

GENERAL SERVICES ADMINISTRATION
FEDERAL SUPPLY SERVICE
AUTHORIZED FEDERAL SUPPLY SCHEDULE PRICE LIST



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

Contract Number: GS10F0087Y

Contract Period: Nov 30, 2011 – Nov 29, 2016

Contract Option Period: Nov 30, 2016 – Nov 29, 2021

PROFESSIONAL SERVICES SCHEDULE (PSS)

Special Item Numbers

871-1, 871-2, 871-3, 871-4, 871-5, 871-6, 874-1, 874-4, 874-7, 874-501, 874-503, 874-504.

NAICS 541330

Industrial Group: 00CORP

KORD TECHNOLOGIES, INC.

635 Discovery Dr. NW

Huntsville, AL 35806

Phone: 256-489-2346

Fax: 256-489-2347

Contracts POC: Bill Allen

Email: contracts@kordtechnologies.com

Website: www.kordtechnologies.com

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

Business Size: Small, Woman-Owned Small Business



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Section 1 – Customer Information

1.a Table of awarded Special Item Numbers (SINs)

SIN	DESCRIPTION
871-1/RC	Strategic Planning for Technology Programs/Activities
871-2/RC	Concept Development and Requirements Analysis
871-3/RC	System Design, Engineering, and Integration
871-4/RC	Test and Evaluation
871-5/RC	Integrated Logistics Services
871-6/RC	Acquisition and Life-Cycle Management
874-1/RC	Integrated Consulting Services
874-4/RC	Training Services
874-7/RC	Integrated Business Program Support Services
874-501/RC	Supply and Value Chain Management Services
874-503/RC	Distribution & Transportation Logistics Services
874-504/RC	Deployment Logistics Services

See Section 2 for detailed description of each SIN.

1.b Lowest Priced Model Number and Lowest Unit Price

Not Applicable.

1.c Hourly Rates, Commercial Job Title Descriptions, Experience, Functional Responsibility and Education

Not Applicable.

2. Maximum Order

The maximum order threshold value is \$1,000,000.

3. Minimum Order

The minimum order threshold value is \$100.

4. Geographic Coverage

Domestic. Nationwide basis as specified in each Task Order. Additional charges (e.g., hardship and hazardous pays) may apply to OCONUS locations.

5. Points of Production

Services under this contract can be provided at Government or contractor sites.

Location	Address
Corporate Office	635 Discovery Drive NW, Huntsville, AL 35806

6. Discount from List Prices or Statement of Net Price

Prices shown herein are net (discount deducted). Discounts from price list may be negotiated on a per task order basis.

7. Quantity Discounts

Not offered.

8. Prompt Payment Terms

Payment terms are Net 30 days.

9a. Government Purchase Cards Accepted up to the Micro-Purchase Threshold

Accepted. Government purchase cards are accepted for any dollar value above the minimum order. The rates included in this contract do not include credit card processing fees for orders above the micro purchase threshold. Processing fees may be waived on a case-by-case basis.

9b. Government Purchase Cards Above the Micro-Purchase Threshold

Accepted. Government purchase cards are accepted for any dollar value above the minimum order. The rates included in this contract do not include credit card processing fees for orders above the micro purchase threshold. Processing fees may be waived on a case-by-case basis.

10. Foreign Items

None.

11. Time of Delivery

As negotiated.

11.a Time of Delivery

As specified in task order.

11.b Expedited Delivery

Not applicable.

11.c Overnight and 2-Day Delivery

Not applicable.

11.d Urgent Requirements

Contact Kord Technologies for obtaining accelerated delivery. Pursuant to I-FSS-140-B, Urgent Requirements, when the FSS contract delivery period does not meet the bona fide urgent delivery requirements of an ordering agency, the agency may contact the Contract Point of Contact (see page 1) for obtaining accelerated delivery. Kord Technologies may offer an accelerated delivery date if possible to the ordering agency in accordance with other terms and conditions of the contract.

12. FOB Points

Destination

13.a Ordering Address

KORD TECHNOLOGIES, INC.
635 Discovery Dr. NW
Huntsville, AL 35806
Phone: 256-489-2346
Fax: 256-489-2347
Email: contracts@kordtechnologies.com

13.b Ordering Procedures

For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA's) and a sample BPA can be found at the GSA/FSS Schedule homepage (fss.fsa.gov/schedules).

14. Payment Address

Remittance by check should be delivered to:

Kord Technologies, Inc.
635 Discovery Dr. NW
Huntsville, AL 35806

Payment may also be made by electronic funds transfer to ServisFirst Bank, Transit Number 062006505 and Account Number 1110036314.

15. Warranty Provision

As stipulated by Inspection and Acceptance requirements of individual orders.

16. Export Packing Charges

Not applicable.

17. Terms and Conditions of Government Purchase Card Acceptance

The rates included in this contract do not include credit card processing fees for orders above the micro purchase threshold. Processing fees may be waived on a case-by-case basis.

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 Indicating Date of Parts Price Lists and Any Discounts from List Prices

Not applicable.

20.a Terms and Conditions for Any Other Services

Not applicable.

21. List of Service and Distribution Points

Location	Address/Phone Number
Huntsville, AL	635 Discovery Drive NW Huntsville, AL 35806 256-489-2346

22. List of Participating Dealers

Not applicable.

23. Preventative Maintenance

Not applicable.

24.a Environmental Attributes

Not applicable.

24.b Section 508 Compliance

Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services at <http://www.caci.com/Contracts/508.shtml>. The EIT standards can be found at: www.Section508.gov/.

25. Data Universal Number System (DUNS) Number

622989239

26. Notification Regarding Registration in the Central Contractor Registration (CCR) Database

Kord Technologies, Inc. is registered, and information is current in the SAM database. CAGE Code is 4CUP1.

27. Architecture & Engineering Services

This schedule and these prices are not to be utilized for A&E Services as defined by FAR Part 36 as it relates to real property.

28. Service Contract Applicability

Kord Technologies acknowledges the requirements of the Service Contract Act (SCA). The Service Contract Act (SCA) is applicable to this contract and it includes SCA applicable labor categories. The prices for the cited SCA labor categories (***) are based on the U.S. Department of Labor WD Number(s) identified in the SCA matrix. The prices offered are based on the preponderance of where work is performed and should the Contractor perform in an area with lower SCA rates, resulting in lower wages being paid, the task order prices will be discounted accordingly. Our GSA rates do not provide for Overtime Requirements. If Overtime work is approved in advance by the Contracting Officer, pursuant to FAR 52.232-7(a)(8), overtime rates shall be negotiated.

