task and updated as required to reflect all directed changes. Our management consultants stay abreast with the current management techniques, tools, and processes to ensure that the most efficient and optimum solutions are achieved at all levels of the work force.

Program Management – responsible for the implementation and performance for all aspects of the program. This includes staffing, resource utilization (personnel and facilities), risk mitigation, financials, performance management, fulfilling appropriate project control requirements, etc. He/she is the focal point, external and internal, for communications, status reviews and reporting, clarifications on issues, and final arbitrator for internal problem resolution.

Program Oversight – conduct reviews to ensure a comprehensive program plan has been developed, that adequate resources are in place, contract Terms & Conditions are in place, and budgets have been allocated by task.

Project management – oversees and coordinates planning efforts, resolves technical issues, and acts as project leader for specific task efforts. Provides operational guidance and maintains close liaison with the other contributing functions. Responsible for task performance and the associated activities required to achieve successful implementation.

Program integration (team leader) - implements total system solutions by applying theories, concepts and systems integration fundamentals to ensure program requirements are achieved and implementation is accomplished on schedule and within budget.

LABOR CATEGORY DESCRIPTIONS

The following are the job descriptions, required experience, and education for each of the labor categories.

Program Manager: Serves as the contractor's Contract Manager, and will be the contractor's authorized point of contact with the customer's Contracting Officer (KO) and the Contracting Officer's Representative (COR). Interfaces with customer management personnel, contract managers, and customer agency representatives. Responsible for formulating and enforcing work standards, assigning contractor schedules, reviewing work quality, communicating policies, purposes, and goals of the organization to subordinates. Experience is required in complete engineering project development from inception to deployment, with a demonstrated ability to provide guidance and direction in the tasks similar to the sample tasks provided in the statement of work. Proven expertise in the management and control of funds and resources must also be shown. The Program Manager will also have demonstrated capability in the overall management of multi-task contracts of this type and/or complexity.

Possesses a bachelor's degree in a field applicable to this position, i.e., Computer Science, Information Systems, Engineering, Business, or other related scientific or technical discipline. Ten years of progressively more responsible. experience is required in both information systems design and management. Alternative qualification: a master's degree may be substituted for one year of this experience.

Functional Area Analyst III: Applies analytical skills to support process improvement, studies and analysis projects. Typical duties include analysis, planning, establishment of requirements, functional modeling, development of procedures, development of functional architectures, and other related management and technical duties. Requires expertise in specialty areas. Experience in or related to military medicine or general health care is highly desirable.

Possesses: a bachelor's degree and 0-5 years experience in the functional areas of Human Resources, Medical, Reserve Components, Finance, Procurement, Materiel Management.

General Scientific Professional II: Performs analytical work in support of systems engineering or planning activities. Such occupations include: Operations Research Analyst, Mathematician, Physicist, Statistician. Typical duties will involve assignments similar to those of the System Engineer but where a scientific expert is needed. Possesses a bachelor's degree in such disciplines as Electrical or Electronic Engineering, Computer Science, Information Systems, Physics, Statistics, Mathematics or fields otherwise related to the area of expertise to be supported. The candidate must also have at least 5 years experience in the specific discipline in which the degree has been obtained. Alternate qualifications include (a) a master's degree maybe substituted for one year of related experience, or (b) a bachelor's degree with at least eight years experience.

General Management Professional II: Performs management work such as: Data Management, Business Management/Program Control, Cost Variance Analysis, General

Management, Procurement Strategy and Analysis. Typical duties include analysis, planning, establishment of requirements, development of procedures and other related management and technical duties. Possesses a bachelor's degree plus at least 5 years experience in the area being supported. That the degree is directly related to the support areas identified above is desirable. Alternate qualifications include (a) a master's degree maybe substituted for one year of related experience, or (b) a bachelor's degree with at least eight years experience.

Technician: Performs entry to mid-level professional technical engineering tasks under the supervision of the Senior Engineer. Possesses an Associate Degree (2 year) with a major or academic emphasis in electrical engineering, mathematics computer science, or physical sciences with a minimum of two (2) years experience in their professional field. Alternate qualification: High School Diploma or GED with three (3) years of specific experience.

Administrative Support III: This professional level includes clerical personnel, administrative services personnel, illustrator/graphics personnel, technical editors, and technical publications personnel who have a minimum of two (2) years experience in their field. Possesses an associate degree (or its equivalent as evidenced by two years of applicable college courses) or higher. Possesses a high school diploma (or GED). Possesses a thorough knowledge of English grammar, syntax, spelling, punctuation, and abbreviation. Possesses at least one year experience in filing techniques and administrative typing. Alternate qualification: an associate degree (or its equivalent as evidenced by two years of applicable college courses).

