

# ManTech

**GENERAL SERVICES ADMINISTRATION  
FEDERAL SUPPLY SERVICE**

**Authorized Multiple Award Schedule 874V  
LOGISTICS WORLDWIDE SERVICES  
LOGWORLD**

**Contract Number  
GS-10F-0121S**

**Contract Period of Performance**  
January 25, 2006 through January 24, 2011

Pricelist current through Modification PO0003

**ManTech Advanced Systems International, Inc.**  
12015 Lee Jackson Highway, 8th Floor  
Fairfax, Virginia 22033  
Attn: Melissa Amdahl  
Tel: 703-218-6000  
Fax: 703-218-6340  
Large Business  
<http://www.mantech.com/>

On-line access to contract ordering information, terms, and conditions, up-to-date pricing, and the option to create an electronic delivery order is available through GSA Advantage!, a menu-driven database system. The INTERNET address GSA Advantage! is: <http://www.gsaadvantage.gov>. For more information on ordering from Federal Supply Schedules click on the FSS Schedules button at <http://www.fss.gsa.gov>.

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## **SPECIAL ITEM NUMBERS (SIN)**

### **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 assessments/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 can not be procured as stand-alone services)..

### **874-501RC - SUPPLY AND VALUE CHAIN MANAGEMENT SERVICES-RECOVERY PURCHASING**

### **874-503 - DISTRIBUTION AND TRANSPORTATION LOGISTICS SERVICES**

Services that include distribution and transportation logistics services such as planning and designing, implementing or operating systems or facilities for the movement of supplies, equipment or people by road, air, water; or rail. Examples of the type of services that may be performed under this SIN include but are not limited to: movement and short-term storage (excluding household goods); transportation system development and management; distribution and transportation logistics consulting; carrier management and routing; freight forwarding, consolidation and management; third-party logistics (3PL); facilitating customs processing; Electronic Freight Manifest (EFM) systems; tracking system analysis, design, operations and management; shuttle services; program and project management.

**874-503RC - DISTRIBUTION AND TRANSPORTATION LOGISTICS SERVICES-RECOVERY PURCHASING****874-504 - DEPLOYMENT LOGISTICS SERVICES**

Services that include, but are not limited to providing expert advice, assistance, guidance, management, or operational support services that permit the deployment of supplies, equipment, materials and associated personnel. Examples of the type of services that may be performed under this SIN include deployment logistics consulting; war gaming (field exercises); contingency planning; inventory and property requirements planning, movement, storage and accountability systems; asset management (including pre-positioning assets); space planning and project integration/implementation; public and private sector support and/or resources; facilitating customs processing/accountability; scenario based field exercises; communication and logistics systems design, plan, deployment and operation; medical and emergency unit storage and restocking management; program and project management.

**874-504RC - DEPLOYMENT LOGISTICS SERVICES-RECOVERY PURCHASING****874-505 - LOGISTICS TRAINING SERVICES**

Logistics Training Services - Training in system operations, automated tools for supply and value chain management, property and inventory management, distribution and transportation management, and maintenance of equipment and facilities supporting these activities.

**874-505RC - LOGISTICS TRAINING SERVICES –RECOVERY PURCHASING****874-507 - OPERATIONS AND MAINTENANCE LOGISTICS MANAGEMENT AND SUPPORT SERVICES**

The purpose of this SIN is to provide a turnkey/total solution in support of a logistics function. Under the turnkey solution, a combination of support services may include; but are not limited to: janitorial services, maintenance, trash disposal, laundry, mail routing, guard, reception and related services **however these services must be incidental to and in support of the logistics function. Individual support services may not be offered, ordered, or sold separately under this SIN.** Examples of the type of logistics related services under this SIN include: logistical support services; Integrated facility management and operations management support; supply support services; equipment asset management and maintenance support services; fleet management and maintenance support services; preventative maintenance planning support services; property management and maintenance support services; strategic and tactical planning support services; strategic account management support services; mobile utility support equipment operation, maintenance and repair support services; Base operations support (BOS); depot maintenance; project management.

Excluded from this SIN are services involving construction and the operation of Information Technology Centers.

**874-507RC - OPERATIONS AND MAINTENANCE LOGISTICS MANAGEMENT AND SUPPORT SERVICES-RECOVERY PURCHASING**

**CUSTOMER INFORMATION**

**1. Scope of Contract:**

ManTech’s labor categories and associated qualifications for logistics services are applicable for all SINs under this contract.

Logistics Worldwide Services	
SIN	Title
874-501 & 874-501RC	Supply and Value Chain Management Services
874-503 & 874-503RC	Distribution and Transportation Logistics Services
874-504 & 874-504RC	Deployment Logistics Services
874-505 & 874-505RC	Logistics Training Services
874-507 & 874-507RC	Operations and Maintenance Logistics Management and Support Services

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

**2. Maximum Order.**

\$1,000,000 per SIN/per Order. Notwithstanding this limit, agencies may place and ManTech may honor orders exceeding this limit in accordance with FAR 8.404. This maximum order value is a dollar amount at which it is suggested that the ordering agency request greater discounts from the contractor before issuing the order. The contractor may 1) offer a new lower price, 2) offer the lowest price available under the contract, or 3) decline the order within five (5) days. In accordance with the Maximum Order provisions contained in the Schedule, delivery order may be placed against the schedule even though it exceeds the maximum order threshold. There is no maximum ceiling for any task order.

**3. Minimum Order.**

\$300.00 unless ManTech agrees to accept a smaller order amount. When the Government requires supplies or services covered by this contract in an amount less than \$300, the Government is not obligated to purchase, nor is ManTech obligated to furnish those supplies or services under the contract. However, the Government places such orders, they shall be deemed to be accepted by ManTech, unless returned to the ordering office within 5 workdays after receipt by ManTech.

**4. Geographic Coverage (delivery area).**

Services offered Locally, Nationally and/or Worldwide. The geographic scope of this contract is the 48 contiguous states and the District of Columbia, Alaska, Hawaii, and the Commonwealth of Puerto Rico, and, on a worldwide basis, all U.S. Government installations and/or agencies abroad and any foreign country in which the U.S. Government does not prohibit trade.

5. **Point(s) of production (city, county, and State or foreign country).**  
All items listed herein are domestic end products, from designated countries under the Trade Agreements Act or are U.S. made end products. Services under this Schedule/Price List are available at any client location within the geographic scope on a TDY or permanent basis.
6. **Discount from list prices or statement of net price.**  
Not applicable
7. **Quantity discounts.**  
Not applicable
8. **Prompt payment terms.**  
None; Net 30 ARO
9. **Government Purchase Cards:**
  - a. **Notification that Government purchase cards are accepted at or below the micro-purchase threshold.**  
Government Commercial Credit Cards will be acceptable for payment. Contractors are required to accept the Government purchase card for payments equal to or less than the micro-purchase threshold for oral or written delivery orders.
  - b. **Notification whether Government purchase cards are accepted or not accepted above the micro-purchase threshold.**  
Government purchase cards will be acceptable for payment above the micro-purchase threshold. In addition, bank account information for wire transfer payment will be shown on the invoice.
10. **Foreign items (list items by country of origin).**  
Not applicable
11. **Deliveries:**
  - a. **Time of delivery.**  
Reference Ordering Procedures for Services. Delivery Schedule specified by task order. ManTech will deliver or perform services in accordance with the terms negotiated in the agency's order.
  - b. **Expedited Delivery.**  
No applicable
  - c. **Overnight and 2 day delivery.**  
Please contact ManTech for specific rates.
  - d. **Urgent Requirements.**  
When the Federal Supply Schedule contract delivery period does not meet the bona fide urgent delivery requirements of an ordering activity, ordering activities are encouraged, if time permits, to contact the Contractor for the purpose of obtaining accelerated delivery. The Contractor shall reply to the inquiry within 3

workdays after receipt. (Telephonic replies shall be confirmed by the Contractor in writing.) If the Contractor offers an accelerated delivery time acceptable to the ordering activity, any order(s) placed pursuant to the agreed upon accelerated delivery time frame shall be delivered within this shorter delivery time and in accordance with all other terms and conditions of the contract.

**12. F.O.B. point(s).**

Destination

**13. Ordering:**

**a. Ordering address(es).**

ManTech Advanced Systems International, Inc.  
12015 Lee Jackson Highway, 8<sup>th</sup> Floor  
Fairfax, VA 22033  
Attn: Ms. Melissa Amdahl  
703-218-8261

When Authorized Dealers are allowed by the Contractor to bill ordering activities and accept payment, the order and/or payment must be in the name of the Contractor, in care of the Authorized Dealer. For example:

ManTech Advanced Systems International, Inc.  
c/o ManTech Telecommunications and Information Systems Corporation  
12015 Lee Jackson Highway, 8<sup>th</sup> Floor  
Fairfax, VA 22033  
Attn: Ms. Melissa Amdahl  
703-218-8261

**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.gsa.gov/schedules](http://fss.gsa.gov/schedules)).

**14. Payment address(es).**

ManTech Advanced Systems International, Inc.  
12015 Lee Jackson Highway  
Fairfax, Virginia 22033-3300  
Attn: Accounts Receivable

**15. Warranty provision.**

IAW the applicable statement of work. Reference Ordering Procedures for Services.

**16. Export packing charges, if applicable.**

Actual costs plus applicable G&A.

**17. Terms and conditions of Government purchase card acceptance (any thresholds above the micro-purchase level).**

Not applicable

18. **Terms and conditions of rental, maintenance, and repair (if applicable).**  
Not applicable
19. **Terms and conditions of installation (if applicable).**  
Not applicable
20. **Terms and conditions of repairs and/or services.**
- a. **Terms and conditions of repair parts indicating date of parts price lists and any discounts from the list prices (if applicable).**  
Not applicable
  - b. **Terms and conditions for any other services (if applicable).**  
Not applicable
21. **List of service and distribution points (if applicable).**  
Not applicable
22. **List of participating dealers (if applicable).**  
The following business units are allowed to bid and accept contracts as a Participating Dealer under Schedule 874 V for ManTech Advanced Systems International, Inc.:

**ManTech Advanced Systems International, Inc.**

c/o ManTech Security & Mission Assurance  
7799 Leesburg Pike, Suite 700 South  
Falls Church, VA 22043

DUNS: 198148751  
CAGE: 0C0P6

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**ManTech Advanced Systems International, Inc.**

c/o ManTech Information Systems & Technology Corporation  
14280 Park Meadow Drive, Suite 400  
Chantilly, VA 20151

DUNS: 789517976  
CAGE: 0N5X4

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**ManTech Advanced Systems International, Inc.**

c/o ManTech Telecommunications & Information Systems Corporation  
14119-A Sullyfield Circle, Suite 100  
Chantilly, VA 20151

DUNS: 801008228  
CAGE: 0D0S5

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**ManTech Advanced Systems International, Inc.**  
c/o ManTech Systems Engineering Corporation  
12015 Lee Jackson Highway  
Fairfax, VA 22033

DUNS: 174245993  
CAGE: 2U954

**ManTech Advanced Systems International, Inc.**  
c/o ManTech Command Control Systems Corporation  
1535 Vapor Trail  
Colorado Springs, CO 80916

DUNS: 142495907  
CAGE: 3RAR6

**23. Preventive maintenance (if applicable).**

Not applicable

**24. Special Attributes:**

**a. Special attributes such as environmental attributes (e.g., recycled content, energy efficiency, and/or reduced pollutants).**

Not applicable

**b. If applicable, indicate that Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services and show where full details can be found (e.g. contractor's website or other location.) The EIT standards can be found at: [www.Section508.gov/](http://www.Section508.gov/):**

Not applicable

**25. DUNS/TIN Numbers:**

**a. Data Universal Number System (DUNS) number.**

13-962-7525

**b. Taxpayer Identification Number.**

52-1396243

**26. Notification regarding registration in Central Contractor Registration (CCR) database.**

Registered CAGE Code: 5N741

**27. Types of Orders.**

Task orders issued against this schedule may be (1) fixed price, (2) labor-hour; or (3) time-and-materials.