SERVICE CONTRACT ACT MATRIX

SCA Matrix		
SCA Eligible Contract Labor Category	SCA Equivalent Code Title	WD Number
Administrative 1**	01311 Secretary I	2015-4571

Section 2 – PSS Special Item Numbers (SINs)

871-1 Strategic Planning for Technology Programs/Activities

Services required under this SIN involve the definition and interpretation of high level organizational engineering performance requirements such as projects, systems, missions, etc., and the objectives and approaches to their achievement. Typical associated tasks include, but are not limited to an 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.

871-2 Concept Development and Requirements Analysis

Services required under this SIN involve abstract or concept studies and analysis, requirements definition, preliminary planning, the evaluation of alternative technical approaches and associated costs for the development of enhancement of high level general performance specifications of a system, project, mission or activity. Typical associated tasks include, but are not limited to requirements analysis, cost/cost performance trade-off analysis, feasibility analysis, developing and completing fire safety evaluation worksheets as they relate to professional engineering services, regulatory compliance support, technology/system conceptual designs, training, and consulting.

871-3 System Design, Engineering and Integration

Services required under this SIN involve the translation of a system (or subsystem, program, project, activity) concept into a preliminary and detailed design (engineering plans and specifications), performing risk identification/analysis, mitigation, traceability, and then integrating the various components to produce a working prototype or model of the system. Typical associated tasks include, but are not limited to computer-aided design, e.g. CADD, design studies and analysis, design review services, shop drawing review services, submittal review services, conducting fire protection facility surveys, developing 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, and consulting.

871-4 Test and Evaluation

Services required under this SIN involve the application of various techniques demonstrating that a system (subsystem, program, project or activity) performs in accordance with the objectives outlined in the original design. Typical associated tasks include, but are not limited to testing of a prototype, first article(s) testing, environmental testing, performing inspections and witnessing acceptance testing of fire protection and life safety systems as they relate to professional engineering services, independent verification and validation, reverse engineering, simulation and modeling (to test the feasibility of a concept), system, quality assurance, physical testing of the product system, training, consulting, receptions and inspection of Government Furnished Equipment / Satellite, conduct testing and safety audits. Example: The navigation satellite-working model will be subjected to a series of tests, which may simulate and ultimately duplicate its operational environment. Professional engineering solutions do not 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.

871-5 Integrated Logistics Services

Services required under this SIN involves the analysis, planning and detailed design of all engineering specific logistics support including material goods, personnel, and operational maintenance and repair of systems throughout their lifecycles, excluding those systems associated with real property. Typical associated tasks include, but are not limited to ergonomic/human performance analysis, feasibility analysis, logistics planning, requirements determination, policy standards/procedures development, conducting research studies, long-term reliability and maintainability, conducting research studies, long-term reliability and maintainability, training, consulting, conduct acceptance, functional and post acceptance testing, testing, integration of the payload for flight Customer Agency, support provided during launch, orbital maneuvering and satellite separation from the spacecraft. Example: The full range of life cycle logistics support for the navigation satellite will be identified and designed in this stage including training, operation and maintenance requirements, and replacement procedures. Professional engineering solutions do not 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.

871-6 Acquisition and Life-Cycle Management

Services required under this SIN involve all the planning, budget, contract and systems/program management functions required to procure and or/produce, render operational and provide life cycle support (maintenance, repair, supplies, engineering specific logistics) to (technology based) systems, activities, subsystems, projects, etc. Typical associated tasks include, but are not limited to 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. Example: During this stage the actual manufacturing, launch, and performance monitoring of the navigation satellite will be assisted through project management, configuration management, reliability analysis, engineering retrofit improvements and similar functions. Professional engineering solutions do not 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.

874-1 Integrated Consulting Services

Services required under this SIN involve providing expert advice and assistance in support of an agency's mission-oriented business functions. Services covered by this SIN include: Management or strategy consulting, including research, evaluations, studies, analyses, scenarios/simulations, reports, business policy and regulation development assistance, strategy formulation, and expert witness services.

*Facilitation and related decision support services

*Survey services, using a variety of methodologies, including survey planning, design, and development; survey administration; data validation and analysis; reporting, and stakeholder briefings

*Advisory and assistance services in accordance with FAR 37.203

NOTE 1: Consulting services where the preponderance of work is specifically covered under other PSS SINS or GSA Schedules are not permitted under this SIN.

NOTE 2: Legal, expert witness, consulting, and audit services pertaining to financial matters are not covered under this SIN. Refer to 520 SINS. Consulting services relating to public relations are not covered under this SIN. Refer to SIN 541-2, Public Relations Services.

874-4 Training Services

Proposed courses shall be commercially-available off-the-shelf training and/or educational courses that are delivered via an Instructor-led (i.e. traditional classroom setting or conference/seminar) and/or web-based (i.e. Internet/Intranet, software packages and computer applications) system. Courses shall have a defined course title, length of time (i.e. hours, days, semesters, etc.), description of material to be taught (i.e. syllabi, table of contents, etc.), and whether materials are included in the price. (i.e. books, pamphlets, software, etc.). Support materials not included may be offered under SIN 100 03.

Proposed professional services shall be in support of planning, creating, and/or executing testing and test administration, learning management, internship, or development of new courses or subject matter delivered via an instructor-led (i.e. traditional classroom setting or conference/seminar) and/or web-based (i.e. Internet/Intranet, software packages and computer applications) system. Proposed customization services are the result of planning, creating, and/or executing a proprietary format and may be priced as a flat rate or as Labor/hours using professional labor categories (i.e. Subject Matter Experts (SMEs), Program Managers, Project Managers, Research Assistant, Technical Specialist, etc.), subject matter(s), Systems requirements and methodology(ies) to be used should be stated. Acquisition training will be accomplished under SIN 874-8 Functional industry-specific training covered under other schedules will not be accomplished under this SIN.

A customized course(s) shall include labor categories (i.e. Subject Matter Experts (SMEs), Program Managers, Project Managers, Research Assistant, Technical Specialist, etc.), subject matter(s), and methodology(ies) to be used.

