

GENERAL SERVICES ADMINISTRATION

Federal Supply Service *Authorized Federal Supply Schedule Price List*

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Schedule for Multiple Award Schedule (MAS)

Federal Supply Group: MAS **Class:**

Contract Number: GS-10F-0029Y

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Contract Period: October 31, 2011 through October 30, 2021

Effective as of the Acceptance of Mass Modification A812: February 20, 2020

Contractor: deciBel Research, Inc.
325 Bob Heath Drive
Huntsville, AL 35806 3563

Business Size: Small Business

Telephone: (256) 489-6193
FAX Number: (256) 716-0797
Web Site: www.decibelresearch.com
E-mail: dagarwal@dbresearch.net
Contract Administration: Debbie Agarwal

CUSTOMER INFORMATION:

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

The SINs listed below are covered by this price list. Labor categories, their descriptions, and rates provided under these SINs are in Attachment 1, page 6.

SIN	SIN Description
541330ENG Engineering Services	Services include applying physical laws and principles of engineering in the design, development, and utilization of machines, materials, instruments, processes, and systems. Services may involve any of the following activities: provision of advice, concept development, requirements analysis, preparation of feasibility studies, preparation of

	<p>preliminary and final plans and designs, provision of technical services during the construction or installation phase, inspection and evaluation of engineering projects, and related services.</p> <p>NOTE: Services under this SIN cannot include architect-engineer services as defined in the Brooks Act and FAR Part 2, or construction services as defined in FAR Parts 2 and 36.</p>
<p>541715 Engineering Research and Development and Strategic Planning</p>	<p>Service include conducting research and experimental development (except nanotechnology and biotechnology research and experimental development) in the physical, engineering and life sciences such as; such as agriculture, electronics, environmental, biology, botany, computers, chemistry, food, fisheries, forests, geology, health, mathematics, medicine, oceanography, pharmacy, physics, veterinary and other allied subjects.</p> <p>Typical tasks include, but are not limited to, analysis of mission, program goals and objectives, program evaluations, analysis of program effectiveness, requirements analysis, organizational performance assessment, special studies and analysis, training, and consulting; requirements analysis, cost/cost performance trade-off analysis, feasibility analysis, developing and completing fire safety evaluation worksheets as they relate to professional engineering services; operation and maintenance, evaluation of inspection, testing, and maintenance program for fire protection and life safety systems, program/project management, technology transfer/insertion, training and consulting.</p> <p>NOTE: Services under this NAICs cannot include architect-engineer services as defined in the Brooks Act and FAR Part 2 or construction services as defined in the Federal Acquisition Regulation Part 36 and Part 2.</p>
<p>541380 Testing Laboratory Services</p>	<p>Includes testing laboratory services and veterinary, natural, and life sciences; testing services and laboratories; and other professional, scientific, and technical consulting services.</p> <p>Testing and services include, but are not limited to: physical, chemical, analytical, or other testing services; quality assurance; fire safety inspections; training; safety audits; relying upon experimental, empirical, quantifiable data, relying on the scientific method, and professional services, tasks, and labor categories in the fields of biology, chemistry, physics, earth sciences, atmospheric science, oceanography, materials sciences, mathematics, geology, astronomy, veterinary medicine, statistics, systems science, etc., (excludes social and behavioral sciences).</p> <p>Examples of labor categories include, but are not limited to, Scientific Researchers, Biologists, Physicists, Mathematicians, Statisticians, Research Engineers, Meteorologists, Lab Technicians, Veterinarians and Veterinary Services, Chemists, Biochemical Engineers, Research Nurses.</p>
<p>541420 Engineering System Design and Integration Services</p>	<p>Services include creating and developing designs and specifications that optimize the use, value, and appearance of their products. These services can include determination of the materials, construction, mechanisms, shape, color, and surface finishes of the product, taking into consideration human characteristics and needs, safety, market appeal, and efficiency in production, distribution, use, and maintenance.</p> <p>Associated tasks include, but are not limited to computer-aided design, e.g. CADD, risk reduction strategies and recommendations to mitigate identified risk conditions, fire modeling, performance-based design reviews, high level detailed specification and scope preparation, configuration, management and document control, fabrication, assembly and simulation, modeling, training, consulting, analysis of single or multi spacecraft missions and mission design analysis.</p> <p>NOTE: Services under this NAICs cannot include architect-engineer services as defined in the Brooks Act and FAR Part 2 or construction services as defined in the Federal Acquisition Regulation Part 36 and Part 2.</p>