**28. Security Requirements.**

In the event security requirements are necessary, the ordering activities may incorporate, in their delivery order(s), a security clause in accordance with current laws, regulations, and individual agency policy; however, the burden of administering the security requirements shall be with the ordering agency. If any costs are incurred as a result of the inclusion of security requirements, such costs will not exceed ten percent (10%) or \$100,000, of the total amount of the dollar value of the order, which ever is lesser.

**29. Contract Administration for Ordering Offices.**

Any ordering office, with respect to any one or more delivery orders placed by it under this contract, may exercise the same rights of termination as might the GSA Contracting Officer under provisions of FAR 52.212-4, paragraphs (l) Termination for the Government's Convenience, and (m) Termination for Cause (See C.1.).

**30. Purchase of Incidental, Non-Schedule Items.**

For administrative convenience, open market (non-contract) items may be added to a Federal Supply Schedule Blanket Purchase Agreement (BPA) or an individual order, provided that the items are clearly labeled as such on the order, all applicable regulations have been followed, and price reasonableness has been determined by the ordering activity for the open market (non-contract) items. These costs will be negotiated separately with the ordering agency per the guidelines set forth in the FAR. If an order requires other direct costs, ManTech will burden such costs with the appropriate indirect rate(s) according to the applicable ManTech disclosure statement.

**31. Subcontractors.**

Subcontractors are to be included on task orders under the schedule price list labor categories and rates when possible. Upon the approval of the ordering agency, subcontractors may be included as off-schedule costs if their services are not suitable under the contract labor categories as listed herein (per the Schedule 874 V solicitation).

**32. Travel & Other Direct Costs (ODC)**

For travel and ODC's costs, ManTech will follow the Federal Travel Regulations or Joint Travel Regulations, as applicable. As documented within ManTech's disclosure statement for each Business Unit, ManTech will apply applicable indirect rates to travel and/or ODC costs per our disclosure statements.

**33. Differentials/Allowances**

The rates included herein do not include Cost of Living Allowances or Site Differentials, nor do they include Housing or Relocation Costs. These costs, to include overtime pay and shift differentials shall be negotiated separately on a case-by-case basis with the ordering agencies. Additionally, the rates do not include Hazardous Duty Pay or Sea Duty/Isolated Duty. These costs shall also be negotiated separately on a case-by case-basis with the ordering agencies.

**34. Overtime**

ManTech observes all overtime pay requirements of the Fair Labor Standards Act of 1938, as amended. Thus all employees who are subject to the law's wage and hour provisions (that is "non-exempt" employees, such as administrative personnel and certain technicians) will receive compensation for approved overtime in accordance with



those provisions. In states that have established other overtime standards, applicable legal requirements will be observed.

**35. Defense Priorities and Allocations System Requirements**

For task orders issued under this schedule, ManTech recognizes the Defense Priorities and Allocations System Requirements regulation, reference DFAR 252.211-15.

**36. Liability for Injury or Damage**

The Contractor shall not be liable for any injury to Government personnel or damage to Government property arising from the use of equipment maintained by the Contractor, unless such injury or damage is due to the fault or negligence of the Contractor.

**37. Industrial Funding Fee.**

The Industrial Funding Fee is included in the labor rates awarded. The IFF does not apply to off-schedule items such as travel, materials, and other direct costs.



**LABOR CATEGORIES**  
**(Descriptions and Qualifications)**

**LABOR CATEGORY DESCRIPTIONS & QUALIFICATIONS**

ManTech is proposing the following labor categories and associated qualifications for logistics services for all SINs under this contract. All categories may be subject to the requirement of a government security investigation and may need to meet eligibility requirements for access to classified information.

Where the job description requires a certain level of educational qualification or “equivalent experience”, one year of education equates to 1.5 years of experience. The following guidelines are provided:

High School Diploma	2 years directly related experience
Associate Degree	3 – 5 years directly related experience
Bachelors Degree	6 – 8 years directly related experience
Masters Degree	9 years directly related experience

Subcontractors are to be included on task orders under the contract labor categories and rates, when possible. Upon the approval of the ordering agency, subcontractors may be included as off-schedule costs if their services are not suitable under the contract labor categories as listed herein.

Program/Project Manager	Mechanical Engineer	Help Desk/Customer Support Manager
Site Manager	Facilities Specialist	Help Desk/Customer Support Technician
Project Engineer	Facilities Engineer	Instructor
Finance Manager	Facilities Management Manager	Training Analyst
Subject Matter Expert	Facilities Planning Specialist	Hardware Engineer
Administrative Support	Transportation Specialist	Technician
Word Processor	Package, Handling, Storage and Transportation Specialist	Vehicle/Automotive Electrician
Senior Data Specialist	Acquisition Specialist	Vehicle Maintenance Technician
Business Specialist	Research Specialist	Vehicle Service Technician
Functional Analyst	Research Associate	Drafting Technician
Information Engineer	Technical Support Analyst	Illustrator
Systems Analyst	Quality Assurance Specialist	Technical Writer
Systems Engineer	Inspector	Warehouse Supervisor
System Test Engineer	Configuration Management Specialist	Mail Room Clerk
Field Engineer	Security Manager	Driver/Messenger
Logistics Engineer	Security Specialist	Stock Clerk
Logistics Analyst	Personnel Security Coordinator	Clerk
Logistics Consultant	Systems Accreditation Certification Specialist	Records Maintenance
Logistics Technician	Health & Safety Specialist	Motor Vehicle Dispatcher
Logistics Supply Specialist	Environmental Engineer	Administrative Services Manager
Logistics Research Technician	Engineer	Security Guard
Logistics Documentation Specialist	Analyst	Range Technician
Supply Technician	Communications Specialist	
Material Coordinator	Data Base Administrator	
Material Handler		
Procurement Specialist		
Cost Analyst		

**PROGRAM/PROJECT MANAGER I - VI**

**Duties:** Directs the performance of a variety of logistics related projects. Primary point of contact with the client for all efforts performed under the program. Manages and provides logistical technical expertise and services that include, but not limited to: supply and value chain management, acquisition logistics, distribution and transportation logistics, deployment logistics, logistics training services, and operations and maintenance logistics management and support services. Responsible for the performance of programs/projects from inception through completion. Works directly with key customer contacts to facilitate all assigned services; oversees project management for all areas of customer relationship; evaluates existing procedures, processes, techniques, models, and systems related to the project and makes recommended solutions; provides mentoring and supervisory leadership; leads teams in defining, planning and implementing projects to achieve specific business objectives; and identifies risk and risk avoidance measures. Performs day-to-day management of overall contract support operations, or task order projects, possibly involving multiple projects and groups of personnel at multiple locations. Ensures project schedules are met and resources are used effectively. Demonstrates proven skills in technical areas addressed by the specific task order(s) managed. Capable of leading projects that involve teams composed of subject matter experts, engineers, scientists, logisticians, and/or management professionals engaged in technical/analytical support efforts. Plans, directs and coordinates the activities of administration as well as program control and technical supervision of personnel. Applies knowledge of logistics, acquisition, ILS, Equipment Engineering and Fielding.

**Qualifications:**

Program/Project Manager I -	Bachelors Degree, or equivalent, in a relevant field of study plus 2 to 4 years experience in relevant technical, professional or management positions. Experience or on-the-job training may be substituted for the degree requirement.
Program/Project Manager II -	Bachelors Degree, or equivalent, in a relevant field of study plus 5 to 7 years experience in relevant technical, professional, or management positions. Experience or on-the-job training may be substituted for the degree requirement.
Program/Project Manager III -	Bachelors Degree, or equivalent, in a relevant field of study plus 7 to 9 years experience in relevant technical, professional or management positions. Experience or on-the-job training may be substituted for the degree requirement.
Program/Project Manager IV -	Bachelors Degree, or equivalent, in a relevant field of study plus 10 to 12 years experience in relevant technical, professional or management positions. Experience or on-the-job training may be substituted for the degree requirement.

Program/Project Manager V - Bachelors Degree, or equivalent, in a relevant field of study plus 12 to 15 years experience in relevant technical, professional or management positions. Experience or on-the-job training may be substituted for the degree requirement.

Program/Project Manager VI - Bachelors Degree, or equivalent, in a relevant field of study plus more than 15 years experience in relevant technical, professional or management positions. Experience or on-the-job training may be substituted for the degree requirement.

### SITE MANAGER I - III

**Duties:** Acts as the senior company representative at critical or highly sensitive base or remote locations, including customer or supplier facilities, exercising a high degree of tact, diplomacy and mature judgment, conforming to policy directions with minimum supervision. Manages and provides logistical technical expertise and services that include, but not limited to: supply and value chain management, acquisition logistics, distribution and transportation logistics, deployment logistics, logistics training services, and operations and maintenance logistics management and support services. Responsible for all managerial and administrative aspects of a specific facility project. Supports a task order (or a group of task orders affecting the same facility) and assists the Program Manager or Project Manager in working with the Government Contracting Officer (CO), the contract-level Contracting Officer's Representative (COR), the task order level COR(s), government management personnel and customer agency representatives. Under the guidance of the Program Manager or Project Manager responsible for the overall management of the specific task order(s) and for insuring that the technical solutions and schedules in the task order are implemented in a timely manner. Performs facility wide planning and interfaces to all functional systems/facility operations. Directs completion of tasks within estimated timeframes and budget constraints. Schedules and assigns duties to subordinates and subcontractors and ensures assignments are completed as directed. Directs regular, special, and integrated system test programs. Prepares and conducts special reports and presentations pertinent to company products and services, field operations or other applications. Advises customer and contractor personnel of requirements for products and services, support equipment and electronic equipment installations. Assists in directing the efforts of subcontractor and company personnel in the handling and installation and utilization of various systems and equipment. Plans, prepares, and conducts on-the-job training as required in support of the foregoing activities. Compiles, validates and verifies the consistency of a variety of technical documents such as test procedures and instructions. Knowledgeable in a wide range of tasks involving mechanical, electrical, electronic, and systems including systems/equipment installation, inspection, modification, maintenance, operation, personnel training, and technical writing.

**Qualifications:**

Site Manager I - Bachelors Degree in Engineering, a related field, or equivalent experience, plus 2 to 4 years related field engineering experience.

Site Manager II - Bachelors Degree in Engineering, a related field, or equivalent experience, plus 5 to 7 years related field engineering experience.

Site Manager III - Bachelors Degree in Engineering, a related field, or equivalent experience, plus 7 to 9 years related field engineering experience.

### PROJECT ENGINEER I - IV

**Duties:** Responsible for technical/administrative leadership of a project or group of projects within the programmatic guidelines set by the Program Manager and customer. Ensures work scope, schedule and budget are defined and maintained. Provides coordination between resource managers/supervisors and ensures all necessary reviews and approvals are received as the project proceeds. Experience in the development of systems engineering processes and procedures. Knowledge of and experience with the commercially available systems engineering requirements and data management software tools. Reviews completion and implementation of project and/or solution of assigned projects. Analyzes, investigates and develops project guidelines. Coordinates logisticians, engineers, technicians and other technical staff. Interacts with vendors to provide products and services. Reports and recommends changes to project improvements to management. Provides direct support to Project and Program Manager. Provides technical consultation. May directly or indirectly supervise lower level engineers assigned to the project.

**Qualifications:**

Project Engineer I - Bachelors Degree in Engineering, a related field or equivalent experience, plus 5 to 7 years of project engineering experience.

Project Engineer II - Bachelors Degree in Engineering or a related field or equivalent experience, plus 7 to 9 years of project engineering experience.