874-7 Integrated Business Program Support Services

Services required under this SIN involve assisting agencies in managing their mission-oriented business projects or programs and achieving mission performance goals. Services covered by this SIN include:

*All phases of program or project management, from planning to closeout.

*Operational/administrative business support services to carry out program objectives.

NOTE 1: Program support services where the preponderance of work is specifically covered under other PSS SINS or GSA Schedules are not permitted under this SIN.

NOTE 2: Administrative support services are authorized under this SIN; however, they must be provided in conjunction with other professional business services covered under this Schedule and must be performed under the supervision of the contractor's Project or Program Manager. Personal services as defined in FAR are prohibited under MOBIS.

874-501 Supply and Value Chain Management Services

Services that include all phases of planning, acquisition and management of logistics systems. These services include, but are not limited to planning, acquisition, design, development, testing, production, fielding, management, operation, maintenance, sustainment, improvement, modification and disposal. Examples of the type of services that may be performed under this SIN include: Logistics consulting for planning for the acquisition and life cycle phases of supply and value chain systems including the following: defining and establishing program objectives, strategies, plans and schedules; develop milestone documentation; market research and acquisition planning; material requirements identification, planning, acquisition and management; develop specifications or performance based work statements and task estimates; develop, document and support maintenance procedures and technical manuals; configuration data management and related documentation; expansion and consolidation studies, field problem analysis and recommendation of corrective actions and system modernization; Needs assessment/system assessment; Inventory/asset/vendor management; Inventory management and operation (inclusive of salvage, recycle and/or disposal management); operation of warehouses, stockrooms, storage facilities or depots; Fulfillment systems and operations; platform management; Information logistics processing systems analysis design, and implementation; staging, shipping, receiving, packing, crating, moving and storage (excluding household goods); packaging, labeling, bar coding system consultation, design, implementation, operation and maintenance; design and installation of material handling systems; hazardous material storage and handling (Non-radioactive only); warehouse and location management systems; recycling program management of warehousing materials; preservation and protection of specialized inventory or documents; maintenance, repair and overhaul (MRO) support and/or support process management; aircraft repair and maintenance; ship repair and maintenance; property disposal management; logistics strategic planning services; logistics systems engineering services; logistics program management services and support; Unique Identification (UID)/Radio Frequency Identification (RFID) services; Program and project management; acquisition and life cycle management; spares modeling; supply chain integration planning; global integrated supply chain solutions planning and implementation. (note acquisition functions cannot be procured as stand-alone services).

874-503 Distribution & Transportation Logistics Services

Distribution and Transportation Logistics Services include Planning and designing, implementing, or operating systems or facilities for the movement of supplies, equipment or people by road, air, water, rail, or pipeline. Typical tasks include moving and storage (excluding household goods), location modeling, transportation system development and management, carrier management and routing, and facilitating customs processing. Commercial passenger airline services covered by the Airline City Pair Program are excluded.

874-504 Deployment Logistics Services

Deployment Logistics tasks include contingency planning, identifying/utilizing regional or global resources, integrating public/private sector resources, inventory/property planning, movement, storage, end-to-end industrial relocation/expansion services, including project/asset/construction management, space planning and project integration/implementation, pre-positioning assets, facilitating customs processing/accountability; and deploying communications and logistics systems to permit rapid deployment and management of supplies and equipment.

Section 3 – Labor Category Descriptions

Subject Matter Expert 2 (SINs 874-1, 874-4, 874-7, 874-501, 874-503, 874-504, 871-1, 871-2, 871-3, 871-4, 871-5, and 871-6)

Functional Responsibilities: Acknowledged as an authority in relevant principles and practices. Applies experience, skills, and/or expert knowledge within a discipline to broad, complex assignments. Generates revolutionary concepts as evidenced by synthesis of new products or processes. Creates or uses powerful tools to develop solutions for problems. Utilizes and develops tools, techniques, processes and/or facilities. Provides leadership and technical direction for activities in a specialized discipline or technology subject area. Provides strategic advice, technical guidance and expertise to program and project staff. Applies principles, methods and knowledge of the functional area of capability to specific task order requirements. Thinks independently and demonstrates exceptional written and oral communication skills. Possesses a complete understanding and wide experience in the application of technical principles, theories, and concepts in the field.

Minimum Education/Degree or Training/Certifications and Minimum Years of Experience: PhD with eight (8) years of related experience; Master's degree with ten (10) years of related experience; or a Bachelor's degree and thirteen (13) years of related experience.

Substitution Terminology:

Four (4) years of relevant experience (in addition to minimum experience requirements) may be substituted for a Bachelor's degree.

- A Master's degree can substitute for **three (3)** years of relevant experience.
- Successful completion of higher education which has not yet resulted in a degree may be counted as 1 for 1 years of relevant experience for each year of college completed.
- Professional licenses, certifications (PE Certification) may be substituted for 1 year of relevant experience.

Subject Matter Expert 3 (SINs 874-1, 874-4, 874-7, 874-501, 874-503, 874-504, 871-1, 871-2, 871-3, 871-4, 871-5, and 871-6)

Functional Responsibilities: Acknowledged as an authority in relevant principles and practices. Applies experience, skills, and/or expert knowledge within a discipline to broad, complex assignments. Generates revolutionary concepts as evidenced by synthesis of new products or processes. Creates or uses powerful tools to develop solutions for problems. Utilizes and develops tools, techniques, processes and/or facilities. Provides leadership and technical direction for activities in a specialized discipline or technology subject area. Provides strategic advice, technical guidance and expertise to program and project staff. Applies principles, methods and knowledge of the functional area of capability to specific task order requirements. Thinks independently and demonstrates exceptional written and oral communication skills. Possesses a complete understanding and wide experience in the application of technical principles, theories, and concepts in the field. Develops advanced technological concepts and guides their development into a final product. Exercises considerable latitude in determining technical objectives of assignments. Provides detailed analysis, evaluation and recommendations for improvements.

Minimum Education/Degree or Training/Certifications and Minimum Years of Experience: PhD with eleven (11) years of related experience; Master's degree with thirteen (13) years of related experience; or a Bachelor's degree and sixteen (16) years of related experience.

Substitution Terminology:

Four (4) years of relevant experience (in addition to minimum experience requirements) may be substituted for a Bachelor's degree.

- A Master's degree can substitute for **three (3)** years of relevant experience.
- Successful completion of higher education which has not yet resulted in a degree may be counted as 1 for 1 years of relevant experience for each year of college completed.
- Professional licenses, certifications (PE Certification) may be substituted for 1 year of relevant experience.