	An implementation guide for Space launch Integration Services (SLIS) can be found at www.gsa.gov/psschedule - click on "Professional Engineering Solutions".
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- 1b. Lowest Priced Model Number** – Not Applicable
- 1c. Hourly Rates and Labor Categories:** See Attachment 1
- 2. Maximum Order:** \$1,000,000.00
- 3. Minimum Order:** \$100.00
- 4. Geographic Coverage (delivery Area):** Nationwide basis as specified in each task order. Domestic Only
- 5. Point(s) of production (city, county, and state or foreign country):** Services can be provided at Contractor or Government Sites.
- 6. Discount from list prices or statement of net price:** Prices shown are net.
- 7. Quantity discounts:** None Offered
- 8. Prompt payment terms:** Net 30 days. Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions.
- 9a. Notification that Government purchase cards are accepted up to the micro-purchase threshold:** Yes
- 9b. Notification whether Government purchase cards are accepted or not accepted above the micro-purchase threshold:** Will accept
- 10. Foreign items (list items by country of origin):** None
- 11a. Time of Delivery:** Specified on the Task Order
- 11b. Expedited Delivery:** Contact Contractor
- 11c. Overnight and 2-day delivery:** Not applicable
- 11d. Urgent Requirements.** As negotiated at the task order level.
- 12. F.O. B Points(s):** Destination
- 13a. Ordering Address(es):** All orders under this contract should be placed with the deciBel Research Contracts Department at the address below:

deciBel Research, Inc.
325 Bob Heath Drive
Huntsville, AL 35806
Attention: Contracts
Email: Contracts@dbresearch.net
Fax: 256-718-0797
- 13b. Ordering procedures:** For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA's) are found in Federal Acquisition Regulation (FAR) 8.405-3.

14. Payment address(es):

**deciBel Research, Inc.
325 Bob Heath Drive
Huntsville, AL 35806
Attention: Accounts Payable**

Payment information for electronic funds transfer will be provided directly to Buyer.

- 15. Warranty provision.:** Not applicable unless specifically negotiated per Blanket Purchase Agreement or Task Order.
- 16. Export Packing Charges (if applicable):** Not Applicable
- 17. Terms and conditions of Government purchase card acceptance:** Contact contractor.
- 18. Terms and conditions of rental, maintenance, and repair (if applicable):** Not Applicable
- 19. Terms and conditions of installation (if applicable):** Not Applicable
- 20. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable):** Not Applicable
- 20a. Terms and conditions for any other services (if applicable):** Not Applicable
- 21. List of service and distribution points (if applicable):** Not Applicable
- 22. List of participating dealers (if applicable):** Not Applicable
- 23. Preventive maintenance (if applicable):** Not Applicable
- 24a. Environmental attributes, e.g., recycled content, energy efficiency, and/or reduced pollutants:** Not Applicable
- 24b. If applicable, indicate that Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services and show where full details can be found (e.g. contactor’s website or other location.) The EIT standards can be found at: www.Section508.gov/.**
- 25. Data Universal Numbering System (DUNS) number:** 12-1016096
- 26. Notification regarding registration in System for Award Management (SAM) database:** Registered

Service Contract Labor Standards

The Service Contract Labor Standards (SCLS) is applicable to this contract and it includes SCLS eligible labor categories. The prices for the cited SCLS labor categories are based on the U.S. Department of Labor Wage Determination Number(s) identified in the SCLS matrix below. The prices offered are based on the preponderance of where work is performed and should the contractor perform in an area with lower SCLS rates, resulting in lower wages being paid, the task order prices will be discounted accordingly.

SCLS Eligible Labor Category	SCLS Equivalent Code Title	Wage Determination No.
Technician SL 1	30082 - Engineering Technician II	2015-4603
Technician SL 2	30083 - Engineering Technician III	2015-4603

Technician SL 4	30085 - Engineering Technician V	2015-4603
Admin SL 3	01312 - Secretary II	2015-4603
Admin SL 4	01313 - Secretary III	2015-4603