Project Engineer III - Bachelors Degree in Engineering, a related field or equivalent experience, plus 10 to 12 years of project engineering experience.

Project Engineer IV - Bachelors Degree in Engineering, a related field or equivalent experience, plus 12 to 15 years of project engineering experience.

### FINANCE MANAGER I – II

**Duties:** Responsible for tracking and reporting to program management all key financial information including budgets, performance to these budgets and estimates to complete. Responsible for the direct supervision of the finance staff engaged in various financial functions such as budgeting, auditing, forecasting and cost analysis. Additional responsibilities may include support in developing program and performance measurements, criteria for these measurements, accountability matrices, and performance system implementation guidelines. Defines and continuously refines key indicators, results, and measurements to manage the business processes to achieve desired program and/or project results. Ensures compliance with internal procedures and DAR/FAR government regulations. Primary liaison with various government agencies, ensuring understanding of financial data, methodology and applicability under appropriate government regulations. Acts as a key technical expert on financial analysis

issues, concerns and special projects. Prepares special reports and financial studies for management and alerts them to significant variances from plan. Coordinates, negotiates and resolves financial compliance issues with various governmental agencies to ensure accurate interpretation. Conducts and may lead audits.

**Qualifications:**

Finance Manager I -

Bachelors Degree in Finance, Accounting, Business Administration, a related field or equivalent experience. Seven to nine years financial analysis experience, including a thorough knowledge of DAR/FAR and other applicable government regulations. Experience may include strategic and business planning, operational plans and control, program pricing, surveillance and evaluation, or performance measurement systems.

Finance Manager II -

Bachelors Degree in Finance, Accounting, Business Administration, a related field or equivalent experience. A minimum of ten years financial analysis experience, including supervisory/management and a working knowledge of DAR/FAR and other applicable government regulations. Experience may include strategic and business planning, operational plans and control, program pricing, surveillance and evaluation, or performance measurement systems.

**SUBJECT MATTER EXPERT I - VI**

**Duties:** Recognized at the industry level in a technical field or highly specialized engineering or technology area and is proficient in relevant engineering and logistics principles and practices. Applies experience, skills, and/or expert knowledge within a logistics/engineering subdiscipline 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 technical engineering or scientific problems. Utilizes and develops tools, techniques, processes and/or facilities such as state-of-the-art simulation environments, laboratories, and test facilities. Duties may include analysis of complex problems, definition of functional requirements, resource allocation, operations research, modeling and process analysis and design. Provides leadership and technical direction for logistics and engineering activities in a specialized engineering discipline or technology subject area. Recognized at the industry level as a major contributor to the technical planning process and for providing technical management and guidance.

**Qualifications:**

Subject Matter Expert I -

Bachelors Degree plus 2 to 4 years working experience. Experience may substitute for degree.

Subject Matter Expert II -

Bachelors Degree plus 5 to 7 years working experience. Experience may substitute for degree.

Subject Matter Expert III -

Masters Degree plus 5 to 7 years working experience. Experience may substitute for degree.

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Subject Matter Expert IV -	Bachelors Degree plus 10 to 12 years working experience. Experience may substitute for degree.
Subject Matter Expert V -	Masters Degree plus 9 to 11 years working experience. Experience may substitute for degree.
Subject Matter Expert VI -	Masters Degree plus 12 or more years working experience. Experience may substitute for degree.

### ADMINISTRATIVE SUPPORT I - VII

**Duties:** Provides administrative-type support to technical and management-level personnel. This includes, but is not limited to, documentation planning and support, project administration, program management support, event planning and administration, office relocation planning, mail services, records, and data input. Composes routine correspondence, documents, reports, orders, forms, etc., in support of site personnel as required. Locates and summarizes information and data from files and documents. Responsible for maintaining duty status of site personnel, suspense dates for matters requiring compliance and similar information/data concerning the site mission. Requires technical computer skills and ability to use word processing, spreadsheet, and presentation development software.

**Qualifications:**

Administrative Support I -	High school diploma or equivalent.
Administrative Support II -	High school diploma or equivalent and 1 to 2 years of relevant experience.
Administrative Support III -	High school diploma or equivalent and 2 to 4 years of relevant experience.
Administrative Support IV -	High school diploma or equivalent and 4 to 5 years related experience.
Administrative Support V -	High school diploma or equivalent and 5 to 7 years related experience.
Administrative Support VI -	Associates Degree or equivalent plus 6 to 8 years relevant experience.
Administrative Support VII -	Bachelors Degree or equivalent and 5 or more years of relevant experience.

### WORD PROCESSOR I - IV

**Duties:** Plans the layout of text, charts, forms, tabulation, or any combination of this material for neat and balanced appearance. Types materials from written drafts while applying knowledge of grammar, spelling, capitalization, and punctuation accordingly. Pays attention to detail while proofreading typed material before submission. Maintains files, documents and record of completed work, and works in cooperation with others in large, complex publication efforts. Assists in preparation of user manuals, training materials, installation guides, proposals, reports, and other customer deliverables and documents.

**Qualifications:**

Word Processor I -	High School Diploma or equivalent, normally requires a minimum of 6 months word processing experience.
Word Processor II -	High School Diploma or equivalent plus 2 to 4 years working experience.
Word Processor III -	High School Diploma or equivalent plus 4 to 5 years working experience.
Word Processor IV -	High School Diploma or equivalent plus 6 or more years experience.

**SENIOR DATA SPECIALIST**

**Duties:** Responsible for scheduling, tracking, editing and submission of contractual data items. Prepares subcontractor technical data requirements lists and data item specifications. Provides monthly reporting of metrics, routine and specialized database tracking reports. Provides information to responsible work package managers to assist with timely submission of CDRL items. Monitors all subcontract data items for timely submission, content and required format.

**Qualifications:**

Bachelors Degree in Engineering, Business Administration, Communications or related technical field, or equivalent experience. Five years of project engineering experience, with supervisory experience preferred.

**BUSINESS SPECIALIST I - V**

**Duties:** Includes efforts identified as business and finance in nature, including but not limited to, project control, project planning and scheduling, and cost estimating. Responsible for detailed financial and administrative activities such as budgeting, reporting, estimating, analysis, etc. Performs cost/schedule variance analysis and provides resulting recommendations. Analyzes estimates of service, material, equipment and production costs. Reviews performance requirements ensuring contract is in accordance with legal requirements and customer specifications. May assist in developing and monitoring funding plans and may also support tasks requiring market research, acquisition planning, and cost/benefit tradeoff activities.

**Qualifications:**

Business Specialist I -	Bachelors Degree or equivalent experience. Entry level position.
Business Specialist II -	Bachelors Degree or equivalent and 2 to 4 years related experience.
Business Specialist III -	Bachelors Degree or equivalent and 5 to 7 years related experience.
Business Specialist IV -	Bachelors Degree or equivalent and 7 to 9 years related experience.

Business Specialist V - Bachelors Degree or equivalent and 10 – 12 years related experience.

### FUNCTIONAL ANALYST I - IV

**Duties:** In conjunction with the provision of professional logistics services, duties may include analysis of complex problems, definition of functional requirements, resource allocation, operations research, logistics modeling and process analysis and design. Relevant experience includes, but is not limited to, extensive knowledge of analytical techniques, experience in gathering and analyzing data to solve complex problems and /or produce finished reports; e.g., requirements definition, operations research, modeling, threat analysis, training and training development, logistics, procurement, transportation, budget and finance and/or risk management. Requires the ability to plan and carry out complex projects to completion and an extensive knowledge of subject matter concepts, practices, and procedures. May be responsible for applying process improvement and reengineering methodologies and principles of best practice to conduct process modernization projects including applicable trade studies. Experience may include identifying best practices, change management, business management techniques, organizational development, activity and data modeling, or logistics information system development methods and practices. May perform logistics analyses, establish programs to monitor performance, develop reports, and analyze user needs to determine functional and cross-functional requirements. May provides high-level management support, supervision, research and technical support to projects and programs. May manage work of task or project teams.

**Qualifications:**

Functional Analyst I - Bachelors Degree or an equivalent combination of formal education, technical training, certification and/or experience and 2 to 4 years experience, or a total of 8 years of directly related experience that provides the requisite knowledge, skills and abilities may be substituted for the degree requirement.

Functional Analyst II - Bachelors Degree or an equivalent combination of formal education, technical training, certification and/or experience and 5 to 7 years experience, or a total of 11 years of directly related experience that provides the requisite knowledge, skills and abilities may be substituted for the degree requirement. A Masters Degree may be substituted for three years of general experience.

Functional Analyst III - Bachelors Degree or an equivalent combination of formal education, technical training, certification and/or experience and 10 to 12 years experience, or a total of 16 years of directly related experience that provides the requisite knowledge, skills and abilities may be substituted for the degree requirement. A Masters Degree may be substituted for three years of general experience.

Functional Analyst IV - Bachelors Degree or an equivalent combination of formal education, technical training, certification and/or experience and 12 or more years experience, or a total of

18 years of directly related experience that provides the requisite knowledge, skills and abilities may be substituted for the degree requirement. A Masters Degree may be substituted for three years of general experience.

### INFORMATION ENGINEER I - V

**Duties:** Provides technical, managerial, and administrative direction for problem definition, analysis, requirements development, and implementation for logistics and related information systems. Makes recommendations and advises on organization-wide system improvements, optimization or maintenance efforts for logistics and related information systems, and for modeling and simulation. Applies an enterprise-wide set of disciplines and processes for the planning, analysis, design, construction, and implementation of information engineering for logistics systems. Develops analytical and computational techniques and methodologies for problem solutions. Performs enterprise-wide strategic systems planning, business information planning and analysis. Performs process and data modeling in support of the planning and analysis efforts using both manual and automated tools. Applies reverse engineering and reengineering disciplines to develop migration strategic and planning documents. Provides technical guidance in software engineering techniques and automated support tools. Performs information systems development, functional and data requirements analysis, systems analysis and design, programming, program design, and documentation preparation. Implements information engineering projects; and performs systems analysis; design and programming using CASE and IE tools and methods, systems planning, business information planning, and business analysis. Makes recommendations and advises on system improvements, optimization or maintenance efforts for logistics and related information systems in the following specialties: information systems architecture; networking; telecommunications; automation; communications protocols; risk management/electronic analysis; software; life-cycle management; software development methodologies; and modeling and simulation.

#### Qualifications:

Information Engineer I -	Bachelors Degree or equivalent. Entry level position.
Information Engineer II -	Bachelors Degree or equivalent and 2 to 4 years related experience.
Information Engineer III -	Bachelors Degree or equivalent and 5 to 9 years related experience.
Information Engineer IV -	Bachelors Degree or equivalent and 10 to 12 years related experience.
Information Engineer V -	Masters Degree or equivalent and 9 to 11 years related experience.

### SYSTEMS ANALYST I - V

**Duties:** Applies systems analysis and design techniques to complex logistics-related systems in broad areas such as manufacturing; finance management; engineering; accounting or statistics; logistics planning; material management, warehousing, transportation, material distribution, etc. Requires competence in all phases of systems analysis techniques, concepts, and methods and knowledge of available system software, computer equipment, and the regulations, structure, techniques, and management practices of one or more subject matter

areas. Maintains and modifies complex systems or develops new subsystems such as an integrated production scheduling, inventory control, cost analysis, or supply chain analysis record in which every item of each type is automatically processed through the full system of records. Guides users in formulating requirements; advises on alternatives and on the implications of new or revised data processing systems; analyzes resulting user project proposals; identifies omissions and errors in requirements and conducts feasibility studies; recommends optimum approach; and develops system design for approved projects. Interprets information and informally arbitrates between system users when conflicts exist. Since input data usually come from diverse sources, is responsible for recognizing probable conflicts and integrating diverse data elements and sources. Analyzes and evaluates major system project requirements of considerable complexity requiring a thorough understanding of all parameters affecting and interfacing with the system. Assists customer in the planning and coordinating acquisition and implementation of systems. Prepares functional specifications for acquiring commercially available equipment. Provides analytical support in the conceptualization, development, and implementation of complex, multiple, inter-linked systems. Defines system objectives and prepares system design specifications to meet user requirements and satisfy interface problems. Formulates logical statements of user requirements and develops solutions through application of systems and method engineering techniques. Reviews alternate approaches and selects appropriate methodology. Supports the process improvement efforts by providing specific, high level technical expertise as required. May serve as lead analyst, directing and integrating the work of lower level analysts, each responsible for several programs.