Subject Matter Expert 4 (SINs 874-1, 874-4, 874-7, 874-501, 874-503, 874-504, 871-1, 871-2, 871-3, 871-4, 871-5, and 871-6)

Functional Responsibilities: Acknowledged as an authority in relevant principles and practices. Applies experience, skills, and/or expert knowledge within a discipline to broad, complex assignments. Generates revolutionary concepts as evidenced by synthesis of new products or processes. Creates or uses powerful tools to develop solutions for problems. Utilizes and develops tools, techniques, processes and/or facilities. Provides leadership and technical direction for activities in a specialized discipline or technology subject area. Assignments are often self-initiated. Initiates, supervises, and/or develops requirements from a project's inception to conclusion for extremely complex programs. Provides strategic advice, technical guidance and expertise to program and project staff. Applies principles, methods and knowledge of the functional area of capability to specific task order requirements. Thinks independently and demonstrates exceptional written and oral communication skills. Possesses a complete understanding and wide experience in the application of technical principles, theories, and concepts in the field. Develops advanced technological concepts and guides their development into a final product. Exercises considerable latitude in determining technical objectives of assignments. Provides detailed analysis, evaluation and recommendations for improvements, optimization development, and/or maintenance efforts for client-specific or mission critical challenges/issues. Consults with client to define need or problem supervises studies and leads surveys to collect and analyze data to provide advice and recommend solutions.

Minimum Education/Degree or Training/Certifications and Minimum Years of Experience: PhD with fourteen (14) years of related experience; Master's degree with sixteen (16) years of related experience; or a Bachelor's degree and nineteen (19) years of related experience

Substitution Terminology:

Four (4) years of relevant experience (in addition to minimum experience requirements) may be substituted for a Bachelor's degree.

- A Master's degree can substitute for **three (3)** years of relevant experience.
- Successful completion of higher education which has not yet resulted in a degree may be counted as 1 for 1 years of relevant experience for each year of college completed.

- Professional licenses, certifications (PE Certification) may be substituted for 1 year of relevant experience.

Manager 1 (SINs 874-1, 874-4, 874-7, 874-501, 874-503, 874-504, 871-1, 871-2, 871-3, 871-4, 871-5, and 871-6)

Functional Responsibilities: Directs the performance of a project or projects which may be organized by technology, program or client. Oversees the technology development and/or application, marketing, and resource allocation within program client base. Responsible for the effective management of funds and personnel, and is accountable for the quality and timely delivery of all contractual items. Operates within client guidance, contractual limitations, and Company business and policy directives. Serves as focal point of contact with client regarding program activities. Ensures that all required resources including manpower, production standards, computer time, and facilities are available for program implementation. Confers with project managers to provide technical advice and to assist with problem resolution.

Minimum Education/Degree or Training/Certifications and Minimum Years of Experience: Bachelor's degree and four (4) years of related experience.

Substitution Terminology:

Four (4) years of relevant experience (in addition to minimum experience requirements) may be substituted for a Bachelor's degree.

- A Master's degree can substitute for four (4) years of relevant experience.
- Successful completion of higher education which has not yet resulted in a degree may be counted as 1 for 1 years of relevant experience for each year of college completed.
- Professional licenses, certifications (PE Certification) and unique experience in specialized or emerging technologies may be substituted for 1 year of relevant experience.

Manager 2 (SINs 874-1, 874-4, 874-7, 874-501, 874-503, 874-504, 871-1, 871-2, 871-3, 871-4, 871-5, and 871-6)

Functional Responsibilities: Directs the performance of a project or projects which may be organized by technology, program or client. Oversees the technology development and/or application, marketing, and resource allocation within program client base. Responsible for the effective management of funds and personnel, and is accountable for the quality and timely delivery of all contractual items. Operates within client guidance, contractual limitations, and Company business and policy directives. Serves as focal point of contact with client regarding program activities. Ensures that all required resources including manpower, production standards, computer time, and facilities are available for program implementation. Confers with project managers to provide technical advice and to assist with problem resolution.

Minimum Education/Degree or Training/Certifications and Minimum Years of Experience: Bachelor's degree and eight (8) years of related experience.

Substitution Terminology:

Four (4) years of relevant experience (in addition to minimum experience requirements) may be substituted for a Bachelor's degree.

- A Master's degree can substitute for four (4) years of relevant experience.

- Successful completion of higher education which has not yet resulted in a degree may be counted as 1 for 1 years of relevant experience for each year of college completed.
- Professional licenses, certifications (PE Certification) and unique experience in specialized or emerging technologies may be substituted for 1 year of relevant experience.

Manager 3 (SINs 874-1, 874-4, 874-7, 874-501, 874-503, 874-504, 871-1, 871-2, 871-3, 871-4, 871-5, and 871-6)

Functional Responsibilities: Directs the performance of a project or projects which may be organized by technology, program or client. Oversees the technology development and/or application, marketing, and resource allocation within program client base. Responsible for the effective management of funds and personnel, and is accountable for the quality and timely delivery of all contractual items. Operates within client guidance, contractual limitations, and Company business and policy directives. Serves as focal point of contact with client regarding program activities. Ensures that all required resources including manpower, production standards, computer time, and facilities are available for program implementation. Confers with project managers to provide technical advice and to assist with problem resolution.

Minimum Education/Degree or Training/Certifications and Minimum Years of Experience: Bachelor's degree and twelve (12) years of related experience. With Task Order Contracting Officer Approval, task order applicable specialized training or certification(s) or highly relevant experience may substitute for two (2) years of related experience.

Substitution Terminology:

Four (4) years of relevant experience (in addition to minimum experience requirements) may be substituted for a Bachelor's degree.

- A Master's degree can substitute for four (4) years of relevant experience.
- Successful completion of higher education which has not yet resulted in a degree may be counted as 1 for 1 years of relevant experience for each year of college completed.
- Professional licenses, certifications (PE Certification) and unique experience in specialized or emerging technologies may be substituted for 1 year of relevant experience.