**Attachment 1
GSA MAS Schedule GS-10F-029Y
5-Year Fixed Annual Escalation Table**

SERVICE PROPOSED	YEAR 6 HOURLY RATES (INCLUDING IFF)	YEAR 7 HOURLY RATES (INCLUDING IFF)	YEAR 8 HOURLY RATES (INCLUDING G IFF)	YEAR 9 HOURLY RATES (INCLUDING IFF)	YEAR 10 HOURLY RATES (INCLUDING G IFF)
GOVERNMENT SITE (ONSITE)	10/31/16- 10/30/17	10/31/17- 10/30/18	10/31/18- 10/30/19	10/31/19- 10/30/20	10/31/20- 10/30/21
Analyst SL 1	\$64.01	\$65.16	\$66.34	\$67.53	\$68.74
Analyst SL 2	\$71.62	\$72.91	\$74.22	\$75.56	\$76.92
Analyst SL 3	\$81.12	\$82.58	\$84.07	\$85.58	\$87.12
Analyst SL 4	\$93.04	\$94.71	\$96.42	\$98.16	\$99.92
Analyst SL 5	\$109.16	\$111.12	\$113.13	\$115.16	\$117.23
Analyst SL 6	\$125.91	\$128.18	\$130.48	\$132.83	\$135.22
Analyst SL 7	\$144.43	\$147.03	\$149.68	\$152.37	\$155.11
Analyst SL 8	\$155.26	\$158.05	\$160.90	\$163.80	\$166.74
Engineer/ Scientist SL 1	\$68.15	\$69.38	\$70.63	\$71.90	\$73.19
Engineer/ Scientist SL 2	\$75.95	\$77.32	\$78.71	\$80.13	\$81.57
Engineer/ Scientist SL 4	\$96.91	\$98.65	\$100.43	\$102.24	\$104.08
Engineer/ Scientist SL 5	\$112.64	\$114.67	\$116.73	\$118.83	\$120.97
Engineer/ Scientist SL 6	\$130.46	\$132.81	\$135.20	\$137.63	\$140.11
Engineer/ Scientist SL 7	\$150.82	\$153.53	\$156.30	\$159.11	\$161.98
Engineer/ Scientist SL 8	\$164.59	\$167.55	\$170.57	\$173.64	\$176.76
Program Manager SL 1	\$131.70	\$134.07	\$136.48	\$138.94	\$141.44
Program Manager SL 2	\$147.90	\$150.56	\$153.27	\$156.03	\$158.84
Program Manager SL 3	\$163.56	\$166.50	\$169.50	\$172.55	\$175.66
Program Manager SL 4	\$193.20	\$196.68	\$200.22	\$203.82	\$207.49
Subject Matter Expert SL 1	\$177.13	\$180.32	\$183.56	\$186.87	\$190.23
Subject Matter Expert SL 2	\$205.05	\$208.74	\$212.50	\$216.32	\$220.22
Subject Matter Expert SL 3	\$227.41	\$231.50	\$235.67	\$239.91	\$244.23
Technician SL 1	\$50.02	\$50.92	\$51.84	\$52.77	\$53.72
Technician SL 2	\$65.45	\$66.63	\$67.83	\$69.05	\$70.29
Technician SL 4	\$96.91	\$98.65	\$100.43	\$102.24	\$104.08

SERVICE PROPOSED	YEAR 6 HOURLY RATES (INCLUDING IFF)	YEAR 7 HOURLY RATES (INCLUDING IFF)	YEAR 8 HOURLY RATES (INCLUDING G IFF)	YEAR 9 HOURLY RATES (INCLUDING IFF)	YEAR 10 HOURLY RATES (INCLUDING G IFF)
CONTRACTOR SITE	10/31/16- 10/30/17	10/31/17- 10/30/18	10/31/18- 10/30/19	10/31/19- 10/30/20	10/31/20- 10/30/21
Admin SL 3	\$58.70	\$59.76	\$60.83	\$61.93	\$63.04
Admin SL 4	\$67.63	\$68.85	\$70.09	\$71.35	\$72.63
Analyst SL 1	\$70.73	\$72.00	\$73.30	\$74.62	\$75.96
Analyst SL 2	\$79.14	\$80.56	\$82.01	\$83.49	\$84.99
Analyst SL 3	\$89.62	\$91.23	\$92.88	\$94.55	\$96.25
Analyst SL 4	\$102.82	\$104.67	\$106.55	\$108.47	\$110.43
Analyst SL 5	\$120.59	\$122.76	\$124.97	\$127.22	\$129.51
Analyst SL 6	\$139.14	\$141.64	\$144.19	\$146.79	\$149.43
Analyst SL 7	\$159.59	\$162.46	\$165.39	\$168.36	\$171.39
Analyst SL 8	\$171.57	\$174.66	\$177.80	\$181.00	\$184.26
Engineer/ Scientist SL 1	\$75.31	\$76.67	\$78.05	\$79.45	\$80.88
Engineer/ Scientist SL 2	\$83.94	\$85.45	\$86.99	\$88.55	\$90.15
Engineer/ Scientist SL 4	\$107.07	\$109.00	\$110.96	\$112.96	\$114.99
Engineer/ Scientist SL 5	\$124.47	\$126.71	\$128.99	\$131.31	\$133.68
Engineer/ Scientist SL 6	\$144.15	\$146.74	\$149.39	\$152.08	\$154.81
Engineer/ Scientist SL 7	\$166.64	\$169.64	\$172.69	\$175.80	\$178.97
Engineer/ Scientist SL 8	\$181.88	\$185.15	\$188.49	\$191.88	\$195.33
Program Manager SL 1	\$147.03	\$149.68	\$152.37	\$155.11	\$157.91
Program Manager SL 2	\$163.41	\$166.35	\$169.35	\$172.39	\$175.50
Program Manager SL 3	\$180.73	\$183.98	\$187.29	\$190.67	\$194.10
Program Manager SL 4	\$213.48	\$217.32	\$221.23	\$225.22	\$229.27
Subject Matter Expert SL 1	\$195.72	\$199.24	\$202.83	\$206.48	\$210.20
Subject Matter Expert SL 2	\$226.58	\$230.66	\$234.81	\$239.04	\$243.34
Subject Matter Expert SL 3	\$251.24	\$255.76	\$260.37	\$265.05	\$269.82
Technician SL 1	\$55.28	\$56.28	\$57.29	\$58.32	\$59.37
Technician SL 2	\$72.30	\$73.60	\$74.93	\$76.27	\$77.65
Technician SL 4	\$107.07	\$109.00	\$110.96	\$112.96	\$114.99

