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U.S. General Services Administration

General Services Administration

Federal Supply Services

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: <http://www.gsaadvantage.gov>.

Environmental Services

Federal Supply Schedule 899

Contract Number: GS-10F-0090J

Contract Period: 26 April 2014 through 25 April 2019

For more information on ordering from Federal Supply Schedules, go to the GSA Schedules home page at: <http://www.gsa.gov/schedules>.

For more information, please contact:

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[Noelle E Alvarez-Prado](#) (Contracts Administrator): 703/377-0933

Business Office: 888/224-7041

Booz Allen Hamilton Inc.

8283 Greensboro Drive

McLean, VA 22102-3838

RFP_services@bah.com

<http://ess.bah.com/>

888/224-7041

703/902-3200

Email

Web Address

Phone

Fax

Business Size: Large

Price List current through modification number PS-0029 dated 04/25/2014

Prices Shown Herein are Net (discount deducted)

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Customer Information

1a. Awarded Special Item Numbers:

SIN 899-1 Environmental Consulting Services

SIN 899-3 Environmental Training Services

SIN 899-7 Geographic Information Services

1b. Labor Rates: Please see Appendix A for Labor Rates.

1c. Labor Category Descriptions: Not Applicable.

Please see Appendix B for full course descriptions and prices.

2. Maximum Order Threshold: The maximum order for Environmental Services under all SINs is \$1,000,000

3. Minimum Order: The minimum dollar value per order for all Environmental Services is \$100.

4. Geographic Coverage (Delivery Area): Worldwide.

5. Point of Production: Mclean, VA and Booz Allen offices worldwide.

6. Discount from List Prices: All prices listed are net prices.

7. Quantity Discounts: BOOZ ALLEN HAMILTON INC. will offer volume discounts on large dollar orders. Volume discounts are calculated by the value funded at time of task order award. Work performed “onsite” (Government Site) may be subject to additional discounts. Volume discounts are as follows:

Funded at Award	Discount
Up to \$1 million -	0%
From \$1 million to \$2.5 million -	.5%
From \$2.5 million to \$5 million -	.75%
From \$5 million -	1%

8. Prompt Payment Terms: No special discount is offered for prompt payment. Payment terms are net 30 days.

9a. Acceptance of Government Credit Cards: Government credit cards will be accepted for orders at or below the micro-purchase threshold.

9b. Acceptance of Government Credit Cards: Government credit cards will be accepted for orders above the micro-purchase threshold.

10. Foreign Items: Not Applicable.

11a. Time of Delivery: Specified in each task order.

11b. Expedited Delivery: None.

11c. Overnight and 2-Day Delivery: None.

11d. Urgent Requirements: Not Available.

12. F.O.B. Points(s): To be negotiated with ordering agency per individual task orders.

13a. Ordering Address:

Booz Allen Hamilton, Inc.

Attention: Contracts*

8283 Greensboro Drive

McLean, VA 22102-3838

888/224-7041 phone

703/902-3200 facsimile

RFP_services@bah.com

* Please mail to the attention of the Contract Administrator identified in the task order proposal.

13b. Ordering Procedures: The ordering procedures for supplies and services, information on Blanket Purchase Agreements (BPA), and a sample BPA can be found at the GSA/FSS Schedule homepage (www.gsa.gov/schedules).

14. Payment Address is as Follows:

Payment via Wire Transfer

Financial Institution:

Wachovia Bank

9-Digit ABA routing number: see invoice

Telegraphic abbreviation: PNB

Account number: see invoice

ACH Payments:

Booz Allen Hamilton Inc.

Wachovia Bank

9-Digit ABA routing number: see invoice

Account number: see invoice

Payment via Check/U.S. Mail

Booz Allen Hamilton Inc.

Wachovia Bank

P.O. Box 8500 (S-2725)

Philadelphia, PA 19178-2725

International Funds:

Booz Allen Hamilton Inc.

CHIPS Participant number:0509

SWIFT TID: PNBPU33

15. Warranty Provision: Not applicable.

16. Export Packing Charges: Not applicable.

17. Terms and Conditions of Government Purchase Card Acceptance (any thresholds above the micro-purchase level): The Government Credit Card shall be accepted for orders below the micro-purchase threshold.

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.
- 20a. Terms and Conditions for Any Other Services:** Not applicable.
- 21. List of Service and Distribution Points:** Not applicable.
- 22. List of Participating Dealers:** Not applicable.
- 23. Preventive Maintenance:** Not applicable.
- 24a. Special Attributes:** Not applicable.
- 24b. Section 508:** If applicable, Section 508 compliance information on Electronic and Information Technology (EIT) supplies and services will be addressed on a task order basis. The EIT standards can be found at www.Section508.gov.
- 25. Data Universal Numbering System (DUNS) Number:** 00-692-8857
- 26. Central Contractor Registration (CCR) Database:** Booz Allen is registered in the Central Contractor Registration (CCR) Database.
- 27. Uncompensated Overtime:** Booz Allen labor rates were developed utilizing uncompensated overtime for exempt employees. All hours delivered will be at the rates reflected in the price list.