Manager 4 (SINs 874-1, 874-4, 874-7, 874-501, 874-503, 874-504, 871-1, 871-2, 871-3, 871-4, 871-5, and 871-6)

Functional Responsibilities: Directs the performance of a project or projects which may be organized by technology, program or client. Oversees the technology development and/or application, marketing, and resource allocation within program client base. Responsible for the effective management of funds and personnel, and is accountable for the quality and timely delivery of all contractual items. Operates within client guidance, contractual limitations, and Company business and policy directives. Serves as focal point of contact with client regarding program activities. Ensures that all required resources including manpower, production standards, computer time, and facilities are available for program implementation. Confers with project managers to provide technical advice and to assist with problem resolution.

Minimum Education/Degree or Training/Certifications and Minimum Years of Experience: Bachelor's degree and sixteen (16) years of related experience. With Task Order Contracting Officer Approval, task order applicable specialized training or certification(s) or highly relevant experience may substitute for two (2) years of related experience.

Substitution Terminology:

Four (4) years of relevant experience (in addition to minimum experience requirements) may be substituted for a Bachelor's degree.

- A Master's degree can substitute for four (4) years of relevant experience.
- Successful completion of higher education which has not yet resulted in a degree may be counted as 1 for 1 years of relevant experience for each year of college completed.
- Professional licenses, certifications (PE Certification) and unique experience in specialized or emerging technologies may be substituted for 1 year of relevant experience.

Manager 5 (SINs 874-1, 874-4, 874-7, 874-501, 874-503, 874-504, 871-1, 871-2, 871-3, 871-4, 871-5, and 871-6)

Functional Responsibilities: Directs the performance of a project or projects which may be organized by technology, program or client. Oversees the technology development and/or application, marketing, and resource allocation within program client base. Responsible for the effective management of funds and personnel, and is accountable for the quality and timely delivery of all contractual items. Operates within client guidance, contractual limitations, and Company business and policy directives. Serves as focal point of contact with client regarding program activities. Ensures that all required resources including manpower, production standards, computer time, and facilities are available for program implementation. Confers with project managers to provide technical advice and to assist with problem resolution.

Minimum Education/Degree or Training/Certifications and Minimum Years of Experience: Bachelor's degree and twenty (20) years of related experience. With Task Order Contracting Officer Approval, task order applicable specialized training or certification(s) or highly relevant experience may substitute for two (2) years of related experience.

Substitution Terminology:

Four (4) years of relevant experience (in addition to minimum experience requirements) may be substituted for a Bachelor's degree.

- A Master's degree can substitute for four (4) years of relevant experience.
- Successful completion of higher education which has not yet resulted in a degree may be counted as 1 for 1 years of relevant experience for each year of college completed.
- Professional licenses, certifications (PE Certification) and unique experience in specialized or emerging technologies may be substituted for 1 year of relevant experience.

Analyst 1 (SINs 874-1, 874-4, 874-7, 874-501, 874-503, 874-504, 871-1, 871-2, 871-3, 871-4, 871-5, and 871-6)

Functional Responsibilities: Assists with studies, assessments, and analysis to determine and enhance system performance and effectiveness. May formulate and use mathematical models for representations to conduct analysis. Works with various levels of personnel to understand and define the functions and needs of the organization. Tracks paper flows and system procedures, examines interfaces, participates in meetings, reviews documentation, and may conduct interviews if needed. Documents requirements, and make recommendations for improved efficiency and/or performance.

Minimum Education/Degree or Training/Certifications and Minimum Years of Experience:
Bachelor's degree.

Substitution Terminology:

Four (4) years of relevant experience (in addition to minimum experience requirements) may be substituted for a Bachelor's degree.

- A Master's degree can substitute for four (4) years of relevant experience.
- Successful completion of higher education which has not yet resulted in a degree may be counted as 1 for 1 years of relevant experience for each year of college completed.
- Professional licenses, certifications (PE Certification) and unique experience in specialized or emerging technologies may be substituted for 1 year of relevant experience.

Analyst 2 (SINs 874-1, 874-4, 874-7, 874-501, 874-503, 874-504, 871-1, 871-2, 871-3, 871-4, 871-5, and 871-6)

Functional Responsibilities: Assists with studies, assessments, and analysis to determine and enhance system performance and effectiveness. May formulate and use mathematical models for representations to conduct analysis. Works with various levels of personnel to understand and define the functions and needs of the organization. Tracks paper flows and system procedures, examines interfaces, participates in meetings, reviews documentation, and may conduct interviews if needed. Documents requirements, and make recommendations for improved efficiency and/or performance.

Minimum Education/Degree or Training/Certifications and Minimum Years of Experience:
Bachelor's degree and four (4) years of general experience.

Substitution Terminology:

Four (4) years of relevant experience (in addition to minimum experience requirements) may be substituted for a Bachelor's degree.

- A Master's degree can substitute for four (4) years of relevant experience.
- Successful completion of higher education which has not yet resulted in a degree may be counted as 1 for 1 years of relevant experience for each year of college completed.
- Professional licenses, certifications (PE Certification) and unique experience in specialized or emerging technologies may be substituted for 1 year of relevant experience.

Analyst 3 (SINs 874-1, 874-4, 874-7, 874-501, 874-503, 874-504, 871-1, 871-2, 871-3, 871-4, 871-5, and 871-6)

Functional Responsibilities: Conducts studies, assessments, and analysis to determine and enhance system performance and effectiveness. May formulate and use mathematical models for representations to conduct analysis. Works with various levels of personnel to understand and define the functions and needs of the organization. Tracks paper flows and system procedures, examines interfaces, participates in meetings, reviews documentation, and may conduct interviews if needed. Documents requirements, and make recommendations for improved efficiency and/or performance. May supervise a small to medium-sized group of personnel.

Minimum Education/Degree or Training/Certifications and Minimum Years of Experience:
Bachelor's degree and eight (8) years of general experience. Twelve (12) years of related

experience may be used in lieu of degree. With Task Order Contracting Officer Approval, task order applicable specialized training or certification(s) may be substituted in lieu of degree.

Substitution Terminology:

Four (4) years of relevant experience (in addition to minimum experience requirements) may be substituted for a Bachelor's degree.

- A Master's degree can substitute for four (4) years of relevant experience.
- Successful completion of higher education which has not yet resulted in a degree may be counted as 1 for 1 years of relevant experience for each year of college completed.
- Professional licenses, certifications (PE Certification) and unique experience in specialized or emerging technologies may be substituted for 1 year of relevant experience.