**Attachment 1
GSA MAS Schedule GS-10F-029Y****Labor Category Descriptions****Admin SL 3**

Minimum Education and Years of Experience: HS Diploma plus 10 years experience.

Functional Responsibilities: Provides complex administrative support to technical personnel as required. Individual will answer multiple telephone lines, prepare complex documents, and be responsible for the calendars of several key team members. Individual must have direct experience with computer equipment and desktop applications (including Internet/intranet web applications, Microsoft Word, Excel, and PowerPoint). Individual must be capable of editing technical documents and technical requirements specification documents, and must be familiar with limited IT terminologies and applications.

Admin SL 4

Minimum Education and Years of Experience: HS Diploma plus 15 years of experience. Some college experience is preferred.

Functional Responsibilities: Provides complex administrative support to technical personnel as required. Individual will answer multiple telephone lines, and prepare /edit /review highly complex technical documents. Incumbents are responsible for the schedules of several key team members. This individual will often use independent judgment to make decisions, handle the coordination of high level meetings, and prepare a variety of briefings, papers, or memorandums. Incumbents in this level have demonstrated expertise in the field of administration and require a great deal of professionalism and exercise of independent judgment. Must have demonstrated complex administrative experience in support of technical projects and technical personnel. Must have demonstrated expertise in the field of administration and possess a great deal of professionalism, discretion, and ability to exercise independent judgment. Must be proficient in computer equipment and desktop applications (including Internet/intranet web applications, Microsoft Word, Excel, and PowerPoint), editing of technical documents and technical requirements specification documents, and must also be familiar with limited IT terminologies and applications.

ANALYST SL 1

Minimum Education and Years of Experience: HS diploma plus four years of experience.

Functional Responsibilities: Provides basic analysis of simple systems, operations, or processes utilizing basic, known tools and techniques. May assist to verify accuracy and completeness of systems by analyzing data, conducting tests, analyzing results and debugging errors. Must be familiar with fundamental concepts, processes, practices, and procedures of the specific professional or technical assignment. Performs tasks that are routine and learns to apply training to practice. Follows standard practices and written instruction to accomplish duties and works under direct supervision in support of assigned projects.

Substitution Methodology: A Bachelor's degree may substitute four years of experience.

Analyst SL 2

Minimum Education and Years of Experience: HS diploma plus six years of experience.

Functional Responsibilities: Provides analysis of systems, operations, or processes utilizing proven tools and techniques. May assist in the verification of accuracy and completeness of systems by analyzing data, conducting

basic tests, analyzing results and debugging errors. Applies analysis processes, statistical methods, technical and analytical research techniques to determine best solutions that meet the work requirements. Familiar with fundamental concepts, processes, practices, and procedures of the specific professional or technical assignment. Performs tasks that are routine and learns to apply training to practice. Follows standard practices and written instruction to accomplish duties and works under direct supervision in support of assigned projects.

Substitution Methodology A Bachelor's degree may substitute four years of experience. A Master's degree may substitute six years of experience.

Analyst SL 3

Minimum Education and Years of Experience: HS diploma plus eight years of experience.

Functional Responsibilities: Provides analysis of systems, operations, or processes utilizing a variety of tools and techniques. Defines objectives and prepares specifications to meet requirements. May verify accuracy and completeness of systems by analyzing data, conducting tests, analyzing results and debugging errors. Prepares comprehensive documentation, procedures and operating instructions. Develop, plan, coordinate and integrate related requirements to support operational needs. Applies fundamental concepts, processes, practices, and procedures of the specific professional or technical assignment or specialty area. Performs analysis work that requires practical experience and training. Performs work independently, with evaluation and innovation in analyzing and identifying data, processes, problems, and solutions.

Substitution Methodology: A Bachelor's degree may substitute four years of experience. A Master's degree may substitute six years of experience. A Doctorate degree may substitute eight years of experience.

Analyst SL 4

Minimum Education and Years of Experience: HS diploma plus 10 years of experience.