Supplemental Information

I-FSS-125 REQUIREMENTS EXCEEDING THE MAXIMUM ORDER (AUGUST 1997)

- (a) In accordance with FAR 8.404, before placing an order that exceeds the maximum order threshold, ordering offices shall—
 - (1) Review additional schedule contractor's catalogs/price lists or use the GSA Advantage!TM on-line shopping service;
 - (2) Based upon the initial evaluation, generally seek price reductions from the schedule contractor(s) appearing to provide the best value (considering price and other factors); and
 - (3) After price reductions have been sought, place the order with the schedule contractor that provided the best value and results in the lowest overall cost alternative (see FAR 8.404(a)). If further price reductions are not offered, an order may still be placed, if the ordering office determines that it is appropriate.
- (b) Vendors may:
 - (1) Offer a new lower price for the requirement (the price reduction clause is not applicable to orders placed over the Maximum Order in FAR 52.216-19).
 - (2) Offer the lowest price available under the contract; or
 - (3) Decline the order. Orders must be returned in accordance with FAR 52.216-19.
- (c) A delivery order that exceeds the maximum order may be placed with the contractor selected in accordance with FAR 8.404. The order will be placed under the contract.
- (d) Sales for orders that exceed the Maximum Order shall be reported in accordance with GSAR 552.238-72.

Booz Allen Advantage

Why choose Booz Allen for environmental services? Booz Allen brings unparalleled resources to its clients.

Quality — Booz Allen is globally recognized as a quality provider of consulting services. We have won numerous awards across the government for business improvement initiatives, including multiple Hammer Awards, the National Intelligence Meritorious Unit Citation, the Top Contractor Award from the Defense Information Systems Agency, and the Federal Technology Leadership Award. A majority of our clients engage us for additional work, offering further testament to our strong reputation and the value we provide to our customers.

Experience — With our breadth and depth of experience, Booz Allen offers a rich consulting skill base and management commitment to applying our world-recognized capability to innovatively reach program objectives. Our insights and understanding of requirements regularly translate into cost savings and performance efficiencies measurable in terms of reduced learning curves, high quality of service, and effective use of leading-edge information technologies. We strive to hire and maintain economic and business professional staff, allowing Booz Allen to be a premier provider of quality services to our customers. We have served civilian, military, and intelligence agencies; state and local governments; and not-for-profit agencies in projects covering a wide range of financial and business services. These services are described in more detail in the following sections.

Well-Defined Management Practices — Booz Allen has spent years refining our management practices with the goal of developing a quality product that meets or exceeds client expectation, delivered on time and in budget. Our efforts have not gone without reward; much of our business is follow-on tasks for existing clients. This proves that Booz Allen delivers what we promise and achieves superior customer satisfaction. Our management approach is to provide a single point of responsibility, the task manager, with the charter of delivering the final product. That is not to say the manager works alone; the full complement of Booz Allen resources is available to assemble the right team to deliver the right results. Attention is paid to quality at Booz Allen, with defined standards and processes used throughout the firm. The quality assurance manager is responsible for ensuring that best practices are followed and that they meet client standards, as well as Booz Allen's standards.

Benefits of Using the GSA Environmental Services Schedule

GSA's Environmental Services Schedule multiple-award contracts are intended to provide federal agencies and others with a quick and efficient means of dealing with their environmental needs. With the specific exception of hazardous waste site excavation and remediation, this contract vehicle provides clients with services spanning all aspects of environmental planning, assessment, program management, compliance, and training.

GSA Advantages

GSA has facilitated the acquisition of commercial services for customers by establishing GSA Schedule contracts. Under the Federal Supply Schedule program, GSA enters into government-wide contracts with commercial firms to provide products and services at pre-approved prices and for a given period of time. This streamlined procurement approach significantly reduces the time required to obtain services because GSA has reviewed firm capabilities, negotiated rates, and pre-qualified commercial firms to provide services. The advantages of the Schedules program include—

- Reduction in time required to obtain services (usually a few weeks)
 - Synopsis is not required
 - Competition requirements have been met (FAR 6.102(d)(3))
 - Rates determined to be fair and reasonable
- Can be used by all federal agencies
- Agencies can order directly from the contracted vendor—no transfer of funds to GSA
- No maximum order limitations
- Blanket Purchase Agreements can be used to customize your solution
- Contractor teaming and subcontracting is allowed

Booz Allen's Environmental Service Offerings

Today, environmental management is a universal concern. Government agencies and corporations around the world are seeking timely, cost effective ways to control environmental risk. Booz Allen has a long and successful track record in providing environmental management and technology services to assist clients in achieving environmental objectives. Our support to federal organizations such as EPA, DoD, DOE, FAA, DOT and DOI spans the full range of regulatory requirements, policies, and programs surrounding environmental cleanup, compliance, pollution prevention, conservation, outsourcing, privatization, and occupational safety and health.

Booz Allen has a large staff of highly qualified environmental safety and health professionals. We have conducted numerous assignments pertaining to all major statutes that affect environmental and occupational safety and health programs, including CERCLA and its amendments, RCRA and its amendments, the Clean Air Act (CAA), the Clean Water Act (CWA), the Safe Drinking Water Act (SDWA), the National Environmental Policy Act (NEPA) and the Occupational Safety and Health Act (OSH Act). We have found through this experience that most assignments require an integrated, multi-disciplinary team. Our team of professionals—with backgrounds in science, engineering, public policy, and environmental studies—offers a comprehensive and practiced understanding of the issues involved in environmental advisory and management services.

AWARDED SPECIAL ITEM NUMBERS (SINs)

- **SIN 899-1: ENVIRONMENTAL CONSULTING SERVICES**
- **SIN 899-3: ENVIRONMENTAL TRAINING SERVICES**
- **SIN 871-7: GEOGRAPHIC INFORMATION SERVICES**

Under the Environmental Services Schedule Contract, Booz Allen's service offerings are identified according to Special Item Numbers (SINs). The SINs are listed below along with examples of the types of tasks that could be included under each. These are examples only and are not meant to exclude or limit any (non-excavation or remediation) environmental services under this schedule.