Senior Analyst 1 (SINs 874-1, 874-4, 874-7, 874-501, 874-503, 874-504, 871-1, 871-2, 871-3, 871-4, 871-5, and 871-6)

Functional Responsibilities: Provides senior-level support to clients and manages the implementation and/or integration of project/program level services and training. They facilitate process improvement via the methodical investigation, analysis, review and documentation of functional business specifications. Manages the requirements development process through the elicitation, analysis, specification and verification of multiple levels of requirements from an end-to-end perspective and supports the ongoing management of the requirements. Provide analytical support for critical corporate initiatives including business function support for system migrations and consolidations, significant business area process improvement projects and complex product installations. Demonstrate a high level of expertise in functional area to bridge business requirements and solutions; provide technical direction and ensure compliance with best practice solutions. Practice knowledge transfer and foster change management as the organization changes and new skills are required, focusing on team/individual development.

Minimum Education/Degree or Training/Certifications and Minimum Years of Experience: Bachelor's degree required and two (2) years of related experience.

Substitution Terminology:

Four (4) years of relevant experience (in addition to minimum experience requirements) may be substituted for a Bachelor's degree.

- A Master's degree can substitute for four (4) years of relevant experience.
- Successful completion of higher education which has not yet resulted in a degree may be counted as 1 for 1 years of relevant experience for each year of college completed.
- Professional licenses, certifications (PE Certification) and unique experience in specialized or emerging technologies may be substituted for 1 year of relevant experience.

Senior Analyst 2 (SINs 874-1, 874-4, 874-7, 874-501, 874-503, 874-504, 871-1, 871-2, 871-3, 871-4, 871-5, and 871-6)

Functional Responsibilities: Provides senior-level support to clients and manages the implementation and/or integration of project/program level services and training. They facilitate process improvement via the methodical investigation, analysis, review and documentation of functional business specifications. Manages the requirements development process through the

elicitation, analysis, specification and verification of multiple levels of requirements from an end-to-end perspective and supports the ongoing management of the requirements. Provide analytical support for critical corporate initiatives including business function support for system migrations and consolidations, significant business area process improvement projects and complex product installations. Demonstrate a high level of expertise in functional area to bridge business requirements and solutions; provide technical direction and ensure compliance with best practice solutions. Practice knowledge transfer and foster change management as the organization changes and new skills are required, focusing on team/individual development.

Minimum Education/Degree or Training/Certifications and Minimum Years of Experience: Bachelor's degree required and six (6) years of related experience.

Substitution Terminology:

Four (4) years of relevant experience (in addition to minimum experience requirements) may be substituted for a Bachelor's degree.

- A Master's degree can substitute for four (4) years of relevant experience.
- Successful completion of higher education which has not yet resulted in a degree may be counted as 1 for 1 years of relevant experience for each year of college completed.
- Professional licenses, certifications (PE Certification) and unique experience in specialized or emerging technologies may be substituted for 1 year of relevant experience.

Senior Analyst 3 (SINs 874-1, 874-4, 874-7, 874-501, 874-503, 874-504, 871-1, 871-2, 871-3, 871-4, 871-5, and 871-6)

Functional Responsibilities: Provides senior-level support to clients and manages the implementation and/or integration of project/program level services and training. They facilitate process improvement via the methodical investigation, analysis, review and documentation of functional business specifications. Manages the requirements development process through the elicitation, analysis, specification and verification of multiple levels of requirements from an end-to-end perspective and supports the ongoing management of the requirements. Provide analytical support for critical corporate initiatives including business function support for system migrations and consolidations, significant business area process improvement projects and complex product installations. Demonstrate a high level of expertise in functional area to bridge business requirements and solutions; provide technical direction and ensure compliance with best practice solutions. Practice knowledge transfer and foster change management as the organization changes and new skills are required, focusing on team/individual development.

Minimum Education/Degree or Training/Certifications and Minimum Years of Experience: Bachelor's degree required and ten (10) years of related experience.

Substitution Terminology:

Four (4) years of relevant experience (in addition to minimum experience requirements) may be substituted for a Bachelor's degree.

- A Master's degree can substitute for four (4) years of relevant experience.
- Successful completion of higher education which has not yet resulted in a degree may be counted as 1 for 1 years of relevant experience for each year of college completed.
- Professional licenses, certifications (PE Certification) and unique experience in specialized or emerging technologies may be substituted for 1 year of relevant experience.

Technical Specialist/Trainer 1 (SINs 874-1, 874-4, 874-7, 874-501, 874-503, 874-504, 871-1, 871-2, 871-3, 871-4, 871-5, and 871-6)

Functional Responsibilities: Develops, tests, or evaluates the design, maintenance, operation, or installation of systems and equipment. May conducts tests and experiments, prepares test procedures, records, analyzes, and evaluates test data. May assist with training and training development. Training related activities include conducting training needs assessments by collecting applicable information such as work procedures, work flow, and reports; designing training courseware using desktop publishing and revising and editing training documents as needed. May conducts training and evaluates effectiveness of training. Maintains safe and healthy training environment by following organization standards and legal regulations.

Minimum Education/Degree or Training/Certifications and Minimum Years of Experience: Bachelor's degree.

Substitution Terminology:

Four (4) years of relevant experience (in addition to minimum experience requirements) may be substituted for a Bachelor's degree.

- A Master's degree can substitute for four (4) years of relevant experience.
- Successful completion of higher education which has not yet resulted in a degree may be counted as 1 for 1 years of relevant experience for each year of college completed.
- Professional licenses, certifications (PE Certification) and unique experience in specialized or emerging technologies may be substituted for 1 year of relevant experience.

Administrative Assistant 1** (SINs 874-1, 874-4, 874-7, 874-501, 874-503, 874-504, 871-1, 871-2, 871-3, 871-4, 871-5, and 871-6)

Functional Responsibilities: Provides administrative-type support to technical and management-level personnel. This includes, but is not limited to, documentation planning and support, general office support, executive secretarial support, human resource planning, event planning and administration, office relocation planning, mail services, records, data input, etc. Specializes in coordinating and planning office administration and support. Understands and provides documentation planning and support, general office support, executive secretarial support, human resource planning, event planning and administration, office relocation planning, etc.

Minimum Education/Degree or Training/Certifications and Minimum Years of Experience: High school diploma or GED.