Functional Responsibilities: Evaluates and provides detailed analysis of complex systems, operations, or processes utilizing a variety of tools and techniques. Defines objectives and prepares specifications to meet requirements. Verify accuracy and completeness of systems by analyzing data, conducting tests, analyzing results and debugging errors. Prepares comprehensive documentation, procedures and operating instructions. Develops, plans, coordinates and integrates related requirements to support operational needs. Possesses and applies expertise in one or more professional or technical specialty areas on multiple complex work assignments. Assignments are broad, requiring originality and innovation in determining how to accomplish tasks. Operates with appreciable latitude in developing methodology and presenting solutions to problems. May provide work leadership for lower level employees or act as working leads.

Substitution Methodology: A Bachelor's degree may substitute four years of experience. A Master's degree may substitute six years of experience. A Doctorate degree may substitute eight years of experience.

Analyst SL 5

Minimum Education and Years of Experience: HS diploma plus 13 years of experience

Functional Responsibilities: Evaluates and provides detailed analysis of complex systems, operations, or processes utilizing a variety of tools and techniques. Defines objectives and prepares specifications to meet requirements. Provides verification and validation of data sets and debugs errors. Prepares comprehensive documentation, procedures and operating instructions. Develops, plans, coordinates and integrates related requirements to support various operational needs. May provide consultation to stakeholders. Possesses and applies comprehensive knowledge across multiple technical areas of the task. Has leadership qualities in strategizing approaches and managing project objectives. Operates across multiple tasks and works independently, contributes to deliverables and performance metrics. May provide work leadership for lower level employees or act as working leads.

Substitution Methodology: A Bachelor's degree may substitute four years of experience. A Master's degree may substitute six years of experience. A Doctorate degree may substitute eight years of experience.

Analyst SL 6

Minimum Education and Years of Experience: HS diploma plus 16 years of experience

Functional Responsibilities: Provides detailed analysis and evaluates complex systems, operations, or processes utilizing a variety of tools and techniques. Develop novel tools or techniques to advance analysis. Defines objectives and prepares specifications to meet requirements. Provides verification and validation of data sets, debugs errors, and recommends new requirements to engineers. Prepares or oversees the preparation of comprehensive documentation, procedures and operating instructions. Develops, plans, and leads major assignments. Evaluates performance results and recommends major changes affecting short-term and near-term tasks. Possesses and applies comprehensive knowledge across multiple technical fields, key tasks components, and high-impact assignments. Possesses well-developed leadership skills in building staff and executing projects.

Substitution Methodology: A Bachelor's degree may substitute four years of experience. A Master's degree may substitute six years of experience. A Doctorate degree may substitute eight years of experience.

Analyst SL 7

Minimum Education and Years of Experience: HS diploma plus 20 years of experience

Functional Responsibilities: Recommends strategic plan for analysis of complex systems, operations. Develop novel tools or techniques to advance analysis. Defines objectives and prepares specifications to meet requirements. Performs validation and verification of systems by utilizing or developing tools for analyzing data, conducting tests, analyzing results, debugs errors, and submits change proposals to engineers. Prepares or oversees the preparation of comprehensive documentation, procedures and operating instructions. Provide consultation to stakeholders. Possesses and applies expert technical knowledge in multiple professional fields with direct responsibility for the completion of projects of major complexity and importance. Establishes goals, plans, and practices, and manages the technical development work on complex projects with the application of new and unique technologies. Provides technical leadership and expert advice to the customer. Operates independently with responsibility for major contract tasks and deliverables.

Substitution Methodology: A Bachelor's degree may substitute four years of experience. A Master's degree may substitute six years of experience. A Doctorate degree may substitute eight years of experience.

Analyst SL 8

Minimum Education and Years of Experience: HS diploma plus 29 years of experience

Functional Responsibilities: Develops detailed, strategic plans for analysis of complex systems, operations, and processes. Develops novel tools or techniques to advance analysis. Oversees the validation and verification of systems and data sets, and collaborates with engineers for correction and enhancement of requirements. Ensures preparation of comprehensive documentation, procedures and operating instructions. Develop, plan, coordinate and integrate interrelated and complex requirements to support operational needs. Provide consultation and advise stakeholders. Seen as an expert in the field of analysis and often is involved at the inception of projects. Provides technical and management leadership on major tasks. Establishes practice goals, plans, methods, techniques, and policies for obtaining results and meeting project objectives. Ensures budgets, schedules, and performance requirements meet technical requirements. Directs and controls the activities of broad functional areas for a client.

Substitution Methodology: A Bachelor's degree may substitute four years of experience. A Master's degree may substitute six years of experience. A Doctorate degree may substitute eight years of experience.

Engineer/ Scientist SL 1

Minimum Education and Years of Experience: Bachelor's degree plus six months working or academic experience.

Functional Responsibilities: Assist engineering professionals and analysts with low level tasks. Requires a great deal of supervision. Must be familiar with fundamental concepts, processes, practices, and procedures of the specific professional or technical assignment or in specialty area.