Environmental Consulting Services (SIN 899-1)

Booz Allen's services include, but are not limited to:

- Planning and Documentation Services for the development, planning, facilitation, coordination, and documentation of and/or for environmental initiatives (or mandates such as Executive Order 13423) in areas of chemical, radiological, and/or hazardous materials
- ISO 14001 Environmental Management System (EMS) and sustainable performance measure development
- Environmental Assessment (EA) and Environmental Impact Statement (EIS) preparation under the National Environmental Policy Act (NEPA)
- Endangered species, wetland, watershed, and other natural resource management plans
- Archeological and/or cultural resource management plans
- Environmental program and project management
- Environmental regulation development
- Economic, technical, and/or risk analysis
- Other environmentally related studies and/or consultations
- Homeland security solutions that include biochemical protection
- Crime prevention through environmental design (CPTED) surveys
- Economical, technical, and/or risk analysis
- Identification and mitigation of threats inclusive of protective measures to mitigate the threats
- Vulnerability assessments
- Compliance services such as:
 - Review, audit, and implementation/management of EMS and other compliance and contingency plans and performance measures
 - Permitting
 - Spill prevention/control and countermeasure plans
 - Pollution prevention surveys
 - Community Right to-Know Act reporting
- Advisory Services for ongoing advice and assistance with data and information in support of agency environmental programs involving areas such as:
 - Hazardous material spills
 - Material safety data sheets (MSDS)

- Biological/medical data sheets
- Information hotlines
- Poison control hotlines
- Environmental regulations and environmental policy/procedure updates
- Management, furnishing, or inventory of MSDSs
- Waste management consulting services to provide guidance in support of:
 - Waste-related data collection, feasibility studies, and risk analyses
 - Resource Conservation and Recovery Act/Comprehensive Environmental Response Compensation and Liability Act (RCRA/CERCLA) site investigations
 - Hazardous and/or non-hazardous exposure assessments
 - Waste characterization and source reduction studies
 - Review and recommendation of waste tracking or handling systems
 - Waste management plans and/or surveys
 - Waste minimization/pollution prevention initiatives
 - Review of technologies and processes impacting waste management

Environmental Training Services (SIN 899-3)

This SIN is designed to aid agencies in training personnel in a variety of environmentally related subjects in order to meet federal mandates and Executive Orders. Environmentally related training can be conducted on- or off-site using standard off-the-shelf, customized, or computer/web-based interactive courses. Examples of topics of environmental training courses include:

- Air/blood borne pathogens
- Asbestos awareness
- Environmental management planning and operations and maintenance (O&M) planning
- Asbestos Hazard Emergency Response Act (AHERA)
- Compliance with environmental laws/regulations
- Comprehensive Environmental Response Compensation and Liability Act (CERCLA)
- Confined space training
- Electronics management
- Emergency response plans
- Environmental audits, awareness, compliance, and management

- Fire preparedness training
- First responder
- Hazardous materials and waste (HAZMAT) training, including compliance, operation, packaging, handling, generators, and incident response
- Hazardous waste operations and emergency response (HAZWOPER) training inclusive of transportation, storage, and disposal
- ISO 14001 Environmental Management Systems (EMS)
- Lead training, including awareness, inspecting, assessing, rehabilitation, and renovation
- Mold (abatement, assessment)
- National Environmental Policy Act (NEPA)
- Natural habitat preservation
- Occupational Safety and Health Administration (OSHA)
- Pollution prevention
- Public fire safety education
- Resource Conservation and Recovery Act (RCRA)
- Sustainable environmental practices
- Water conservation
- Wetlands regulation and permitting

Geographic Information Services (SIN 899-7)

This SIN provides geographic information system (GIS) services in support of environmental programs. Booz Allen's services include, but are not limited to:

- Creation/enforcement of environmental legislation
- Cultural resource GIS (CRGIS)
- Environmental cost assessment
- Environmental impact analyses
- Environmental regulatory compliance
- Groundwater monitoring
- Growth forecast modeling
- Habitat conservation plans

- Habitat modeling
- Image analysis support for emergency response
- Mapping, cartography, and mashups (e.g., combining data from more than one source into a single integrated tool)
- Migration pattern analysis
- Natural resource planning
- Remote sensing for environmental studies
- Terrestrial, marine, and/or atmospheric measuring/management
- Vegetation mapping
- Watershed characterization for mitigation planning

Terms and Conditions

The terms and conditions of Booz Allen Hamilton's Environmental Services contract are current through MOD PS-0029 to Solicitation Number TFTP-EW-990899-B.