Documentation Analyst: At least five years experience in preparing and maintaining information management and information systems technical and administrative correspondence and documentation. Working with minimal supervision, prepares and maintains all systems project related correspondence. This includes letters, instructions, directives, users manuals, functional descriptions, requirements specifications, etc. Maintains a current documentation library. Provides or coordinates special documentation services as required. May act as a project leader for large documentation jobs and assist in training designated project personnel in the proper format and maintenance of project correspondence. Ensures all correspondence uses correct and precise grammar and that references used are current and readily available.

Operations Support Assistant: Performs a variety of support services such as operation of reproduction equipment to produce large volumes of documents, courier service and mail service, etc. Possesses a high school diploma (or GED equivalent). Possesses one year of directly related experience.

Operations Support Coordinator: Coordinates and directs a variety of support services such as use of reproduction equipment, scheduling maintenance for equipment, scheduling courier runs, ensuring approved security practices are applied relative to document control and scheduling and ensuring efficient operation of conference facilities. Possesses a high school diploma (or GED equivalent). Possesses three years of directly related experience.

Business Process Engineer: Applies process improvement and reengineering methodologies and principles to conduct process modernization projects. Responsible for effective transitioning

of existing project teams, and the facilitation of project teams in the accomplishment of project activities and objectives. Provides group facilitation, interviewing, training and provides additional forms of knowledge transfer. Coordinates between multiple project teams to ensure enterprise-wide integration of reengineering efforts. Includes activity and data modeling, developing modern business methods, identifying best practices, and creating and assessing performance measurements. Specialized experience may include: facilitation, training, methodology development and evaluation, process reengineering across all phases, identifying best practices, change management, business process improvement, business management techniques, organizational development, activity and data modeling, or information system development methods. Master's degree in computer science, information systems, engineering, business, education, management sciences, human resources or other related discipline and at least eight years experience of which at least six must be specialized. Alternate qualifications include (a) with a PhD six years of general experience of which at least four must be specialized, or (b) with a bachelor's degree 10 years of general experience of which at least eight must be specialized.

Cost Analyst: Performs Functional Economic Analysis (FEA) to evaluate the costs of alternative ways to accomplish functional objectives. The FEA states investment costs, benefits and risks as a net change to the functional baseline cost, the cost of doing business now and in the future. Ensures that cross-functionality, security and other integration issues are addressed. Qualifications: bachelor's degree in computer science, information systems, engineering, business, accounting or other related discipline with at least five years general experience of which at least three years must be specialized. Specialized experience includes demonstrated experience in providing technical and financial justifications and cost/benefit analyses. Alternate qualifications include (a) an advanced degree with at least four years experience of which at least two years are specialized, or (b) an associate degree with at least eight years general experience of which at least six years are specialized.

Training Specialist: Conducts research necessary to develop and revise training courses and prepares appropriate training catalogs. Develops instructor materials such as course outline, background material, and training aids. Develops student material such as course manuals, workbooks, handouts, completion certificates and course critique forms. Trains personnel by conducting formal classroom courses, workshops, seminars and/or computer-based or aided training. Coordinates for additional subject matter experts to participate in training as needed. Bachelor's degree in any field with at least seven years general experience of which at least five must be training-related. Alternate qualifications include (a) with an advanced degree six years of experience of which at least four must be training-related, or (b) no degree is required with 10 years general experience of which at least eight is training-related.

Information Engineer – Principal: Applies an organization-wide set of disciplines for the planning, analysis, design, and construction of information systems on an enterprise-wide basis or across a major sector of the enterprise. Performs enterprise strategic systems planning, enterprise information planning and business area analysis. Performs process and data modeling

in support of the planning and analysis efforts using both manual and automated (Integrated Computer-Aided Software Engineering (ICASE)) tools. Develops and applies organization-wide information models for use in designing and building integrated, shared software and database management systems. Assist in establishing standards for information systems procedures. Applies reverse engineering and reengineering disciplines to develop migration strategies and planning documents. Experience is also required in information systems development, functional and data requirements analysis, systems analysis and design, programming, program design and documentation preparation. Possesses a Ph.D. in Information Systems, Information Technology, Computer Science or similar technical discipline and at least 10 years experience in the information systems field. Alternate qualification: advanced degree in above fields and at least 12 years experience in the information systems field.