Uses academic knowledge to assist in the development and application of methods, theories and research techniques in the investigation and solution of technical issues for projects. May perform work requiring the body of knowledge of mechanical, software, electrical, or other engineering concepts. Assists more experienced engineer/scientists in conducting investigations and tests. May work with engineering technicians to learn remedial skills and practice academic concepts.

Engineer/ Scientist SL 2

Minimum Education and Years of Experience: Bachelor's degree plus two years experience.

Functional Responsibilities: Understands fundamental concepts, processes, practices, and procedures of the specific professional or technical assignment or in specialty area. Performs tasks that are routine and learns to apply training to practice. Uses established procedures and works under close supervision in support of assigned projects. Assists in the application of engineering or scientific methods, theories and research techniques in the investigation and solution of minimally complex technical issues for projects. May perform work requiring the body of knowledge of mechanical, software, electrical, or other engineering concepts. Conducts investigations and tests of some complexity. May review literature, patents and current practices relevant to the design of optimum system function. May review work provided by engineering technicians. Applies fundamental concepts, processes, practices, and procedures of the specific professional or technical assignment or specialty area. Performs work that requires practical experience and training. Work is performed independently, with evaluation and innovation in analyzing and identifying data, processes, problems, and solutions.

Substitution Methodology: A Master's degree may substitute two years of experience.

Engineer/ Scientist SL4

Minimum Education and Years of Experience: Bachelor's degree plus six years experience.

Functional Responsibilities: Independently and collaboratively develops and applies advanced engineering or scientific methods, theories and research techniques in the investigation and solution of technical issues for projects or major phases of programs. May perform work requiring the body of knowledge of mechanical, software, electrical, or other engineering concepts. Participates in investigations and tests of considerable complexity. Reviews and applies literature, patents and practices relevant to the design of optimum system function. May provide technical consultation to stakeholders. Be exposed to senior engineer/scientists cutting edge work. Provide technical tutoring to entry levels engineers. Possesses and applies a comprehensive knowledge across multiple functional areas and task environments. Develops, plans, and leads portions of technical segments of a project. Evaluates results and recommends changes in development and implementation of project phases and meeting schedules. Operates across multiple tasks and works independently, contributes to deliverables and performance metrics.

Substitution Methodology: A Master's degree may substitute two years of experience. A Doctorate degree may substitute four years of experience.

Engineer/ Scientist SL 5

Minimum Education and Years of Experience: Bachelor's degree plus nine years experience.

Functional Responsibilities: Independently and collaboratively develops and applies advanced engineering or scientific methods, theories and research techniques in the investigation and solution of highly technical issues for projects or major phases of programs. Performs work requiring the body of knowledge of mechanical, software, electrical, and/or other engineering concepts. Independently conducts investigations and tests of considerable complexity. Reviews and applies advanced literature, patents and practices relevant to the design of optimum system function. Provide technical consultation to stakeholders. May provide work leadership for lower level employees or act as working leads. Has well-developed leadership skills in building staff and executing projects. Develops, plans, and leads major technology consulting assignments. Evaluates performance results and recommends major changes affecting short-term and near-term project growth and success. Functions as a technical expert across multiple projects.

Substitution Methodology: A Master's degree may substitute two years of experience. A Doctorate degree may substitute four years of experience.

Engineer/ Scientist SL 6

Minimum Education and Years of Experience: Bachelor's degree plus 12 years experience.

Functional Responsibilities: Leads the development and application of advanced or novel engineering or scientific methods, theories and research techniques in the investigation and solution of highly technical issues for projects or major phases of programs. Performs work requiring the body of knowledge of mechanical, software, electrical, and/or other engineering concepts. Conducts investigations and tests of complexity across functional areas. Works with senior engineer/scientists to identify cutting edge theories. Provide advanced technical consultation to stakeholders. May provide work leadership for lower level employees or act as working leads. Formulates and defines system scope and objectives, develops or modifies processes to solve complex problems for computer systems and business and electronic interfaces to achieve desired results through the use of innovative technologies. Develops and applies advanced engineering and design methods, theories, and research techniques in the investigation and solution of complex and advanced system requirements, hardware/software interfaces and applications, and solutions

Substitution Methodology: A Master's degree may substitute two years of experience. A Doctorate degree may substitute four years of experience.

Engineer/ Scientist SL 7

Minimum Education and Years of Experience: Bachelor's degree plus 16 years of experience

Functional Responsibilities: Designs the development and application of advanced or novel engineering or scientific methods, theories and research techniques in the investigation and solution highly technical issues for projects or major phases of programs. Performs work requiring the body of knowledge of mechanical, software, electrical, and other engineering concepts. Conducts scientific investigations and tests of significant complexity and scope across functional areas. Often identifies theories in projects that require testing. May be required to develop white papers on newly developed theories. Provide expert technical consultation to stakeholders. Provide work leadership for lower level employees or act as working leads. Establishes goals, plans, and practices, and manages the technical development work on complex projects with the application of new and unique technologies. Provides technical leadership and expert consultation to the customer. Operates independently with responsibility for major contract tasks and deliverables.