Appendix A

Booz Allen Labor Rates

Labor Categories	Year 16 (4/26/2014 - 4/25/2015)	Year 17 (4/26/2015 - 4/25/2016)	Year 18 (4/26/2016 - 4/25/2017)	Year 19 (4/26/2017 - 4/25/2018)	Year 20 (4/26/2018 - 4/25/2019)
Manager Level V	\$255.41	\$257.96	\$260.54	\$263.15	\$265.78
Manager Level IV	\$197.85	\$199.83	\$201.83	\$203.85	\$205.89
Manager Level III	\$154.69	\$156.24	\$157.80	\$159.38	\$160.97
Subject Matter Expert VI	\$327.86	\$331.14	\$334.45	\$337.79	\$341.17
Subject Matter Expert V	\$242.22	\$244.64	\$247.09	\$249.56	\$252.06
Subject Matter Expert IV	\$229.93	\$232.23	\$234.55	\$236.90	\$239.27
Subject Matter Expert III	\$190.54	\$192.45	\$194.37	\$196.31	\$198.27
Subject Matter Expert II	\$173.99	\$175.73	\$177.49	\$179.26	\$181.05
Analyst Level V	\$141.50	\$142.92	\$144.35	\$145.79	\$147.25
Analyst Level IV	\$116.32	\$117.48	\$118.65	\$119.84	\$121.04
Analyst Level III	\$97.13	\$98.10	\$99.08	\$100.07	\$101.07
Analyst Level II	\$76.74	\$77.51	\$78.29	\$79.07	\$79.86
Analyst Level I	\$62.35	\$62.97	\$63.60	\$64.24	\$64.88
Scientist Level V	\$203.85	\$205.89	\$207.95	\$210.03	\$212.13
Scientist Level IV	\$176.26	\$178.02	\$179.80	\$181.60	\$183.42
Scientist Level III	\$131.91	\$133.23	\$134.56	\$135.91	\$137.27
Scientist Level II	\$107.92	\$109.00	\$110.09	\$111.19	\$112.30
Scientist Level I	\$87.54	\$88.42	\$89.30	\$90.19	\$91.09
Env Specialist Level V	\$123.50	\$124.74	\$125.99	\$127.25	\$128.52
Env Specialist Level IV	\$101.93	\$102.95	\$103.98	\$105.02	\$106.07
Env Specialist Level III	\$81.54	\$82.36	\$83.18	\$84.01	\$84.85
Env Specialist Level II	\$68.35	\$69.03	\$69.72	\$70.42	\$71.12
Env Specialist Level I	\$51.56	\$52.08	\$52.60	\$53.13	\$53.66
Program/Planning Specialist V	\$196.60	\$198.57	\$200.56	\$202.57	\$204.60
Program/Planning Specialist IV	\$163.75	\$165.39	\$167.04	\$168.71	\$170.40
Program/Planning Specialist III	\$133.04	\$134.37	\$135.71	\$137.07	\$138.44
Program/Planning Specialist II	\$95.34	\$96.29	\$97.25	\$98.22	\$99.20
Program/Planning Specialist I	\$74.03	\$74.77	\$75.52	\$76.28	\$77.04
Info Specialist Level V	\$175.07	\$176.82	\$178.59	\$180.38	\$182.18
Info Specialist Level IV	\$136.70	\$138.07	\$139.45	\$140.84	\$142.25
Info Specialist Level III	\$112.72	\$113.85	\$114.99	\$116.14	\$117.30
Info Specialist Level II	\$83.94	\$84.78	\$85.63	\$86.49	\$87.35
Info Specialist Level I	\$56.35	\$56.91	\$57.48	\$58.05	\$58.63
Researcher Sr Level	\$55.16	\$55.71	\$56.27	\$56.83	\$57.40
Researcher Mid Level	\$47.96	\$48.44	\$48.92	\$49.41	\$49.90
Researcher Jr Level	\$39.57	\$39.97	\$40.37	\$40.77	\$41.18
Clerical Sr Level	\$77.94	\$78.72	\$79.51	\$80.31	\$81.11
Clerical Mid Level	\$58.76	\$59.35	\$59.94	\$60.54	\$61.15
Clerical Jr Level	\$51.56	\$52.08	\$52.60	\$53.13	\$53.66
Technician Sr Level	\$58.76	\$59.35	\$59.94	\$60.54	\$61.15
Technician Mid Level	\$43.17	\$43.60	\$44.04	\$44.48	\$44.92
Technician Jr Level	\$40.78	\$41.19	\$41.60	\$42.02	\$42.44

ENVIRONMENTAL SERVICES LABOR CATEGORY DESCRIPTIONS

Manager Level V

Education: BA or BS degree.

Basic Experience: 8 years of experience.

Duties: Performs program, operational, or technical management of large or complex, multi-discipline programs, projects or assignments. Advanced knowledge and the ability to originate and apply new and unique methods and procedures. Responsible for resources, technical direction, cost and schedule performance, and quality. Frequently manages multiple major programs or projects concurrently and supplies technical advice and counsel to other professionals.

Manager Level IV

Education: BA or BS degree.

Basic Experience: 5 years of experience.

Duties: Plans, conducts, and supervises programs, projects, or assignments of significant importance. Frequently manages multiple major projects or assignments concurrently. Selects and assigns staff, and estimates and schedules work to meet completion dates. Makes changes in methods, design, staff or equipment when necessary. May function as a technical expert on assignments.

Manager Level III

Education: BA or BS degree.

Basic Experience: 1 year of experience.

Duties: Plans, conducts, and supervises programs, projects, or assignments. Obtains and coordinates resources to execute plans within cost and schedule restraints. Generally provides technical leadership and guidance on assignments. Collects, verifies and analyzes data and drafts reports of findings.

Subject Matter Expert VI

Education: BA or BS degree.

Basic Experience: 8 years of experience.

Duties: Provides recognized expertise in a technical discipline. Provides technical and managerial direction for problem definition, approach methodology, analysis of findings, recommendations, and

implementation for complex or extremely complex projects and assignments. Supports projects that have organization-wide impacts. Operates with wide latitude for unreviewed action or decision.