**Qualifications:**

Systems Analyst I -	Bachelors Degree or equivalent. Entry level position.
Systems Analyst II -	Bachelors Degree or equivalent and 2 to 7 years related experience.
Systems Analyst III -	Bachelors Degree or equivalent and 7 to 9 years related experience.
Systems Analyst IV -	Bachelors Degree or equivalent and 10 to 12 years related experience.
Systems Analyst V -	Masters Degree or equivalent and 10 years related experience.

**SYSTEMS ENGINEER I - IV**

**Duties:** Develops and applies advanced methods, theories and research techniques in the investigation and solution of complex and difficult system design requirements and problems requiring the expert application of advanced knowledge. Provides comprehensive definition of all aspects of system development from analysis of mission needs to verification of system performance. Develops and refines new engineering techniques to enhance quality and productivity. Establishes performance and technical standards. Generates and approves projects and testing specifications. Performs evaluation of alternatives and assessment of risks and costs. Develops test planning documentation, including test plans, test specifications, and test procedures for integrated systems. Assists the government in the conduct of Reliability, Availability, and Maintainability analyses and submits appropriate test reports. Reviews and evaluates proposed system interoperability from both data exchange and communications

support capabilities. Designs and develops equipment and system-oriented products and prepares related installation, operation and maintenance specifications and instructions. Analyzes equipment/system to establish operation data and conducts tests. Analyzes and prepares Engineering Change Proposals. Performs and analyzes site surveys and recommends optimum equipment/system placement and any applicable software solutions to meet requirements. Reviews literature, patents, and current practices relevant to the solution of assigned projects. Reviews completion and implementation of system additions and/or enhancements and recommends corrections in technical application and analysis to management. Evaluates vendor capabilities to provide required products and services. Conducts hardware and software trade-off studies and prepares technical reports on the assessments. Assists the client in the establishment and conduct of quality assurance analysis and engineering to include periodic reviews and audits. Participates in site testing, security accreditation, and formal acceptance testing. Possesses experience with simulations, data extraction, reduction, and analysis methodologies, modern techniques for system integration, and systems configuration management policy and guidelines.

**Qualifications:**

Systems Engineer I -	Bachelors Degree or equivalent and up to 4 years of related experience
Systems Engineer II -	Bachelors Degree or equivalent and 5 to 7 years of related experience
Systems Engineer III -	Masters Degree or equivalent and 7 to 9 years of related experience
Systems Engineer IV -	Masters Degree or equivalent and 15 years of related experience

**SYSTEM TEST ENGINEER I – IV**

**Duties:** Specialized experience includes progressive experience in designing and performing tests of complex mechanical, electro-mechanical and electrical/electronic systems. Designs test equipment for specialized testing, designs automated test systems and writes software for automated testing. Provides technical assistance and troubleshooting during testing. Writes and verifies test procedures and specifies standard and/or special test equipment to be used for each procedure. Confers with other functions concerning jigs, fixtures and other test equipment and devices necessary for a given procedure. Works with other engineers and with system logisticians to evaluate product design from a testing standpoint and recommends changes that would facilitate testability. Writes calibration, alignment and preventative maintenance procedures and schedules to ensure test equipment is maintained and checked for accuracy at designated intervals.

**Qualifications:**

System Test Engineer I -	Bachelors Degree in Engineering, a related field or equivalent experience. Entry level position.
System Test Engineer II -	Bachelors Degree in Engineering a related field or equivalent experience; plus 2 to 4 years of related test experience.

System Test Engineer III - Bachelors Degree in Engineering, a related field or equivalent experience; plus 5 to 9 years of progressively complex test experience.

System Test Engineer IV - Masters Degree or equivalent in Engineering, a related field or equivalent experience; plus 12 or more years of applicable progressively complex test experience.

### FIELD ENGINEER I - III

**Duties:** Provides technical guidance, instructs and assists in the maintenance, operation, test or modification of equipment. Coordinates and relates field problems and activities with both customer and cognizant contractor personnel. Conducts and/or assists in the field test, field modification, field system test, maintenance and operation of a specific system; performs interface with customer maintenance and operations personnel and assures their familiarity with system test, line-up and maintenance procedures. May assume supervision of other logistics personnel on-site who are assigned to testing, maintenance or operation functions. Provides technical guidance and assists in the preparation and implementation of preventive and corrective maintenance procedures for system equipment in the field. Participates in determining equipment modifications or other product support requirements which may be necessary to update, improve or maintain equipment or systems. Conducts and/or assists in the installation, alignment, checkout, overhaul and modification of fielded equipment. Performs field maintenance and field test on various equipment as required. Participates in in-plant tests of specific systems, with cognizant engineering personnel. Assists in the training of customer's test, maintenance and operation personnel, when required. Acts in the capacity of a field supervisor with administrative and technical direction of field personnel on site, when requested.

**Qualifications:**

Field Engineer I - Bachelors Degree in Engineering, a related field or equivalent experience. Entry level position up to 4 years related field engineering experience.

Field Engineer II - Bachelors Degree in Engineering a related field or equivalent experience; plus 5 to 7 years of related field engineering experience.

Field Engineer III - Bachelors Degree in Engineering, a related field or equivalent experience; plus 7 to 9 years of related field engineering experience.

### LOGISTICS ENGINEER I – III

**Duties:** Performs a variety of logistics engineering tasks, either independently or under supervision, which are broad in nature and may include, but not limited to, any of the following. Conducts reliability, maintainability and availability studies and tasks. Evaluates and assists in developing system design for supportability and integrated logistics support elements (maintenance planning; manpower and personnel; training and training support; supply; support equipment; handling, storage, and transportability; and reliability and maintainability). Coordinates detailed analyses to ensure integration of support considerations into the design process. Prepares reliability and maintainability studies, plans, predictions and models in accordance with applicable specification. Prepares failure mode effects and criticality analyses.

Plans and conducts maintainability demonstrations, and develops maintenance and support plans. Prepares and maintains the logistics support analysis record and database. Conducts life cycle cost analysis, optimum repair level analysis, system safety analysis and human engineering analysis and studies. Prepares test and support equipment studies, analysis and documents. Participates in engineering design reviews, drawing change boards, LSAR reviews, and ILS meetings. Provides management and/or technical support to projects in such areas as: training, logistics, acquisition management, configuration management, data management, program control and/or manpower planning. Provides implementation support in the areas of technical order verification and validation, deficiency reporting, and system/support equipment acquisition documentation.

**Qualifications:**

Logistics Engineer I -	Bachelors Degree in an applicable engineering field or equivalent experience. Entry Level position up to 2 years experience.
Logistics Engineer II -	Bachelors Degree in an applicable engineering field or equivalent experience; plus 2 to 4 years logistics engineering experience.
Logistics Engineer III -	Bachelors Degree in an applicable engineering field or equivalent experience; plus 5 to 9 years logistics engineering experience.

**LOGISTICS ANALYST I - V**

**Duties:** Performs a variety of logistics tasks, either independently or under supervision, which are broad in nature and are concerned with the design, implementation, operation, and performance of logistics functions, including supply chain, acquisition, distribution, transportation, warehousing, training, and operations and maintenance. Position may involve the application of professional scientific approaches to analyzing and solving a wide variety of management, operational and modeling and simulation problems. Work may include the application of mathematical, statistical, economic, and operations research methods and techniques to identify and analyze alternative solutions to problems. Responsible for the review and validation of information pertaining to logistics operations. Performs supply inventory research and analysis on military/government supply programs. Analyzes logistics policies, procedures, inventory processes and Supply Management Information Systems. Prepares recommendations and impact analysis to decision makers along with suggested means of implementation. Performs logistics technical analyses, including the review of logistics policy and guidance, development of logistics support plans, and providing input to other acquisition milestone documentation. Provides support and logistics expertise to logistics strategic planning efforts, business process reengineering efforts, and various financial analyses. Assists in the conduct of specific technical analyses such as capacity planning, warehousing analyses, and transportation analysis. Responsible for supply/material control policies, regulations and procedures Provides technical guidance to clients in resolving complex supply issues. Analyzes and evaluates supply authorization documents and determines if authorized quantities are on hand for inventory and accounting purposes Performs complex inventory analysis and research based on authorization documents Conducts studies, analyzes and evaluates supply functions, and recommends solutions and/or process improvements. Assists in the conduct of system design alternatives analyses and other logistics analyses. May provide leadership and guidance to lower level employees.

**Qualifications:**

Logistics Analyst I -	Associates Degree or equivalent training in logistics, plus 2 years working experience. Experience may substitute for degree. A Bachelors Degree with no experience. Entry level position.
Logistics Analyst II -	Bachelor Degree plus 2 - 4 years working experience. Experience may substitute for degree.
Logistics Analyst III -	Bachelor Degree plus 5 - 7 years working experience. Experience may substitute for degree.
Logistics Analyst IV -	Bachelor Degree plus 8 - 10 years working experience. Experience may substitute for degree.
Logistics Analyst V -	Masters Degree plus 6 to 8 years working experience. Experience may substitute for degree.

**LOGISTICS CONSULTANT I - III**

**Duties:** Provides high-level consultation support to personnel involved in performing tasking associated with logistics engineering, analytical, or acquisition projects. Provides expert functional and technical support to top-level management to integrate the best industry practices and reduce risk in implementing new technologies, methods, and processes. This includes expertise in one or more of the following: logistics systems, tools, assessments of existing supply chains, implementation and change strategies, life-cycle impact analyses, facility and location consolidations, and transportation, distribution and spares modeling. Position may involve the application of professional scientific approaches to analyzing and solving a wide variety of management, operational and modeling and simulation problems. Work may include the application of mathematical, statistical, economic, and operations research methods and techniques to identify and analyze alternative solutions to problems. Duties include establishing engineering and modeling methodology, designing solution implementation approach, developing operating plans and establishing project plans. Works within broad objectives to obtain unique solutions to complex technical problems. Performs extensive study and interpretation of the problem as necessary to discover all issues affecting conclusion. Maintains high-level contact with customers in defining problems and developing appropriate solutions. Provides guidance on the preparation of integrated logistic plans and policies and procedures for logistic support for major systems. Ensures that proper logistics considerations are included in system development processes at each major milestone. Performs analyses to determine system maintainability, reliability, and supportability requirements. Develops systems maintenance concepts and plans and life-cycle supply requirements and processes to meet supply requirements. Performs cost analyses associated with systems logistic support and develops and reviews systems acquisition projects' operating plans and procedures to ensure logistic support considerations are included. Provides facilitation and strategic planning expertise for logistics engagements. Assists organizations with review of their mission, vision, goals, and objectives and helps formulate the organization's strategic plan. Provides guidance in the development of overarching logistics strategies. Facilitates the conduct of strengths, weaknesses, opportunities, and threats (SWOT) analysis in support of strategic planning. Also facilitates the conduct of customer needs assessments to identify specific customer requirements for the strategic planning process. May assist in the development of an enterprise

logistics IT strategy. May also develop/facilitate strategic planning war games or other scenario-based strategic planning efforts.