Administrative Assistant 2 (SINs 874-1, 874-4, 874-7, 874-501, 874-503, 874-504, 871-1, 871-2, 871-3, 871-4, 871-5, and 871-6)

Functional Responsibilities: Provides administrative-type support to technical and management-level personnel. This includes, but is not limited to, documentation planning and support, project administration, general office support, executive secretarial support, human resource planning, event planning and administration, office relocation planning, mail services, records, data input, etc. Specializes in coordinating and planning office administration and support. Understands and provides documentation planning and support, project administration,

general office support, executive secretarial support, human resource planning, event planning and administration, office relocation planning, etc.

Minimum Education/Degree or Training/Certifications and Minimum Years of Experience: Bachelor's degree and two (2) years of general experience.

Substitution Terminology:

Four (4) years of relevant experience (in addition to minimum experience requirements) may be substituted for a Bachelor's degree.

- A Master's degree can substitute for four (4) years of relevant experience.
- Successful completion of higher education which has not yet resulted in a degree may be counted as 1 for 1 years of relevant experience for each year of college completed.
- Professional licenses, certifications (PE Certification) and unique experience in specialized or emerging technologies may be substituted for 1 year of relevant experience.

Subject Matter Expert 1 (SINs 874-1, 874-4, 874-7, 874-501, 874-503, 874-504, 871-1, 871-2, 871-3, 871-4, 871-5, and 871-6)

Functional Responsibilities: Acknowledged as an authority in relevant principles and practices. Applies experience, skills, and/or expert knowledge within a discipline to broad, complex assignments. Generates revolutionary concepts as evidenced by synthesis of new products or processes. Creates or uses powerful tools to develop solutions for problems. Utilizes and develops tools, techniques, processes and/or facilities. Provides leadership and technical direction for activities in a specialized discipline or technology subject area.

Minimum Education/Degree or Training/Certifications and Minimum Years of Experience: PhD with five (5) years of related experience; Master's degree with seven (7) years of related experience; or a Bachelor's degree and ten (10) years of related experience. With Task Order Contracting Officer Approval, task order applicable specialized training or certification(s) or relevant military experience may substitute in lieu of degree.

Substitution Terminology:

Four (4) years of relevant experience (in addition to minimum experience requirements) may be substituted for a Bachelor's degree.

- A Master's degree can substitute for four (4) years of relevant experience.
- Successful completion of higher education which has not yet resulted in a degree may be counted as 1 for 1 years of relevant experience for each year of college completed.
- Professional licenses, certifications (PE Certification) and unique experience in specialized or emerging technologies may be substituted for 1 year of relevant experience.

Engineer 1 (871-1, 871-2, 871-3, 871-4, 871-5, and 871-6)

Functional Responsibilities: Performs a variety of broad engineering tasks under supervision. These activities may consist of planning, performance management, capacity planning, testing and validation, benchmarking, engineering, and development.

Minimum Education/Degree or Training/Certifications and Minimum Years of Experience: Bachelor's degree.

Substitution Terminology:

Four (4) years of relevant experience (in addition to minimum experience requirements) may be substituted for a Bachelor's degree.

- A Master's degree can substitute for four (4) years of relevant experience.
- Successful completion of higher education which has not yet resulted in a degree may be counted as 1 for 1 years of relevant experience for each year of college completed.
- Professional licenses, certifications (PE Certification) and unique experience in specialized or emerging technologies may be substituted for 1 year of relevant experience.

Engineer 2 (871-1, 871-2, 871-3, 871-4, 871-5, and 871-6)

Functional Responsibilities: Performs a variety of broad engineering tasks, either independently or under supervision, involving design and implementation, including personnel, hardware, software, and support facilities and equipment. Performs engineering research, design development and other assignments in conformance with design, engineering and customer specifications. Executes engineering activities within a project. These activities may consist of planning, performance management, capacity planning, testing and validation, benchmarking, engineering, and development.

Minimum Education/Degree or Training/Certifications and Minimum Years of Experience: Bachelor's degree and four (4) years of general experience.

Substitution Terminology:

Four (4) years of relevant experience (in addition to minimum experience requirements) may be substituted for a Bachelor's degree.

- A Master's degree can substitute for four (4) years of relevant experience.
- Successful completion of higher education which has not yet resulted in a degree may be counted as 1 for 1 years of relevant experience for each year of college completed.
- Professional licenses, certifications (PE Certification) and unique experience in specialized or emerging technologies may be substituted for 1 year of relevant experience.

Engineer 3 (871-1, 871-2, 871-3, 871-4, 871-5, and 871-6)

Functional Responsibilities: Performs a variety of broad engineering tasks, either independently or under supervision, involving design and implementation, including personnel, hardware, software, and support facilities and equipment. Defines and executes engineering activities within a project. These activities may consist of planning, performance management, capacity planning, testing and validation, benchmarking, engineering, and development and staffing of an engineering management plan. Plans and performs engineering research, design development and other assignments in conformance with design, engineering and customer specifications. May supervise a team of engineers through project completion. Coordinates the activities of engineers and technicians assigned to specific engineering projects.

Minimum Education/Degree or Training/Certifications and Minimum Years of Experience: Bachelor's degree and eight (8) years of general experience.

Substitution Terminology:

Four (4) years of relevant experience (in addition to minimum experience requirements) may be substituted for a Bachelor's degree.

- A Master's degree can substitute for four (4) years of relevant experience.
- Successful completion of higher education which has not yet resulted in a degree may be counted as 1 for 1 years of relevant experience for each year of college completed.
- Professional licenses, certifications (PE Certification) and unique experience in specialized or emerging technologies may be substituted for 1 year of relevant experience.

Engineer 4 (871-1, 871-2, 871-3, 871-4, 871-5, and 871-6)

Functional Responsibilities: Performs a variety of broad engineering tasks, either independently or under supervision, involving design and implementation, including personnel, hardware, software, and support facilities and equipment. Defines and executes engineering activities within a project. These activities may consist of planning, performance management, capacity planning, testing and validation, benchmarking, engineering, and development and staffing of an engineering management plan. Plans and performs engineering research, design development and other assignments in conformance with design, engineering and customer specifications. May supervise a team of engineers through project completion. Coordinates the activities of engineers and technicians assigned to specific engineering projects.

Minimum Education/Degree or Training/Certifications and Minimum Years of Experience: Bachelor's degree and twelve (12) years of general experience.

Substitution Terminology:

Four (4) years of relevant experience (in addition to minimum experience requirements) may be substituted for a Bachelor's degree.