Subject Matter Expert V

Education: BA or BS degree.

Experience: 6 years of experience.

Duties: Provides expertise in a technical discipline. Provides technical and managerial direction for problem definition, approach methodology, analysis of findings, recommendations, and implementation for complex or extremely complex projects and assignments. Operates with some latitude for unreviewed action or decision.

Subject Matter Expert IV

Education: BA or BS degree.

Experience: 4 years of experience.

Duties: Provides expertise in a technical discipline. Provides technical direction for problem definition, approach methodology, analysis of findings, recommendations, and implementation for complex or extremely complex projects and assignments. May operate with some latitude for unreviewed action or decision.

Subject Matter Expert III

Education: BA or BS degree.

Experience: 2 years of experience.

Duties: Provides expertise in a technical discipline. Provides assistance with problem definition, approach methodology, analysis of findings, recommendations, and implementation for complex or extremely complex projects and assignments.

Subject Matter Expert II

Education: BA or BS degree.

Experience: 1 year of experience.

Duties: Provides expertise in a technical discipline. Serves as assignment leader or key contributor on projects of limited scope and complexity. Collects, verifies and analyzes data. Operates under the direction of a program, project, or assignment leader.

Analyst Level V

Education: BA or BS degree.

Experience: 8 years of experience.

Duties: Senior expert with extensive knowledge and expertise. Analyzes problems, requirements or systems pertaining to environmental services and organizations. Investigates and evaluates discreet components of problems or requirements as well as entire organizations or systems, identifies approaches and formalizes recommendations, and develops implementation strategies. Supplies advice and counsel to other professionals.

Analyst Level IV

Education: BA or BS degree.

Experience: 6 years of experience.

Duties: Senior expert with extensive knowledge and expertise. Analyzes problems, requirements or systems pertaining to environmental services and organizations. Investigates and evaluates discreet components of problems or requirements as well as entire organizations or systems, identifies approaches and formalizes recommendations, and develops implementation strategies.

Analyst Level III

Education: BA or BS degree.

Experience: 4 years of experience.

Duties: Analyzes problems, requirements or systems pertaining to environmental services and organizations. Investigates and evaluates discreet components of problems or requirements as well as entire organizations or systems, identifies approaches and formalizes recommendations, and develops implementation strategies.

Analyst Level II

Education: BA or BS degree.

Experience: 2 years of experience.

Duties: Serves as key contributor. Translates technical guidance and discretion into discrete tasks and manages the accomplishment of tasks. Collects, verifies, and analyzes data. Operates under the direction of a program, project, or assignment leader.

Analyst Level I

Education: BA or BS degree.

Experience: Professional experience not required.

Duties: Gathers, compiles, and correlates data and performs routine analyses or activities. Works on less complicated assignments independently or on complex assignments under the direct supervision of a project or assignment manager.

Scientist Level V

Education: BA or BS degree.

Experience: 8 years of experience.

Duties: Provides scientific, engineering, industrial hygiene, and other technical support for the development, execution, and evaluation of environmental programs, projects, and systems. Implement plans and requirements, and develops reports and systems. Typical activities include but are not limited to reviewing technical documents and plans; performing technology evaluations; conducting geological and hydrogeological studies and modeling; evaluating or performing human health and ecological risk assessments; reviewing sampling and analyses procedures and results; performing pollution prevention surveys; developing strategic and program management plans and guidance documents; supporting policy development; conducting audits and technical assessments; preparing and delivering training and facilitation/partnering services; developing and maintaining information systems; and supporting acquisition processes. Typical background include but are not limited to biology, geology, engineering, and computer and information sciences.

Scientist Level IV

Education: BA or BS degree.

Experience: 6 years of experience.

Duties: Provides scientific, engineering, industrial hygiene, and other technical support for the development, execution, and evaluation of environmental programs, projects, and systems. Implement plans and requirements, and develops reports and systems. Typical activities include but are not limited to reviewing technical documents and plans; performing technology evaluations; conducting geological and hydrogeological studies and modeling; evaluating or performing human health and ecological risk assessments; reviewing sampling and analyses procedures and results; performing pollution prevention surveys; developing strategic and program management plans and guidance documents; supporting policy development; conducting audits and technical assessments; preparing and delivering training and facilitation/partnering services; developing and maintaining information systems; and supporting acquisition processes. Typical background include but are not limited to biology, geology, engineering, and computer and information sciences.

Scientist Level III

Education: BA or BS degree.

Experience: 4 years of experience.

Duties: Provides scientific, engineering, industrial hygiene, and other technical support for the development, execution, and evaluation of environmental programs, projects, and systems. Typical activities include but are not limited to reviewing technical documents and plans; performing technology evaluations; conducting geological and hydrogeological studies and modeling; evaluating or performing human health and ecological risk assessments; reviewing sampling and analyses procedures and results; performing pollution prevention surveys; developing strategic and program management plans and guidance documents; supporting policy development; conducting audits and technical assessments; preparing and delivering training and facilitation/partnering services; developing and maintaining information systems; and supporting acquisition processes. Typical background include but are not limited to biology, geology, engineering, and computer and information sciences.

Scientist Level II

Education: BA or BS degree.

Experience: 2 years of experience.