Substitution Methodology: A Master's degree may substitute two years of experience. A Doctorate degree may substitute four years of experience.

Engineer/ Scientist SL8

Minimum Education and Years of Experience: Bachelor's degree plus 25 years of experience

Functional Responsibilities: Strategically develops and applies advanced, novel engineering or scientific methods, theories and research techniques in the investigation and development of advanced, cutting-edge theories or solutions for the technical advancement of major projects or technical programs. Performs work requiring the body of knowledge of mechanical, software, electrical, and other engineering concepts. Conducts and leads scientific investigations and tests of significant complexity and scope often across functional areas. Identifies theories in projects that require testing. Reviews and applies complex literature and recent patents as well as writes theoretical white papers relevant to the design of new engineering or scientific solutions. Provide expert technical consultation and develop technical direction of projects. Viewed as an expert in his or her field. Develops and applies advanced engineering and design methods, theories, and research techniques in the investigation and solution of complex and advanced system requirements, hardware/software interfaces and applications, and solutions. Responsible for design, development, engineering, integration, and architecture. This senior staff member manages, plans, and conducts major phases of significant projects.

Substitution Methodology: A Master's degree may substitute two years of experience. A Doctorate degree may substitute four years of experience.

Program Manager SL 1

Minimum Education and Years of Experience: Bachelor's degree plus 10 years of experience.

Functional Responsibilities: Manages small projects or minor phases of programs, implementing technical solutions for government or commercial customers. Manages teams of engineers, analysts, administrative professionals, and/or technicians to successfully accomplish project or program objectives. Manages a modest budget with simple line items. Contributes to performance evaluation of team members. Individuals in this position must manage the implementation of technical solutions through other technical and professional personnel. This individual usually works underneath other program managers to ensure successful implementation(s). Develops the framework and scientific design for the application of advanced, novel engineering or scientific methods, theories and research techniques in the investigation and development of advanced, cutting-edge theories or solutions for the technical advancement of major projects or technical programs.

Substitution Methodology: A Master's degree may substitute two years of experience. A Doctorate degree may substitute four years of experience.

Program Manager SL 2

Minimum Education and Years of Experience: Bachelor's degree plus 12 years of experience.

Functional Responsibilities: Manages projects or phases of programs, implementing technical solutions for government or commercial customers. Manages cross functional teams of engineers, analysts, administrative professionals, and/or technicians to successfully accomplish project or program objectives. Manages a budget with multiple line items. Recommends hiring decisions of additional personnel and contributes to performance evaluation of team members. Individuals in this position must manage the implementation of technical solutions through other technical and professional personnel. This individual may be responsible for the technical direction of the program as well as the leadership of team members. This individual usually works alongside other program managers to ensure successful implementation(s).

Substitution Methodology: A Master's degree may substitute two years of experience. A Doctorate degree may substitute four years of experience.

Program Manager SL 3

Minimum Education and Years of Experience: Bachelor's degree plus 15 years of experience.

Functional Responsibilities: Performs day-to-day management of overall contract support operations, possibly involving multiple projects and groups of personnel at multiple locations. Organizes, directs, and coordinates the planning and production of all contract support activities. Demonstrates written and oral communication skills. Works closely with corporate management structure to direct effective contract support activities. Manages complex projects or major phases of programs, implementing technical solutions for government or commercial customers. Manages cross functional teams of engineers, analysts, administrative professionals, and/or technicians to successfully accomplish project or program objectives. Manages a large budget with multiple, complex line items. Recommends personnel decisions affecting the team and manages team members' performance. Individuals in this position must manage the implementation of technical solutions through other technical and professional personnel. This individual is responsible for the technical direction of the program as well as the leadership of team members. This individual works closely with a variety of customers and stakeholders to ensure successful implementation(s).

Substitution Methodology: A Master's degree may substitute two years of experience. A Doctorate degree may substitute four years of experience.

Program Manager SL 4

Minimum Education and Years of Experience: Bachelor's degree plus 19 years of experience.

Functional Responsibilities: Manages project-critical tasks across multiple programs. Provides leadership for key tasks and resolves problems for major program areas through assessment of complex and technically challenging situations. Has domain and expert technical knowledge of project areas and programmatic knowledge practice-wide. Is responsible for decision making that has long-term impact and meeting major project or program performance objectives. Manages teams of project leads and/or program managers, engineers, analysts, administrative professionals, and/or technicians to successfully accomplish project or program objectives. Makes a variety of personnel decisions and manages individual and team performance. Individuals in this position must manage the implementation of technical solutions through other technical and professional personnel. Individual is responsible for program's technical, cost, and schedule risks. This individual is responsible for the technical direction of the program as well as the leadership of team members. This individual works closely with a variety of customers and stakeholders to ensure successful implementation(s).