**Qualifications:**

Logistics Consultant I -	Bachelor Degree plus 5 to 9 years logistics engineering experience. Experience may substitute for degree. More advanced degrees may substitute for experience.
Logistics Consultant II -	Masters Degree plus 8 to 10 years working experience. Experience may substitute for degree.
Logistics Consultant III -	Masters Degree plus 12 or more years logistics engineering experience. Experience may substitute for degree.

**LOGISTICS TECHNICIAN I - V**

**Duties:** Works under supervision to perform a variety of logistics functions which are broad in nature and include warehousing, packaging, shipping, and maintaining, repairing, and operating facilities and/or equipment. May have experience with various logistics support functions and automated support systems involving maintenance planning, personnel planning, training, support equipment, test equipment, technical and logistics data, facilities support, and supply support. May assist in developing Integrated Logistics Support functions (e.g. system planning, logistic documentation, fielding, and systems replacement and/or retirement). May assist in developing logistics support concepts, maintenance plans and concepts. May prepare logistics support documentation and source data, such as logistics operational management/user documents, ILSPs, user logistic support summaries, post production support plans, and logistics implementation plans. May be responsible for logistics requirements determination studies, inventory and requisition of supplies, repair parts and equipment, and maintain stock of supplies and equipment. May assist with RAM analysis, life-cycle cost analysis, and LSA/LSAR. May develop/review bill of materials (BOM).

**Qualifications**

Logistics Technician I -	High school diploma or equivalent vocational training preferred. One to two years related experience required.
Logistics Technician II -	High school diploma or equivalent vocational training and 2 to 4 years related experience required. May substitute one year military technical training in logistics and 2 years experience.
Logistics Technician III -	Associates Degree or equivalent training in logistics and 5 - 6 years of logistics experience.
Logistics Technician IV -	Associates Degree or equivalent training in logistics and 6 to 8 years of logistics experience.
Logistics Technician V -	Normally requires a Bachelors degree and 5–10 years related experience. Additional experience may substitute for degree requirement. May substitute one year military technical training in logistics for two years experience.

### LOGISTICS SUPPLY SPECIALIST I - III

**Duties:** Works under supervision to perform a variety of logistics functions which are broad in nature and include warehousing, packaging, shipping, inventory control, requisitioning, and maintaining stock of supplies and equipment. Responsible for: processing in/out transactions, issuing referrals, setting control degrees, making inquiries, tracking status, executing local purchases, reparable item process, responding to manager review actions, performing/supporting stockage level management and unserviceable assets management tasking, maintaining backup recovery files, tracking performance standards, tracking overdue shipment process, cataloging build process, parameters user maintenance, updating financial data, documenting demand process, maintaining document history, and maintaining/updating communications and interface with other logistics software systems. Comprehends and interprets complex technical data. May operate lightweight trucks and passenger carrying type vehicles.

**Qualifications:**

- Logistics Supply Specialist I - High School Diploma or equivalent vocational training, plus 1 to 2 years related working experience.
- Logistics Supply Specialist II - High School Diploma or equivalent vocational training and 2 to 4 years related experience. May substitute one year military technical training in logistics and two years experience.
- Logistics Supply Specialist III - Associates Degree or equivalent training in logistics and 4 or more years of logistics experience.

### LOGISTICS RESEARCH TECHNICIAN I - III

**Duties:** Conducts technical research, analysis, and assessment for military/government logistics and similar projects. Performs a variety of research, development, and/or modeling tasks. Provides support for analysis of military/government logistics products and processes. Communicates technical concepts for development of military/government and technical training manuals. Draws conclusions from factual investigation, testing and research for military/government logistics and related projects. Prepares written reports, drafts papers and may organize data in an online information repository or document. Conducts factual investigation, testing, research, and report preparation using information gathered from a variety of sources, including databases, government agency record review, and related research activities.

**Qualifications:**

- Logistics Research Technician I - High School Diploma or equivalent with some technical training. Six months to 2 years of related logistics research experience.
- Logistics Research Technician II - Technical Training equivalent to an Associates Degree and 2 to 3 years of related research experience.
- Logistics Research Technician III - Technical Training equivalent to a Bachelors Degree, with up to 2 years of related experience.

## LOGISTICS DOCUMENTATION SPECIALIST I - V

**Duties:** Participates in all phases of documentation development. Assists in collecting and organizing information for preparation of user manuals, training materials, installation guides, proposals, and reports. Edits functional descriptions, system specifications, user manuals, special reports, and other customer deliverables and documents. Following established procedures and formats, researches, writes, edits, and proofreads technical data for use in documents such as manuals, procedures, and specifications. Ensures technical documentation is accurate, complete, meets editorial and government specifications and adheres to standards for quality, graphics coverage, format and style. May assist in establishing style guidelines and standards for text and illustration. Interfaces with technical elements for clarification of data. Extracts data from technical manuals to satisfy requirements. Obtains material from vendor manuals for incorporation into new documentation. Assists in production of product deliverables. Assists in performing financial and administrative functions. Senior Documentation Specialist may develop estimates for task assignment; plans, coordinates, and controls all resources necessary to accomplish tasking; and coordinates publication with outside sources and vendors as needed. May provide work leadership for lower level employees.

### Qualifications:

Logistics Documentation Specialist I -	Bachelors Degree in an applicable technical field or equivalent experience and excellent written communication skills. Entry level position up to 2 years experience.
Logistics Documentation Specialist II -	Bachelors Degree in an applicable technical field or equivalent experience and excellent written communication skills. Two to four years technical writing and editing experience.
Logistics Documentation Specialist III -	Bachelors Degree in an applicable technical field or equivalent experience and excellent written communication skills. Five to seven years technical writing and editing experience.
Logistics Documentation Specialist IV -	Bachelors Degree in an applicable technical field or equivalent experience and excellent written communication skills. Seven to nine years technical writing and editing experience.
Logistics Documentation Specialist V -	Bachelors Degree in an applicable technical field or equivalent experience and excellent written communication skills. More than ten years technical writing and editing experience.

## SUPPLY TECHNICIAN I - II

**Duties:** Performs a wide range of substantive clerical/technical support work. Accomplishes inventory accounting and control, demand processing, requisition and re-supply, receipt and release of property, shipments, and management information recoverability. Prepares supply reports and supply statistical data. Resolves technical problems related to supply support. Maintains operating budget for supplies and equipment. Operates and maintains automated

supply system. Must be able to follow technical written procedures issued by the Federal government for requisitioning, receiving and storing supplies, repair parts and equipment. Must be familiar with inspection, accountability, and reporting of supply and shipping shortages. Must be familiar with and be able to provide data entry for manual and automated supply systems. Performs other, related duties as assigned.

**Qualifications:**

Supply Technician I - High School or equivalent vocational training preferred. One to two years of related experience.

Supply Technician II - High School or equivalent vocational training and 2 to 4 years related experience. May substitute one year of military technical training in logistics and two years experience.

**MATERIAL COORDINATOR I - V**

**Duties:** Reviews schedules and determines material required or overdue and locates material. Requisitions material and establishes delivery sequences according to priorities and anticipated availability of material. Arranges for transfer of materials to meet schedules. Arranges for repair and assembly of material and its transportation. Examines delivered material to verify if type specified. Computes amount of material needed for specific job orders, applying knowledge of product and manufacturing processes. Compiles report of quantity and type of material on hand. Compiles perpetual production records in order to locate material in process of production, using manual or computerized system.

**Qualifications:**

Material Coordinator I - High School Diploma or equivalent plus 2 years working experience.

Material Coordinator II - High School Diploma or equivalent plus 5 years working experience.

Material Coordinator III - Associates Degree plus 3 to 5 years working experience. Experience may substitute for degree.

Material Coordinator IV - Associates Degree plus 5 to 7 years working experience. Experience may substitute for degree.

Material Coordinator V - Associates Degree plus 7 or more years working experience. Experience may substitute for degree.

**MATERIAL HANDLER I - II**

**Duties:** Provides support to supervisors. Capable of operating forklifts, drive trucks, and performs basic warehouse functions. Aids with warehouse inventory and takes on occasional leadership responsibility.

**Qualifications:**

Material Handler I - High School Diploma or equivalent. Normally requires technical training or equivalent experience (1 to 2 years)

working experience). Entry level position, following completion of training.

Material Handler II -

High School Diploma or equivalent plus 2 or more years working experience.

### PROCUREMENT SPECIALIST I - III

**Duties:** Applies established purchasing regulations, policies and procedures while assisting in the procurement of goods and services in a Federal Government environment. Conducts procurements in accordance with customer requirements, and in compliance with Company procedures, U.S., state and local laws and regulations. Negotiates, sources, awards and administers procurement contracts. Assists Procurement /Acquisition Manager with implementation, training and maintaining procurement program and other change initiatives. Maintains purchasing database integrity, associated documentation and training materials. May coordinate, assist/conduct procurement training. Responsible for planning, organizing, and implementing related procurement activities. Prepares contractor consent packages and functions as the procurement liaison with the Contracting Officer. Executes and administers subcontracts, purchase orders, change orders, letters, memoranda's, narratives and statistical reports and procedures. Maintains and ensures procurement file documentation in compliance with FAR and company policies. May assist in special projects assigned by the Procurement/Acquisition Manager. Duties include efforts involved in buying goods and services. Receives requests for purchase of parts or repair of materiel. Locates sources of supplies, requests quotes from vendors, evaluates bids, and selects the most qualified source. Issues purchase orders, tracks status, and expedites orders according to customer requirements. Researches new procurement strategies/methods to ensure utilization of procurement best practices. Proactively initiates cost reduction/savings initiatives.

#### Qualifications

Procurement Specialist I -

Requires 6 to 8 years relevant experience and proficiency in the area of specialty. High School Diploma or equivalent experience required.

Procurement Specialist II -

Bachelors Degree in Business, a related field or equivalent experience, plus 2 to 4 years related experience in government procurement or subcontract administration. Experience in a technical service environment preferred.

Procurement Specialist III -

Bachelors Degree in Business, a related field or equivalent experience, plus 5 to 7 years related experience in government contract procurement administration in the technical service environment.

### COST ANALYST I - III

**Duties:** Provides support to technical logistics analyses. Provides cost estimating, life-cycle costing, and cost benefit analyses in support of acquisition programs and other logistics analyses. Supports the development and analysis of logistics support and information technology alternatives. Assists in the development of capital plans for major logistics acquisitions. Support logistics business process reengineering studies through the development of baseline cost models and "to be" cost models. Performs "should-cost" analysis and trade

studies related to cost trade-off options for major systems development or procurement. Prepares acquisition milestone program documentation to support milestone decisions. Prepares budget submissions in support of major logistics acquisition programs. Monitors program funding and expenditures. Performs day-to-day management of assigned task order projects in the acquisition logistics area. Organizes, directs, and supervises other project personnel in the execution of task order activities.

**Qualifications:**

Cost Analyst I -	Bachelors Degree or equivalent experience, plus 2 to 4 years relevant experience.
Cost Analyst II -	Bachelors Degree or equivalent experience, plus 5 to 7 years relevant experience.
Cost Analyst III -	Bachelors Degree or equivalent experience, with more than 7 years relevant experience.