- A Master's degree can substitute for four (4) years of relevant experience.
- Successful completion of higher education which has not yet resulted in a degree may be counted as 1 for 1 years of relevant experience for each year of college completed.
- Professional licenses, certifications (PE Certification) and unique experience in specialized or emerging technologies may be substituted for 1 year of relevant experience.

Engineer 5 (871-1, 871-2, 871-3, 871-4, 871-5, and 871-6)

Functional Responsibilities: Performs a variety of broad engineering tasks, either independently or under supervision, involving design and implementation, including personnel, hardware, software, and support facilities and equipment. Defines and executes engineering activities within a project. These activities may consist of planning, performance management, capacity planning, testing and validation, benchmarking, engineering, and development and staffing of an engineering management plan. Plans and performs engineering research, design development and other assignments in conformance with design, engineering and customer specifications. May supervise a team of engineers through project completion. Coordinates the activities of engineers and technicians assigned to specific engineering projects.

Minimum Education/Degree or Training/Certifications and Minimum Years of Experience: Bachelor's degree and sixteen (16) years of general experience.

Substitution Terminology:

Four (4) years of relevant experience (in addition to minimum experience requirements) may be substituted for a Bachelor's degree.

- A Master's degree can substitute for four (4) years of relevant experience.
- Successful completion of higher education which has not yet resulted in a degree may be counted as 1 for 1 years of relevant experience for each year of college completed.
- Professional licenses, certifications (PE Certification) and unique experience in specialized or emerging technologies may be substituted for 1 year of relevant experience.

Systems Analyst 1 (SINs 874-1, 874-4, 874-7, 874-501, 874-503, 874-504, 871-1, 871-2, 871-3, 871-4, 871-5, and 871-6)

Functional Responsibilities: Works intensively with all levels of personnel to understand and define the functions and needs of the organization. Tracks paper flows, system procedures and examines department interfaces, conducts interviews, examines documentation, becomes familiar with system information available. Documents organizational business requirements. Experience in design, development, testing, and evaluation of computer based systems. Experience in the analysis and design of business applications on complex, large-scale systems, including experience in development of one or more phases of software used in products or services. Conducts studies, technical assessments, system analysis, and architectural level analysis to determine system performance and effectiveness. May formulate and use mathematical models for representations to conduct analysis.

Minimum Education/Degree or Training/Certifications and Minimum Years of Experience: Bachelor's degree or high school degree or GED and two (2) years of general experience.

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Systems Analyst 3 (SINs 874-1, 874-4, 874-7, 874-501, 874-503, 874-504, 871-1, 871-2, 871-3, 871-4, 871-5, and 871-6)

Functional Responsibilities: Works intensively with all levels of personnel to understand and define the functions and needs of the organization. Tracks paper flows, system procedures and examines department interfaces, holds meetings, conducts interviews, examines documentation, become familiar with system information available. Documents organizational business requirements, and makes recommendations for improved performance. Able to manage and direct projects and project phases, write proposals and specifications, train and mentor junior team members. Experience in design, development, testing, and evaluation of computer based systems. Experience in the analysis and design of business applications, including experience in development of one or more phases of software used in products or services. Conducts studies, technical assessments, system analysis, and architectural level analysis to determine system performance and effectiveness. May formulate and use mathematical models for representations to conduct analysis. Solves various problems, and sets standards. May supervise a medium group of personnel. Manages multiple medium/small sized projects. Extensive external liaison.

Minimum Education/Degree or Training/Certifications and Minimum Years of Experience: Bachelor's degree and eight (8) years of general experience OR high school degree or GED and twelve (12) years of general experience.

****Service Contract Act (SCA) Covered Labor Category**

Section 4 – Labor Category Price List

Hourly rates include 0.75% Industrial Funding Fee.

LABOR CATEGORY	GOVERNMENT SITE HOURLY RATE				
	11/30/2016 - 11/29/2017	11/30/2017 - 11/29/2018	11/30/2018 - 11/29/2019	11/30/2019 - 11/29/2020	11/30/2020 - 11/29/2021
Subject Matter Expert 2	\$185.21	\$190.77	\$196.49	\$202.38	\$208.45
Subject Matter Expert 3	\$209.30	\$215.58	\$222.05	\$228.71	\$235.57
Subject Matter Expert 4	\$250.60	\$258.12	\$265.86	\$273.84	\$282.05
Manager 1	\$107.15	\$110.36	\$113.68	\$117.09	\$120.60
Manager 2	\$114.03	\$117.45	\$120.97	\$124.60	\$128.34
Manager 3	\$117.98	\$121.52	\$125.16	\$128.92	\$132.79
Manager 4	\$133.16	\$137.15	\$141.27	\$145.51	\$149.87
Manager 5	\$157.43	\$162.15	\$167.02	\$172.03	\$177.19
Analyst 1	\$66.24	\$68.23	\$70.27	\$72.38	\$74.55
Analyst 2	\$81.03	\$83.46	\$85.96	\$88.54	\$91.20
Analyst 3	\$91.18	\$93.92	\$96.73	\$99.63	\$102.62
Senior Analyst 1	\$111.22	\$114.56	\$117.99	\$121.53	\$125.18
Senior Analyst 2	\$137.96	\$142.10	\$146.36	\$150.75	\$155.28
Senior Analyst 3	\$155.93	\$160.61	\$165.43	\$170.39	\$175.50
Technical Specialist/ Trainer 1	\$87.35	\$89.97	\$92.67	\$95.45	\$98.31
Administrative 1**	\$45.60	\$46.97	\$48.38	\$49.83	\$51.32
Administrative 2	\$50.07	\$51.57	\$53.12	\$54.71	\$56.35
Subject Matter Expert 1	\$145.70	\$150.07	\$154.57	\$159.21	\$163.99
Systems Analyst 1	\$61.08	\$62.91	\$64.80	\$66.74	\$68.75
Systems Analyst 3	\$103.96	\$107.08	\$110.29	\$113.60	\$117.01
Engineer 1	\$86.70	\$89.30	\$91.98	\$94.74	\$97.58
Engineer 2	\$106.32	\$109.51	\$112.79	\$116.18	\$119.66
Engineer 3	\$115.38	\$118.84	\$122.41	\$126.08	\$129.86
Engineer 4	\$140.77	\$144.99	\$149.34	\$153.82	\$158.44
Engineer 5	\$160.17	\$164.98	\$169.92	\$175.02	\$180.27

**Service Contract Act (SCA) Covered Labor Category