Duties: Provides scientific, engineering, industrial hygiene, and other technical support for the development, execution, and evaluation of environmental programs, projects, and systems. Typical activities include but are not limited to reviewing technical documents and plans; performing technology evaluations; conducting geological and hydrogeological studies and modeling; evaluating or performing human health and ecological risk assessments; reviewing sampling and analyses procedures and results; performing pollution prevention surveys; developing strategic and program management plans and guidance documents; supporting policy development; conducting audits and technical assessments; preparing and delivering training and facilitation/partnering services; developing and maintaining information systems; and supporting acquisition processes. Typical background include but are not limited to biology, geology, engineering, and computer and information sciences.

Scientist Level I

Education: BA or BS degree.

Experience: Professional experience not required.

Duties: Provides scientific, engineering, industrial hygiene, and other technical support for the development, execution, and evaluation of environmental programs, projects, and systems. Typical activities include but are not limited to reviewing technical documents and plans; performing technology evaluations; conducting geological and hydrogeological studies and modeling; evaluating or performing human health and ecological risk assessments; reviewing sampling and analyses procedures and results; performing pollution prevention surveys; developing strategic and program management plans and guidance documents; supporting policy development; conducting audits and

technical assessments; preparing and delivering training and facilitation/partnering services; developing and maintaining information systems; and supporting acquisition processes. Typical background include but are not limited to biology, geology, engineering, and computer and information sciences.

Environmental Specialist Level V

Education: BA or BS degree.

Experience: 6 years of experience.

Duties: Provides environmental planning, policy, technical, regulatory, and information management support for the development, execution, and evaluation of environmental programs, projects, and systems. Typical activities include but are not limited to reviewing plans and reports; conducting planning and compliance activities; supporting technical and public outreach meetings; supporting policy development; conducting regulatory reviews, compliance audits, and permit development and reviews; supporting waste management activities; preparing and delivering training and facilitation/partnering services; providing telephone advisory services; and developing and maintaining records centers or information systems and repositories. Typical backgrounds include but are not limited to environmental policy/studies, environmental management, natural resource management, geography, and information management.

Environmental Specialist Level IV

Education: BA or BS degree.

Experience: 4 years of experience.

Duties: Provides environmental planning, policy, technical, regulatory, and information management support for the development, execution, and evaluation of environmental programs, projects, and systems. Typical activities include but are not limited to reviewing plans and reports; conducting planning and compliance activities; supporting technical and public outreach meetings; supporting policy development; conducting regulatory reviews, compliance audits, and permit development and reviews; supporting waste management activities; preparing and delivering training and facilitation/partnering services; providing telephone advisory services; and developing and maintaining records centers or information systems and repositories. Typical backgrounds include but are not limited to environmental policy/studies, environmental management, natural resource management, geography, and information management.

Environmental Specialist Level III

Education: BA or BS degree.

Experience: 2 years of experience.

Duties: Provides environmental planning, policy, technical, regulatory, and information management support for the development, execution, and evaluation of environmental programs, projects, and systems. Typical activities include but are not limited to reviewing plans and reports; conducting planning and compliance activities; supporting technical and public outreach meetings; supporting policy development; conducting regulatory reviews, compliance audits, and permit development and reviews; supporting waste management activities; preparing and delivering training and facilitation/partnering services; providing telephone advisory services; and developing and maintaining records centers or information systems and repositories. Typical backgrounds include but are not limited to environmental policy/studies, environmental management, natural resource management, geography, and information management.

Environmental Specialist Level II

Education: BA or BS degree.

Experience: 1 year of experience.

Duties: Typical activities include but are not limited to reviewing plans and reports; conducting planning and compliance activities; supporting technical and public outreach meetings; supporting policy development; conducting regulatory reviews, compliance audits, and permit development and reviews; supporting waste management activities; providing telephone advisory services; and developing and maintaining records centers or information systems and repositories. Typical backgrounds include but are not limited to environmental policy/studies, environmental management, natural resource management, geography, and information management.

Environmental Specialist Level I

Education: BA or BS degree.

Experience: Professional experience not required.

Duties: Typical activities include but are not limited to supporting technical and public outreach meetings; supporting policy development; supporting regulatory reviews, compliance audits, and permit development and reviews; supporting waste management activities; and helping develop and maintain records centers or information systems and repositories. Typical backgrounds include but are not limited to environmental policy/studies, environmental management, natural resource management, geography, and information management.

Program/Planning Specialist V

Education: BA or BS degree.

Experience: 8 years of experience.

Duties: Provides environmental program management and planning support at both the programmatic and project-specific levels that deal with the full range of environmental activities.

Activities include leading the development and implementation of environmental program policies and procedures; preparing and interpreting rules and regulations; collecting data, reviewing alternatives, performing qualitative or quantitative policy studies; preparing technical or programmatic reports such as environmental assessments and environmental impact statements; developing, implementing, analyzing, and evaluating environmental programs; determining the environmental impacts associated with various projects; and assisting with the development of environmental public information communications and campaigns. Typical backgrounds include: environmental planning, environmental science or environmental studies; natural science; physical science; planning; public policy studies or public administration; landscape architecture; urban planning or urban studies.

Program/Planning Specialist IV

Education: BA or BS degree.

Experience: 6 years of experience.

Duties: Provides environmental program management and planning support at both the programmatic and project-specific levels that deal with the full range of environmental activities. Activities include developing and implementing environmental program policies and procedures; preparing and interpreting rules and regulations; collecting data, reviewing alternatives, performing qualitative or quantitative policy studies; preparing technical or programmatic reports such as environmental assessments and environmental impact statements; developing, implementing, analyzing, and evaluating environmental programs; determining the environmental impacts associated with various projects; and assisting with the development of environmental public information communications and campaigns. Typical backgrounds include: environmental planning, environmental science or environmental studies; natural science; physical science; planning; public policy studies or public administration; landscape architecture; urban planning or urban studies.