**MECHANICAL ENGINEER I - IV**

**Duties:** Possesses progressive experience in the logistical support and sustainment of existing or future systems to include design analysis, design of new or modification packages, development of engineering projects, and integration of mechanical and electro-mechanical components, sub-systems and systems (e.g. aircraft hydraulic and/or pneumatic systems). Provides guidance in solving complex engineering problems, planning and conducting engineering feasibility studies for design improvement modifications and implementation of advanced technologies. Proficient in the evaluation, implementation, integration, and maintenance of all hardware for the supported environment, to include other reasonable support as requested by the customer. Performs design, fabrication, evaluation, modification, and maintenance of mechanical and electro-mechanical components, sub-systems and systems. Conducts analysis and/or tests pertaining to the development of new designs, methods, materials or processes. Completes required documentation and may provide recommendations. Writes test procedures, compiles and evaluates design and test data and prepares technical specifications. Recommends design approaches to meet production requirements for new or improved products or processes. Coordinates with technical support personnel to conduct prototype or experimental runs for products or processes. May coordinate the efforts of drafters, technical writers, engineering technicians, logisticians, and machine shop personnel as required. The more senior engineers develop and apply mechanical design methods, theories and research techniques in the investigation and solution of complex and advanced technical problems. They plan, conduct, technically direct and evaluate projects or major phases of significant projects, coordinating the efforts of engineers, logisticians, and technical support staff. They analyze, evaluate and plan method of approach and organize means to achieve solution of highly complex technical problems. Conduct investigations or tests of considerable complexity pertaining to the development of new designs, methods, materials or processes and investigate possible applications of results. Develop and refine new engineering techniques to enhance quality and productivity. Establish performance and technical standards. Generate and approve projects and testing specifications. Perform evaluation of alternatives and assessment of risks and costs. Develop test planning documentation, including test plans, test specifications, and test procedures. Assist in the conduct of Reliability, Availability, and Maintainability analyses and submit appropriate test reports. Design and develop equipment and system-oriented products and prepare related installation, operation and maintenance specifications and instructions. Analyze

equipment/system to establish operation data and conduct tests. Analyze and prepare Engineering Change Proposals. Review literature, patents and current practices relevant to assigned projects; recommend corrections in technical applications and analyses; evaluate vendor capabilities, products or services.

**Qualifications:**

Mechanical Engineer I -	Bachelors Degree in Mechanical Engineering or equivalent experience. Entry level position. Includes up to 2 years experience.
Mechanical Engineer II -	Bachelors Degree in Mechanical Engineering or equivalent experience, plus 2 to 7 years applicable mechanical engineering experience.
Mechanical Engineer III -	Masters Degree in Mechanical Engineering or equivalent experience, plus 9 to 11 years of applicable progressively complex mechanical engineering experience.
Mechanical Engineer IV -	Masters Degree in Mechanical Engineering, a related field or equivalent experience, plus 12 or more years of progressively complex mechanical engineering experience.

**FACILITIES SPECIALIST I - IV**

**Duties:** Performs ongoing and scheduled maintenance and repair of building structures and mechanical, electrical and sanitary systems as well as related machinery and equipment with little or no supervision. Ensures that all utility systems are fully operational and inspected in accordance with preventive maintenance schedules. Requires thorough knowledge in areas such as repairing molding and woodwork, replacing electrical switches, fixtures and small motors, repairing and replacing plumbing fixtures, and replacing broken glass. Cleans and maintains working areas in an orderly condition. Sweeps, mops, scrubs and polishes floors. Removes trash or other refuse. Dusts equipment, furniture or fixtures. Polishes metal fixtures or trimmings. Provides supplies for rest rooms and other facilities and performs simple tasks such as moving and storing furniture and equipment. Performs other, related duties as assigned.

**Qualifications:**

Facilities Specialist I -	Entry level position. High School education preferred. Includes up to 3 years experience.
Facilities Specialist II -	May require stationary engineers license and 2 to 4 years of related experience.
Facilities Specialist III -	May require stationary engineers license and 4 to 6 years of related experience.
Facilities Specialist IV -	May require stationary engineers license and 6 or more years of related experience.

## FACILITIES ENGINEER I - II

**Duties:** Serves as a subject matter expert providing professional and technical expertise performing evaluation, coordination, and developmental duties associated with Government facilities management and installation master planning. Provides technical support and supervision related to the broad spectrum of Government facility management and planning functions to include installation master planning, project development, site planning, landscape planning, architectural functionality, and building interior and exterior compatibility. Reviews, evaluates, and provides feedback on government and commercial policies, manuals, regulations and other documents for relevance to facilities management. Provides professional and technical expertise performing programming and developmental duties pertaining to Facilities Management and the planning, supervising, and inspection of architectural designs of building projects for the government according to its requirements and financial resources. Prepares cost estimates for building renovations or space allocations, and inspects completed work for conformance to specifications. Plans and programs architectural construction. Works with clients/customers, translating user functional requirements into facility requirements. Experience in the relocation of organizations, including site surveys and the development of construction requirements. Familiar with construction standards, Corps of Engineers guide specifications, with emphasis on Sensitive Compartmented Information Facility (SCIF) construction requirements/standards. Familiar with regulations regarding construction, alteration, repair and maintenance of real property assets. Confers with senior management, program managers, project personnel, subcontractors, and consultants and applies problem-solving techniques to complex facility management issues and architectural designs of government facilities. Gathers requirement information from customers and assists in conducting the requirements analysis and formulating requirements documentation applicable to government facility design standards. Reviews facilities related technical material and Government master planning materials for accuracy and completeness and prepares reports of findings. Assists in the review of contracts and provides recommendations to develop comprehensive documentation on findings in architectural designs of government projects. May provide technical consultation to other organizations and leadership to lower level employees.

### Qualifications:

Facilities Engineer I -

Bachelors Degree in Civil Engineering, Landscape Architecture, Architecture, Business Management, Business Administration or equivalent experience. Minimum 5 to 7 years experience in facility management, city planning, military master planning or related field.

Facilities Engineer II -

Bachelors Degree in Civil Engineering. Architecture or an equivalent program, plus 8 to 10 years of diversified facility planning experience.

## FACILITIES MANAGEMENT MANAGER

**Duties:** Experience in facilities management, requirements analysis, and master planning. Works with clients/customers, translating user functional requirements into facility requirements. Experience in the relocation of organizations, including site surveys and the development of construction requirements. Plans, coordinates, and directs activities and ensures goals and objectives are accomplished. Produces stationing and requirements studies as needed for various clients throughout the world. Confers with senior management, program managers, project personnel, subcontractors and consultants. Applies problem-solving techniques to

complex problems. Assists in planning, developing, and implementing organizational goals and objectives. Possesses the ability to manage projects from inception to completion. Directs and coordinates activities to obtain optimum efficiency and economy of operations. Extensive knowledge of government data systems. Broad knowledge of Federal Government, Department of Defense, and/or Intelligence Community database and decision-making systems. Maintains communication between functional areas with Facilities Management Engineering (FME) and FME clients.

**Qualifications:**

Masters Degree in Business Administration, Engineering, or related field, plus 10 or more years experience. Additional experience may be substituted for degree requirements.

**FACILITIES PLANNING SPECIALIST**

**Duties:** Provides technical support and supervision to a broad spectrum of professional architectural functions such as project development, space planning, and site planning, related to facilities management. Provides professional and technical expertise performing programming and developmental duties pertaining to Facilities Management and the planning, supervising, and inspection of architectural designs of building projects according to customers' requirements and financial resources. Confers with senior management, program managers, project personnel, subcontractors, and consultants and applies problem-solving techniques to solve complex problems pertaining to architectural designs of customer/government facilities. Gathers requirement information from customers and assists in conducting the requirements analysis and formulating requirements documentation applicable to customer/government facility design standards. Reviews, evaluates, and provides feedback on government and commercial policies, manuals, regulations, and other documents for relevance to facilities management. May provide technical consultation and leadership to lower level employees.

**Qualifications:**

Requires a Bachelors Degree in Architecture or equivalent experience, plus a minimum of 5 to 7 years experience in working as a registered architect with at least 3 years in military facility management, military requirements analysis, military facilities analysis, and military master planning. Must have knowledge of construction methods and contract management.

**TRANSPORTATION SPECIALIST I - II**

**Duties:** Provides consultation and support to the full-range of distribution and transportation analyses in support of Government programs. Provides expertise in distribution system analysis, development, and management; location modeling and distribution network analysis. Also provides technical assistance in fleet planning; operations and maintenance; carrier management and/or routing; and freight management (forwarding, consolidation). Provides consultation on distribution and transportation technology, including tracking system analysis, design, operations, and management. Performs day-to-day management of assigned task order projects in the transportation area. Organizes, directs, and supervises other project personnel in the execution of task order activities. Responsible for the physical movement of inbound and outbound shipments via air, land, rail, sea, or pipeline. Responsible for all distribution functions. This includes shipments to both domestic and possibly international customers/locations. Plans, schedules, and routes inbound and outbound domestic and international shipments of freight, using knowledge of postal regulations, tariffs, and company policy. Coordinates with carriers, audits freight bills, prepares and negotiates claims, and selects or recommends carriers to ensure efficient, timely, and least expensive movement of goods and material. Conducts research on transportation methods, rates, and routes.

Develops programs to audit and monitor carrier rates and charges and evaluates past performance and cost of transportation.

**Qualifications:**

Transportation Specialist I - Bachelors Degree in an applicable engineering field or equivalent. Entry level position up to 2 years logistics engineering experience.

Transportation Specialist II - Bachelors degree in applicable engineering field or equivalent, plus 5 to 7 years logistics engineering experience.

**PACKAGE, HANDLING, STORAGE, AND TRANSPORTATION SPECIALIST I - III**

**Duties:** Directly supports the project/task manager in the execution of task order activities in the area of packaging, handling, storage and transportation (PHS&T). Provides subject matter expertise for logistics analyses and other projects in the areas of packaging, storage, and transportation. Provides consultation/technical/analytical/ engineering support on packaging issues such as packaging, labeling, bar-coding technology analysis, design, and implementation; in the area of material handling, to include analyses to support the design, operations, and maintenance of materiel handling systems; hazardous material handling procedures; recycling; and shipping/receiving; and in the areas of storage, to include: preservation, packing and crating, and/or storage of hazardous materials. Provides oversight and management of junior logistics personnel. Performs day-to-day management of assigned task order projects in the PHS&T area. Organizes, directs, and supervises other project personnel in the execution of task order activities.

**Qualifications:**

PHS&T Specialist I - Bachelors Degree in an applicable engineering field or equivalent. Entry level position up to 2 years logistics engineering experience.

PHS&T Specialist II - Bachelors Degree in Logistics or related business field (equivalent direct military supply related experience may be substituted, plus a minimum of 5 to 7 years logistics/supply chain, inventory control, storage distribution, shipping and related experience.

PHS&T Specialist III – Bachelors degree in applicable engineering field or equivalent, plus 7 to 9 years logistics engineering experience.

**ACQUISITION SPECIALIST I - III**

**Duties:** Provides subject matter acquisition expertise in support of logistics planning and analytical activities. Assists government procurement agencies to define proposals and qualify vendors, Applies knowledge of government/defense acquisition processes to support customers in the analysis and improvement of acquisition process policy and procedures. Devises strategies for deploying and implementing new acquisition policy initiatives and measuring the effectiveness of implementation. Uses quantitative analytical techniques to assess system acquisition process issues and develops risk reduction/mitigation approaches for improving

acquisition/program planning, control and execution. Familiar with the Federal Acquisition Regulations (FAR) and applies the concepts in the context of logistics task efforts. Familiar with the Government's process for acquisition programs and the various program reviews required for acquisition approval. Provides guidance on the government contracting process to include: development of the solicitation material, the solicitation review process, and the contract award process. Additionally, may assist in the development of milestone documentation to support a major systems acquisition. Provides a full spectrum of acquisition logistics support to a product or system throughout its entire life-cycle. Responsibilities would include: general logistics consultation support, development, and preparation of acquisition milestone documentation, acquisition planning, development of specifications/performance-based work statements, and/or integrated logistics support plans (ILSPs). Additional responsibilities may include: performing market analyses, conducting needs assessments, configuration management support, development/management of maintenance procedures/technical manuals, and vendor management. Duties may also include conducting various logistics support analyses, to include: spares modeling, field problem analysis, reliability studies, maintainability studies, and equipment readiness analyses. Provides assistance in developing and monitoring program funding plans. Performs day-to-day management of assigned task order projects in the acquisition logistics area. Capable of managing separate task orders related to Acquisition and may provide overall management and guidance to junior acquisition specialist personnel.