Substitution Methodology: A Master's degree may substitute two years of experience. A Doctorate degree may substitute four years of experience.

Subject Matter Expert SL 1

Minimum Education and Years of Experience: Bachelor's degree plus 25 years of experience.

Functional Responsibilities: A highly skilled contributor with a specialization in a technical discipline. Develops requirements from a project's inception to its conclusion in the subject matter area for simple to moderately complex systems. Assists other senior engineers and analysts with analysis and evaluation and with the preparation of recommendations for system improvements, optimization, development, and/or the following specialties: System architecture, automation; risk management/electronic analysis, software; software development methodologies, or modeling and simulation. Conduct studies, technical assessments, analyses, develop new technologies, and/or make recommendations to the Program Manager or customer which impacts the success of the program. This person demonstrates unique specialized capabilities and knowledge.

Substitution Methodology: A Master's degree may substitute two years of experience. A Doctorate degree may substitute four years of experience.

Subject Matter Expert SL 2

Minimum Education and Years of Experience: Bachelor's degree plus 30 years of experience.

Functional Responsibilities: Makes recommendations and advises on organization-wide system improvements, or maintenance efforts in the following specialties: System architecture, automation; risk management/electronic

analysis, software; software development methodologies, or modeling and simulation Conduct studies, technical assessments, analyses, develop new technologies, and/or make recommendations to the Program Manager or customer which impacts the success of the program. Works alongside the Program Manager to determine technical direction. This person demonstrates unique, highly specialized capabilities and knowledge. A highly skilled contributor with a specialization in an advanced technical discipline. This person demonstrates unique specialized capabilities and knowledge.

Substitution Methodology: A Master's degree may substitute two years of experience. A Doctorate degree may substitute four years of experience.

Subject Matter Expert SL 3

Minimum Education and Years of Experience: Bachelor's degree plus 35 years of experience.

Functional Responsibilities: Provides technical and direction for problem definition, analysis, requirements development, and implementation for complex to extremely complex systems in the subject matter area. Makes recommendations and advises on organization-wide system improvements, or maintenance efforts in the following specialties: System architecture, automation; risk management/electronic analysis, software; software development methodologies, and modeling or simulation. Must be able to present complex system design concepts for customer approval at formal reviews. A highly skilled contributor and expert with a specialization in a cutting-edge technical discipline. Conduct studies, technical assessments, analyses, develop new technologies, and/or make recommendations to the Program Manager or customer which impacts the success of the program. Works as special advisor to the Program Manager to determine technical direction. The program itself may be a result of this contributor's specialized expertise. This person demonstrates a unique depth of capabilities and knowledge. Progression to this labor category is reserved for incumbents widely known as experts in their field.

Substitution Methodology: A Master's degree may substitute two years of experience. A Doctorate degree may substitute four years of experience.

Technician SL 1

Minimum Education and Years of Experience: HS Diploma plus six months working or academic experience.

Functional Responsibilities: Familiar with basic technical activities related to the support of engineering activities such as design, test, checkout, fabrication, modification, and assembly. With supervision, works from diagrams, written or verbal descriptions, or schematics, layouts or defined plans. May perform routine testing, checkout, troubleshooting, prototype building, environmental testing, and simple developmental engineering tasks.

Technician SL 2

Minimum Education and Years of Experience: HS Diploma and five years of experience. Vocational training in a technical school, military, or academia is required.

Functional Responsibilities: Performs basic technical activities related to the support of engineering activities such as design, test, checkout, fabrication, modification, and assembly. With supervision, works from diagrams, written or verbal descriptions, or schematics, layouts or defined plans. Performs routine testing, checkout, troubleshooting, prototype building, environmental testing, and simple developmental engineering tasks. With little assistance, performs routine operational tests and fault isolation.

Substitution Methodology: A Bachelor's degree may substitute four years of experience.

Technician SL 4

Minimum Education and Years of Experience: HS Diploma plus 15 years of experience. Vocational training in a technical school, military, or academia is required.

Functional Responsibilities: Must have demonstrated expertise as a technician and possess a great deal of technical expertise. Creates simple project plans to achieve performance-based objectives, enhancing implementation, systems and service. Provides integral support in design, development, and testing of system applications. Performs complex technical activities related to the support of engineering activities such as design, test, checkout, fabrication, modification, and assembly. Independently works from diagrams, written or verbal descriptions, or schematics, layouts or defined plans. Performs complex testing, checkout, troubleshooting, prototype building, environmental testing, and simple developmental engineering tasks. Performs advanced operational tests and fault isolation. Identify, determine, and resolve malfunctions down to component level. Incumbents in this category are senior technicians heavily relied upon by engineers. Provides work leadership to lower level employees.

Substitution Methodology: A Bachelor's degree may substitute four years of experience.