Program/Planning Specialist III

Education: BA or BS degree.

Experience: 4 years of experience.

Duties: Provides environmental program management and planning support at both the programmatic and project-specific levels that deal with the full range of environmental activities. Activities include developing and implementing environmental program policies and procedures; preparing and interpreting rules and regulations; collecting data, reviewing alternatives, performing qualitative or quantitative policy studies; preparing technical or programmatic reports such as environmental assessments and environmental impact statements; developing, implementing, analyzing, and evaluating environmental programs; determining the environmental impacts associated with various projects; and assisting with the development of environmental public information communications and campaigns. Typical backgrounds include: environmental planning, environmental science or environmental studies; natural science; physical science;

planning; public policy studies or public administration; landscape architecture; urban planning or urban studies.

Program/Planning Specialist II

Education: BA or BS degree.

Experience: 2 years of experience.

Duties: Provides environmental program management and planning support at both the programmatic and project-specific levels that deal with the full range of environmental activities. Activities include developing and implementing environmental program policies and procedures; preparing and interpreting rules and regulations; collecting data, reviewing alternatives, performing qualitative or quantitative policy studies; preparing technical or programmatic reports such as environmental assessments and environmental impact statements; developing, implementing, analyzing, and evaluating environmental programs; determining the environmental impacts associated with various projects; and assisting with the development of environmental public information communications and campaigns. Typical backgrounds include: environmental planning, environmental science or environmental studies; natural science; physical science; planning; public policy studies or public administration; landscape architecture; urban planning or urban studies.

Program/Planning Specialist I

Education: BA or BS degree.

Experience: Professional experience not required.

Duties: Provides environmental program management and planning support at both the programmatic and project-specific levels that deal with the full range of environmental activities. Activities include developing and implementing environmental program policies and procedures; preparing and interpreting rules and regulations; collecting data, reviewing alternatives, performing qualitative or quantitative policy studies; preparing technical or programmatic reports such as environmental assessments and environmental impact statements; developing, implementing, analyzing, and evaluating environmental programs; determining the environmental impacts associated with various projects; and assisting with the development of environmental public information communications and campaigns. Typical backgrounds include: environmental planning, environmental science or environmental studies; natural science; physical science; planning; public policy studies or public administration; landscape architecture; urban planning or urban studies.

Information Specialist Level V

Education: BA or BS degree.

Experience: 8 years of experience.

Duties: Provides senior support for compiling, storing, evaluating, and disseminating environmental data and information. May support entire systems lifecycle, including program management, systems design and development, systems analysis, systems engineering, systems implementation, systems operations and maintenance, and strategic management and planning. Areas of specialization may include but are not limited to systems integration; geographic information systems; world wide web applications; and database design, implementation, and maintenance. Provides technical, regulatory, or systems support to telephone advisory services and records management centers. Typical backgrounds include computer science, information systems or advisory services.

Information Specialist Level IV

Education: BA or BS degree.

Experience: 6 years of experience.

Duties: Provides support for compiling, storing, evaluating, and disseminating environmental data and information. May support entire systems lifecycle, including program management, systems design and development, systems analysis, systems engineering, systems implementation, systems operations and maintenance, and strategic management and planning. Areas of specialization may include but are not limited to systems integration; geographic information systems; world wide web applications; and database design, implementation, and maintenance. Provides technical, regulatory, or systems support to telephone advisory services and records management centers. Typical backgrounds include computer science, information systems or advisory services.

Information Specialist Level III

Education: BA or BS degree.

Experience: 4 years of experience.

Duties: Provides support for compiling, storing, evaluating, and disseminating environmental data and information. May support entire systems lifecycle, including program management, systems design and development, systems analysis, systems engineering, systems implementation, systems operations and maintenance, and strategic management and planning. Areas of specialization may include but are not limited to systems integration; geographic information systems; world wide web applications; and database design, implementation, and maintenance. Provides technical, regulatory, or systems support to telephone advisory services and records management centers. Typical backgrounds include computer science, information systems or advisory services.

Information Specialist Level II

Education: BA or BS degree.

Experience: 2 years of experience.

Duties: Provides support for compiling, storing, evaluating, and disseminating environmental data and information. May support entire systems lifecycle, including program management, systems design and development, systems analysis, systems engineering, systems implementation, systems operations and maintenance, and strategic management and planning. Areas of specialization may include but are not limited to systems integration; geographic information systems; world wide web applications; and database design, implementation, and maintenance. Provides technical, regulatory, or systems support to telephone advisory services and records management centers. Typical backgrounds include computer science, information systems or advisory services.

Information Specialist Level I

Education: BA or BS degree.

Experience: Professional experience not required.

Duties: Provides support for compiling, storing, evaluating, and disseminating environmental data and information. May support entire systems lifecycle, including program management, systems design and development, systems analysis, systems engineering, systems implementation, systems operations and maintenance, and strategic management and planning. Areas of specialization may include but are not limited to systems integration; geographic information systems; world wide web applications; and database design, implementation, and maintenance. Provides technical, regulatory, or systems support to telephone advisory services and records management centers. Typical backgrounds include computer science, information systems or advisory services.

Researcher Sr. Level Education:

Associates degree. Experience: 1

year of experience.