**Qualifications:**

Acquisition Specialist I -	Bachelors Degree in an applicable engineering field or equivalent experience. Entry level position up to 2 years experience.
Acquisition Specialist II -	Bachelors Degree in an applicable engineering field or equivalent, plus 2 to 4 years logistics engineering experience.
Acquisition Specialist III -	Bachelors Degree in an applicable engineering field or equivalent, plus 5 to 7 years logistics engineering experience.

**RESEARCH SPECIALIST I – V**

**Duties:** Collaborates with project scientists and or engineers in the design, development and evaluation of experimental apparatus, equipment, experimental facilities and instrumentation systems. Directs the development of apparatus, equipment and systems by interpreting objectives and translating them into design concepts and definition of job requirements. Plans the methods and procedures required for fabricating, assembling, installing and testing a variety of experimental apparatus and equipment. Collects data and analyzes results from experiments and assists in the preparation of reports relating such results to project objectives. Applications may be in such specialized areas as radiography, technical photography, etc. Responsible for the safe and correct operation of major subsystems, research experiments, apparatus, instrumentation systems and/or experimental facilities, and for providing technical support in executing research and development projects. Prepares operational procedures, equipment and materials, specifications and technical summary reports. Diagnoses and debugs operational equipment problems and decides on repair or replacement actions. Plans methods and procedures, sets up and operates equipment and test apparatus, diagnostic devices and related equipment. Provides fabrication, assembly, installation, maintenance, modification,

testing and related technical support activities for research and development experiments and procedures. May provide work leadership to lower level employees.

**Qualifications:**

Research Specialist I -	High School Diploma or equivalent, with some college or technical training preferred, plus 1 year related laboratory experience.
Research Specialist II -	Technical training equivalent to an Associates Degree and 2 to 3 years related research laboratory experience.
Research Specialist III -	Technical training equivalent to an Associates Degree and 3 to 5 years related research laboratory experience including knowledge of physics, geosciences, engineering, optics, or other specialized area.
Research Specialist IV -	Technical training equivalent to an Associates degree and 5 to 7 years of related research laboratory experience. Requires expertise in one of the following: physics, engineering, optics, or other specialized area.
Research Specialist V -	Technical training equivalent to an Associates Degree, plus 7+ years related research laboratory experience. Requires experience in one of the following: physics, engineering, optics, or other specialized area.

**RESEARCH ASSOCIATE**

**Duties:** Following established procedures and formats, plans, organizes, and conducts research in a variety of logistics areas. Determines types of technical literature searches and sources of information required to satisfy the technical/scientific information needs of researchers and staff supporting a specific technical program. Conducts searches of technical literature, analyzes and evaluates data, extracts pertinent information, prepares information abstracts and bibliographies of material searched. Maintains extensive knowledge of literature resources and continuous contacts with government, local, national, and international information centers and agencies. Maintains and improves information retrieval capabilities. Keeps abreast of developments in areas of interest to a broad range of programs and periodically consults with researchers and other information users to ensure maximum usefulness and service. Researches, writes, edits and proofreads information and compiles reports. Gathers data and assists in development of final product. Plans research schedule according to a variety of methods to be used, availability and quantity of resources. May use Internet, Intranet, magazines, periodicals, journals and other media to perform research. Analyzes verbal or statistical data to prepare reports and studies for use by professionals. Searches sources, such as reference works, literature, documents, newspapers, statistical records, and other sources of information. Analyzes and evaluates applicability of collected data. Discusses finding with other assigned personnel when required. Prepares reports and/or designs and specifications of completed projects. May contact and interview individuals to obtain data or draft correspondence to answer inquiries.

**Qualifications:**

Bachelors Degree in Business Administration, Education or applicable field or equivalent experience and excellent communications skills, plus 1 to 2 years of experience preferred.

### TECHNICAL SUPPORT ANALYST I – III

**Duties:** Plans, conducts and technically directs projects or major phases of significant maintenance projects. Coordinates the efforts of technical support personnel, drafters, technical writers, and electronics technicians in the performance of assigned projects. Conducts investigation and tests of considerable complexity. Recommends corrections in technical applications and analysis. Evaluates vendor capabilities to provide required products or services. Conduct investigations and studies and presents recommendations and solutions related to short and long range program planning requirements. Classifies and summarizes data for the preparations and submission of reports on a recurring basis. Provides advice and assistance to managers which directly affect the conduct and attainment of agency goals and objectives. Responsible for identifying, researching and evaluating new and emerging technology to support strategic initiatives. Performs evaluations, site surveys, requirements analysis definition technology prototyping, and cost analyses. Develops “proof of concept” through use of techniques such as rapid prototyping as a means for accelerating delivery of turnkey systems. May recommend changes in technology, which support new and/or revised business practices. May provide technical consultation, and work leadership to lower level employees.

#### Qualifications:

Technical Support Analyst I –	Bachelors Degree in Electrical Engineering Technology, a related field or equivalent experience. Entry level position up to 2 years experience.
Technical Support Analyst II -	Bachelors Degree in Electrical Engineering Technology, a related field or equivalent experience, and 2 to 4 years applicable hardware design experience.
Technical Support Analyst III -	Bachelors Degree in Electrical Engineering Technology, a related field or equivalent experience, plus 5 to 7 years applicable progressively complex system/software/hardware design experience. Progressively more difficult systems experience in researching, developing, testing, implementing and/or integrating new and emerging technology.

### QUALITY ASSURANCE SPECIALIST I - IV

**Duties:** Perform quality assurance efforts including maintaining quality records, performing quality audits, and maintaining quality assurance standards to meet evolving industry and government quality requirements. Reports independently of line management for functions being audited or where inspections are performed. Develops design, adapts and/or implements a quality assurance program for a project/program. Aspects to be included consist of assessments, inspections, evaluations, and certifications, as applicable. Defines and develops quality standards for receiving, in-process and final inspection in accordance with company and contractual requirements. Reviews and evaluates complex, in-process rejections and implements corrective action as needed. Interfaces with customers, vendors and various company departments to resolve quality problems. Participates in and may lead audits.

Conducts and assists with benchmarking and surveys. Provides management with feedback on inspection and test trends, returns and vendor performance. Conducts Quality Assurance training. Participates in development, implementation and execution of certification programs for testing. Ensures that documentation is in conformance with approved test and quality assurance standards and writes both testing and certification compliance reports. Performs and coordinates quality assurance activities such as the design and development of test plans, criteria and procedures, to assemble test data, and conduct, evaluate, and verify test results. Documents procedures and discrepancies. Performs audits and provides technical advice to the development team. Writes inspection procedures. May provide technical support to inspection personnel. Periodically report results to management and supervises assistants when required. May provide work leadership, guidance, and direction to lower level employees.

**Qualifications:**

- Quality Assurance Specialist I - Bachelors Degree or equivalent experience. Entry level position up to 2 years experience.
- Quality Assurance Specialist II - Bachelor's Degree or equivalent experience, plus 2 to 4 years of related experience.
- Quality Assurance Specialist III - Bachelors Degree or equivalent experience, plus 5 to 7 years related experience.
- Quality Assurance Specialist IV - Bachelors Degree or equivalent experience, plus 7 to 9 years related experience.

**INSPECTOR**

**Duties:** Performs a variety of inspection duties such as, inspecting, visually and mechanically, all mechanical, electromechanical, electrical/electronic parts, subassemblies and assemblies in all areas of inspection looking for defects in workmanship and general conformance to applicable specifications, detail processes, and practices /procedures. May use items such as gauges, micrometers, calipers, scales, indicators and other measuring and test equipment. Use prints, specifications and other documentation/procedures as required. Does necessary paperwork and moves material in work area as necessary. Responsible for quality production or repair to specifications, and participating in quality programs.

**Qualifications:**

Bachelors Degree in Engineering, a related field or equivalent experience. Entry Level, In-House Training.

**CONFIGURATION MANAGEMENT SPECIALIST I - IV**

**Duties:** Designs, develops and establishes configuration and data management documents based on program requirements. Responsible for establishing configuration identification, functional, allocated and product baselines, configuration control, status accounting, and physical configuration audits, configuration management procedures and techniques, utilization, processing and technical documentation. Analyzes proposed product design changes to determine the effect on overall system. Conducts formal and informal reviews at pre-determined points throughout the development life cycle to ensure quality control. Authorizes the release of drawings and changes specified by Program Management and other functional groups. Interfaces with existing CM management to help reorganize and implement more efficient plans

and procedures of the CM Organization. Provides advice and guidance on methods, procedures and requirements to individuals responsible for the creation of documentation. Experienced with Change Control Boards, project baseline maintenance, formal change control processes, and formal functional and physical audit practices. Assists in the maintenance and accountability of product baselines and the disposition of end product items. Coordinates to resolve configuration issues. Provides configuration management direction to technical documentation personnel. Develops and maintains an active requirements database for the functional, allocated and product baselines. Assists in the preparation for and conduct of Configuration Control Board meetings, and prepares and submits CCB meeting minutes. Conducts periodic review and update of the Configuration Management Plan. Assists the client in the preparation for and conduct of both the Functional and Physical Configuration Audits and submits after action reports as appropriate. Ensures configuration identification by reviewing design release documents for completeness, proper authorizations and system updates. Drafts configuration analysis plans to encompass contractual requirements. Conducts configuration reviews and documents changes. Prepares deviations and waivers for government approval when specifications cannot be met. Compiles audit information. May audit subcontractor's inspection or technical document preparation procedure to verify compliance with contract requirements. Prepares manual or automated records of part design change documents. Provides work leadership to lower level employees.

**Qualifications:**

- Configuration Management Specialist I - Bachelor Degree in Business Administration, a related field or equivalent experience. Entry level position up to 2 years experience.
- Configuration Management Specialist II - Bachelor Degree in Business Administration, a related field or equivalent experience, plus 2 to 4 years configuration analysis experience.
- Configuration Management Specialist III - Bachelor Degree in Business Administration, a related field or equivalent experience, plus 5 to 7 years configuration analysis experience.
- Configuration Management Specialist IV - Bachelor Degree in Business Administration, a related field or equivalent experience, plus 7 to 9 years configuration analysis experience.

**SECURITY MANAGER**

**Duties:** Possesses advanced practical experience in managing diverse protection programs with emphasis in managing security or related operations such as Acquisition RDT&E or technology based programs of complex proportions, project development from inception to deployment, expertise in management and control of contract funds and resources, demonstrated capability in managing multi-task contracts and/or subcontracts of various complexity. General experience includes increasing responsibilities within the discipline and/or management. Related security experience may include physical, IT, personnel, and OPSEC. Knowledge of DCIDS, NISPOMs, and other government policy documents required. Should possess security experience in all disciplines of security within the collateral/SAP/SAR/SCI environment. Must have a Top Secret Clearance and be eligible for DoE, SAP/SAR, ACI and other government agency access. Supports Program Manager in matters relating to overall contract performance, program personnel, reports, and contract deliverables. Provides

guidance on both technical and non-technical matters. Develops and implements work plans to insure work is performed within schedule and all program requirements are met or exceeded.

**Qualifications:**

Bachelors Degree in Business Administration, Security, or related field or equivalent experience, plus 10 years of related security experience including physical, IT, personnel, and/or OPSEC. Knowledge of DCIDS, NISPOMs, and other government policy documents required. Should possess security experience in all disciplines of security within the collateral/SAP/SAR/SCI environment. Must have a Top Secret Clearance and be eligible for DoE, SAP/SAR, ACI and other government agency access.