System Programmer I: Develops and/or maintains operating systems, communications software, database packages, compilers, assemblers, and utility programs. Modifies existing and creates special purpose software and ensures systems efficiency and integrity. Analyzes systems requirements and design specifications. Develops block diagrams and logic flow charts. Translates detailed design into computer software. Tests, debugs, and refines the computer software to produce the required product. Prepares required documentation, including project plans, software program and user documentation. Enhances software to reduce operating time or improve efficiency. Provides technical direction to less experienced programmers. Experience in ADP system analysis and programming and utilizing major concepts of application programming on large-scale database management systems. Knowledge of state-of-the-art computer equipment and high level computer languages. Experience in applications development and a software engineering environment (SEE) that integrates at least two of Ada, CASE tools, relational/object-oriented DBMS, repository/data dictionary, optical-imaging/large-scale mass storage technology, and client/server networks is desired. Possesses an advanced graduate degree in Computer Science or related study and at least eight years experience in system analysis and programming. Requires project planning, technical writing, and verbal/presentation skills. Alternate qualifications include (a) a Ph.D. may be substituted for two years experience, or (b) or a bachelors degree, in a related field, and at least 10 years experience.

Quality Assurance Analyst: Provides technical and administrative direction for personnel performing software development tasks, including review of work products for correctness, adherence to the design concept, user standards and business rules, review of program documentation to assure customer standards and requirements are adhered to, and for progress in accordance with schedules. Coordinates with Project Manager and/or quality assurance manager to insure problems are resolved to user's satisfaction. Makes recommendations, if needed, for approval of major systems installations. Prepares milestone status reports and deliveries/presentations on system concepts. Bachelor's degree in computer science, information systems, engineering, business or other related discipline. Minimum of six years experience, of which at least three years must be specialized. Specialized experience includes: analysis and design of business applications on complex systems for large-scale computers, data base management, use of programming languages such as Ada or a 4GL or use of DBMS. Alternate qualifications include (a) with an advanced degree at least four years of general experience of

which at least two are specialized, or (b) with an associate degree at least eight years of general experience of which at least six years are specialized.

Database Administrator: Ensures efficient operation of a multicomputer site that supports database administration, database analysis, database report production, and system development, by local and remote users. Coordinates system resource availability with database analysts, system and application programmers, and other users. Provides advice and assistance to users on equipment operation, to include data communications. Ensures site compliance with electronic and physical security procedures and standards. Possesses a bachelor's degree in or related to information technology or computer science and a combination of additional technical experience/education directly related to the above description totaling seven years. Alternate qualification: an advanced degree may be substituted for two years experience.

Security Professional/Facility Security Officer: Analyzes, defines and establishes security policy and procedures to meet National Industrial Security Program (NISP) requirements for facilities occupied by multiple prime contractors and their team members. Gathers and organizes technical information about facility missions and functions; designs standard practice procedures to satisfy the requirements of the NISP, the Cognizant Security Agency (CSA) and the Customer Contracting Activity (GCA). Oversees all aspects of security within the facility. Experience in the following disciplines is necessary: Facility Security Officer functions, SCIF Management, Information Systems Security, SAP Security, Information Security, Physical Security, Personnel Security, Security Training, and Security Surveys. Possesses an Associates Degree in a relevant major such as Computer Sciences, Law Enforcement, or Business Administration, be certified as a Facility Security Officer (FSO) by the Defense Investigative Service (DIS), have completed technical training in at least two or of the security disciplines listed in the description above from either the DoD Security Institute or other recognized and accredited institutions and have at least eight years of directly related security experience in a large work force environment. Alternate qualifications: either (a) a bachelor's degree may be substituted for two years of experience or (b) Associates degree substituted for one years experience.

SCA APPLICABILITY STATEMENT

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

LABOR RATES

The following are the approved GSA rates. These rates are applicable for SINs 874-1, 874-2, 874-3, and 874-7.

ID No.	Labor Category	GSA Hourly Rates
010-CS	Program Manager	\$ 84.52
062-CS	Functional Area Analyst III	\$ 65.15
122-CS	General Scientific Prof. II	\$ 84.52
131-CS	General Management Professional II	\$ 69.16
140-CS	Technician	\$ 34.57
152-CS	Administrative Assistant III	\$ 21.52
160-CS	Documentation Analyst	\$ 34.57
210-CS	Operations Support Assistant	\$ 36.88
211-CS	Operations Support Coordinator	\$ 29.21
220-CS	Business Process Engineer	\$ 84.52
230-CS	Cost Analyst	\$ 38.42
250-CS	Training Specialist	\$ 55.32
050-CS	Information Engineer Principle	\$ 119.86
100-CS	System Programmer I	\$ 69.16
311-CS	Quality Assurance Analyst	\$ 29.21
180-CS	Data Base Administrator	\$ 80.24
200-CS	Security Professional/Facility Security Officer	\$ 60.73