Duties: Searches literature, information systems, and other information sources to gather data on environmental issues and topics. Collects, analyzes, and summarizes data to identify trends and relationships and their impacts on problems and organizations. Performs non-routine and complex assignments under the general supervision of a project or assignment manager. Familiarity with principles or precautions needed for the particular assignment. May supervise other Researcher, Technician, or Clerical personnel.

Researcher Mid Level

Education: High School diploma.

Experience: 1 year of experience.

Duties: Searches literature, information systems, and other information sources to gather data on environmental issues and topics. Collects, analyzes, and summarizes data to identify trends and

relationships and their impacts on problems and organizations. Performs assignments that are generally standardized under the general supervision of a project or assignment manager or Senior Technician. Familiarity with principles or precautions needed for the particular assignments.

Researcher Jr. Level

Education: High School diploma.

Experience: Professional experience not required.

Duties: Searches literature, information systems, and other information sources to gather data on environmental issues and topics. Collects, analyzes, and summarizes data to identify trends and relationships and their impacts on problems and organizations. Performs simple and routine assignments under the close supervision of a project or assignment manager or Senior Technician.

Clerical Sr. Level

Education: Associates degree.

Experience: 1 year of professional experience.

Duties: Provides general administrative and secretarial support, including word processing, filing, graphics, database maintenance, and quality assurance. Performs non-routine and complex assignments under the general supervision of a project or assignment manager. Familiarity with principles or precautions needed for the particular assignment. May supervise other Researcher, Technician, or Clerical personnel.

Clerical Mid Level

Education: High School diploma.

Experience: 1 year of professional experience.

Duties: Provides general administrative and secretarial support, including word processing, filing, graphics, database maintenance, and quality assurance. Performs assignments that are generally standardized under the general supervision of a project or assignment manager or Senior Technician. Familiarity with principles or precautions needed for the particular assignments.

Clerical Jr. Level

Education: High School diploma.

Experience: Professional experience not required.

Duties: Provides general administrative and secretarial support, including word processing, filing, graphics, database maintenance, and quality assurance. Performs simple and routine assignments under the close supervision of a project or assignment manager or Senior Technician.

Technician Sr. Level

Education: Associates degree.

Experience: 1 year of professional experience.

Duties: Supports a variety of environmental tasks, including performing sampling; testing or operating equipment or systems; performing quality assurance oversight; participating in equipment or systems; performing quality assurance oversight; participating in equipment or system installation and troubleshooting activities; and preparing sampling, quality assurance, and installation reports. May prepare charts and graphs for reports and assist in other functions, such as records management activities. Performs non-routine and complex assignments under the general supervision of a project or assignment manager. Familiarity with principles or precautions needed for the particular assignment. May supervise other Researcher, Technician, or Clerical personnel.

Technician Mid Level

Education: High School diploma.

Experience: 1 year of professional experience.

Duties: Supports a variety of environmental tasks, including performing sampling; testing or operating equipment or systems; performing quality assurance oversight; participating in equipment or systems; performing quality assurance oversight; participating in equipment or system installation and troubleshooting activities; and preparing sampling, quality assurance, and installation reports. May prepare charts and graphs for reports and assist in other functions, such as records management activities. Performs assignments that are generally standardized under the general supervision of a project or assignment manager or Senior Technician. Familiarity with principles or precautions needed for the particular assignments.

Technician Jr. Level

Education: High School diploma.

Experience: Professional experience not required.

Duties: Supports a variety of environmental tasks, including performing sampling; testing or operating equipment or systems; performing quality assurance oversight; participating in equipment or systems; performing quality assurance oversight; participating in equipment or system installation and troubleshooting activities; and preparing sampling, quality assurance, and installation reports. May prepare charts and graphs for reports and assist in other functions, such as records management

activities. Performs simple and routine assignments under the close supervision of a project or assignment manager or Senior Technician.

EXPERIENCE & DEGREE SUBSTITUTION

The above describes the functional responsibilities and education and requirements for each labor category. These requirements are a guide to the types of experience and educational backgrounds of typical personnel in each labor category.

Education and experience may be substituted for each other. Each year of relevant experience may be substituted for one year of education and vice versa. In addition, certifications, professional licenses, and vocational technical training may be substituted for experience and education.

Degree/Experience Equivalency*

Degree	Experience Equivalence	Other Equivalence
Bachelors	Associates degree +2 years relevant experience, or 4 years relevant experience	Professional certification
Masters	Bachelors +2 years relevant experience, or Associates +4 years relevant experience	Professional license
Doctorate	Masters +2 years relevant experience, Bachelors +4 years relevant experience	

* Successful completion of higher education which has not yet resulted in a degree may be counted as 1 for 1 year's of experience for each year of college completed.

SCA MATRIX		
SCA Eligible Contract Labor Category	SCA Equivalent Code - Title	W
Clerical Jr Level	01111 – General Clerk I	05-2103
Clerical Mid Level	01112 – General Clerk II	05-2103
Researcher Jr Level	01051 – Data Entry Operator I	05-2103
Researcher Mid Level	01052 – Data Entry Operator II	05-2103
Technician Mid Level	30090 – Environmental Technician	052103
Technician Jr Level	30090 – Environmental Technician	052103

The SCA is applicable to this contract and it includes SCA applicable labor categories. The prices for the indicated SCA labor categories are based on the U.S. Department of Labor Wage Determination Numbers(s) identified in the 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 may be discounted accordingly.