**SECURITY SPECIALIST I - IV**

**Duties:** Responsible for information protection, customer relations and project management. Analyzes data, applying protection criteria and making appropriate classification decisions about the information in question. Makes decisions about how data and policies about classification should be applied. Interacts with both internal and external clients to address information, personnel and program security issues. Acts occasionally as the intermediary between internal staff offices and between government officer and contractors. Develops and administers security procedures for classified material, documents, and equipment. Implements federal security regulations that apply to program operations. Prepares plans and establishes procedures for handling, storing, and keeping records and for granting personnel and visitors access to restricted areas and material. May develop educational material, which initiates, indoctrinates or refreshes the knowledge about government security policy. Assists the government in developing and applying security measures to programs during all phases of a program's life cycle. May draft security documents that instruct program participants on how to implement official security policy. May develop, produce and deliver audio/visual presentations to large audiences on topics related to program security. Performs and/or manages security services in one or more of the specialized security areas, applying incident management, problem solving, task management, and producing finished documentation; e.g., reports, special studies, policy and procedure development, security designs, training programs and assessments. Provides analytical, research and technical support to projects, producing solutions and documentation. Develops and monitors project tasks and schedules. Manages projects and supervises other security specialists. May lead, supervise and train lower level employees.

**Qualifications:**

Security Specialist I -	Bachelors Degree with 5 to 7 years of related experience. Applicants/Employees will be subject to a government security investigation and must meet eligibility requirements for access to classified information
Security Specialist II -	Bachelors Degree with 7 to 9 years of related security experience. Applicants/Employees will be subject to a government security investigation and must meet eligibility requirements for access to classified information.
Security Specialist III -	Bachelors Degree with 8 to 10 years of related security experience. Lead or supervisory experience preferred. Applicants/Employees will be subject to a government

security investigation and must meet eligibility requirements for access to classified information.

Security Specialist IV -

Bachelors Degree with 12 to 15 years of related security experience. Lead or supervisory experience preferred. Applicants/Employees will be subject to a government security investigation and must meet eligibility requirements for access to classified information.

### PERSONNEL SECURITY COORDINATOR I - IV

**Duties:** Supervises the preparation and processing of the appropriate documentation and correspondence for original personnel security investigations and clearances. Reviews completed forms to ensure accuracy in accordance with applicable policy and directives. Maintains personnel security files and suspense logs for all phases of the personnel security process, coordinates fingerprinting and submission of unclassified material. Oversees data entry into the personnel security records. Investigates security violations and prepares reports. Supervises and evaluates Personnel Security Coordinators and Assistants.

**Qualifications:**

Personnel Security Coordinator I - Bachelors Degree or equivalent experience; additional courses in government security preferred. Entry level position up to 2 years experience.

Personnel Security Coordinator II - Bachelors Degree or equivalent experience, plus 2 to 4 years experience in a DoD, DoE, or other industrial security program and in-depth knowledge of the DoD, DoE, or other government security regulatory manual.

Personnel Security Coordinator III - Bachelors Degree or equivalent experience, plus 5 to 7 years experience in a DoD, DoE, or other industrial security program and in-depth knowledge of the DoD, DoE, or other government security regulator manual.

Personnel Security Coordinator IV - Bachelors Degree or equivalent experience, plus 7 to 9 years experience in a DoD, DoE, or other industrial security program and in-depth knowledge of DoD, DoE, or other government security regulatory manual.

### SYSTEMS ACCREDITATION CERTIFICATION SPECIALIST

**Duties:** Responsible for task efforts required to attain logistics systems' accreditation/certification. Tests and validates automated logistics systems and related products. Works with relevant Federal Certification Accreditation (C&A) standards, processes and testing. Responsible for establishing and maintaining efficient and effective project management. Manages and controls work performed under contract requirements. Responsible for systems analysis, design and/or software development.

**Qualifications:** Bachelors Degree, plus 5 to 7 years of general computer experience with 3 years specialized experience in accreditation required. May be subject to a government security investigation and must meet eligibility requirements for access to classified information.

## HEALTH & SAFETY SPECIALIST I - IV

**Duties:** The health and safety specialist will inspect operational areas to insure compliance with relevant regulations and recommend corrective actions; promote Environmental Health and Safety (EHS) goals and objectives; investigate accidents; and apply technical knowledge in the review of technical drawings and manuals to insure EHS issues are addressed to prevent injuries, illness, loss of property or damage to the environment; as well as prepare and conduct training in subjects relating to EHS. Directs or performs analyses and evaluations of safety systems. Researches and develops safety and health policies and procedures. Develops and conducts required safety training and certification programs. Identifies hazards and corrects deficiencies. Oversees handling and testing of hardware and other related materials. Performs accident investigations and prepares related documentation. Interfaces with the customer and supports safety reviews. Develops Safety and Health Policies and Procedures Manual. Resolves program implementation of audit programs. Analyze program needs and recommends innovative ways to meet the needs. Keeps abreast of government Safety and Health rules and regulations to assure adherence to guidelines. Manages, plans and administers safety training programs and procedures. Prepares and distributes educational materials and information, audits facilities, and recommends actions for the correction of hazardous situations for compliance with OSHA regulations. Interfaces with, compiles and submits required OSHA accident reports.

### Qualifications:

- |                                    |   |
|------------------------------------|---|
| Health and Safety Specialist I -   | Bachelors Degree in a related field or equivalent experience. Entry level position up to 2 years experience in the Health and Safety field.   |
| Health and Safety Specialist II -  | Bachelors Degree in any area of applied science, such as safety engineering, industrial hygiene, chemistry, etc., plus 5 to 7 years of general environmental safety experience.   |
| Health and Safety Specialist III - | Bachelors Degree in a related field, plus a minimum of 8 to 10 years experience with safety and health operations. Experience with full responsibility for safety programs and procedures, and knowledgeable of OSHA and other government safety regulations, safety analysis documentation, facility inspections, hazardous condition identification, and corrective methods.                            |
| Health and Safety Specialist IV -  | Bachelors Degree in a related field, Masters Degree preferred, plus a minimum of 10 to 12 years experience with safety and health operations. Experience with full responsibility for safety programs and procedures, and knowledgeable of OSHA and other government safety regulations, safety analysis documentation, facility inspections, hazardous condition identification, and corrective methods. |

## ENVIRONMENTAL ENGINEER I - III

**Duties:** Provides specialized engineering support to the specification, implementation, and operation of logistics enterprises. Supports the definition and allocation of environmental

requirements to equipment, facilities and personnel. Recommends appropriate action to management to assure conformance with federal, state, and municipal legislation and regulations regarding environmental control. Guides, coordinates, and reviews environmental aspects of programs concerned with the design, construction/production, modification, maintenance/repair, operation, use and disposal of varied environmental engineering facilities and systems. Provides expert evaluation of proposed projects or actions, which have environmental features or impact. Formulates environmental policies and programs and coordinates program elements within DA, DoD, federal, state, and other regulatory agencies. Works with environmental laws, regulations, and requirements to develop environmental documentation required by the National Environmental Protection Agency. Duties may include such areas as: perform field engineering services related to the installation or remedial system; perform feasibility analyses and prepare engineering and auditing reports; assist in developing Health and Safety, Quality Assurance, and Quality Control Plans; develop engineering cost estimates and schedules; conducts/reviews environmental site investigations; prepare work plans, specifications, and bid packages; and coordination, guidance and supervision of work crews.

**Qualifications:**

Environmental Engineer I -	Bachelors Degree in Engineering or a related field, plus 2 to 4 years experience working in the environmental consulting field; or a Masters Degree in environmental related engineering and 0 – 1 year experience.
Environmental Engineer II -	Bachelors Degree of higher in Engineering, plus 7 to 9 years of environmental engineering experience
Environmental Engineer III -	Masters Degree in environmental related engineering discipline (Civil, Environmental, Chemical, etc.), plus 9 to 11 years experience working in the environmental consulting field.

**ENGINEER I – IV**

**Duties:** Provides civil, mechanical, electrical, aeronautical, computer engineering and/or other technical disciplines relevant to the tasking. May be knowledgeable/involved in a wide range of tasks involving mechanical, electrical, electronic, and systems including systems/equipment installation, inspection, modification, maintenance, operation, personnel training, and technical writing. Develops and applies advanced methods, theories, and research techniques in the investigation and solution of complex and advanced requirements, applications, and problems. Works as an individual contributor and as part of a larger multidisciplinary integrated product or task team. May lead task team in areas of expertise and or related areas. Conducts studies and analyses. Provides analysis, design, specifications, procedures, software or other technical support for the development of technology and products throughout the product cycle. Documents and analyzes customer requirements for new technology and new or improved products. Performs evaluation of alternatives and assessment of risks and costs. Assesses system interfaces and interoperability. Participates in periodic requirements and design reviews. Assists in defining the evolving product baseline. Conducts investigation or tests of considerable complexity pertaining to the development of designs, methods, materials, or processes and investigates possible applications of results. Develops test planning documentation, including test plans, test specifications, and test procedures. Supports the conduct of the Government test and evaluation. Evaluates system design and implementation

for human factors engineering issues. Evaluates vendor capabilities to provide required products and services. Conducts hardware and software trade-off studies and prepares technical reports on assessments. Creates, develops, designs and tests components, assemblies, subsystems, systems and technology for new or improved hardware or software products. May perform modeling, simulation and analysis. May assist the Government in the conduct of Reliability, Availability, and Maintainability analyses. Assists the client in the establishment and conduct of quality assurance analysis and engineering to include periodic reviews and audits. Develops and maintains plans, schedules, and budgets for assigned projects. Reviews technical publications and attends seminars and training to stay current in state-of-the-art technology.

**Qualifications**

Engineer I -	Bachelor Degree, plus 0 to 2 years related engineering experience. Additional experience may substitute for degree.
Engineer II -	Bachelor Degree, plus 5 to 7 years related engineering experience. Additional experience may substitute for degree.
Engineer III -	Bachelors Degree, plus 10 to 12 years experience, or a Masters Degree, plus 7 years working experience. Additional experience may substitute for degrees.
Engineer IV -	Masters Degree or equivalent experience, plus 12 or more years working experience. Additional experience may substitute for degree.

**ANALYST I - V**

**Duties:** Performs work requiring professional-level knowledge and experience. Develops and applies advanced methods, theories, and research techniques in the solution of requirements and problems. Assists in the conduct of complex logistics analyses in support of larger project efforts. Directs/performs systems analyses and feasibility studies. Assists customer in the planning and coordinating acquisition and implementation of systems. Reviews user requirements and provides direction in the identification of problem and potential resolution. Formulates logical statements of user requirements and develops solutions through application of system and method engineering techniques. Reviews alternate approaches and selects appropriate methodology. Prepares functional specifications. Assists in the maintenance and accountability of product baselines and the disposition of end product items. Responsible for identifying, researching, and evaluating new and emerging technology to support strategic planning initiatives. Performs evaluations, site surveys, requirements analysis, and definition technology prototyping and cost analyses. Develops "proof of concept" through use of techniques such as rapid prototyping as a means for accelerating delivery of turnkey systems. May recommend changes in technology, which support new and/or revised business practices. Conducts and assists with benchmarking and surveys. Provides management with feedback on inspection and test trends, returns and vendor performance. Defines and develops quality standards for receiving, in-process, and final inspection. May coordinate the development of training programs in support of complex products and procedures and/or for a major area or customer. May be responsible for developing client-specific information system risk management alternatives and implementation plans. May review information systems security

environments to include all aspects of physical, technical, and administrative security issues. May monitor and audit operations to ensure compliance with local, state, and federal environmental regulations to include ensuring correct packaging, labeling, and transportation of hazardous waste to an approved treatment, storage, or disposal facility. Support may include but is not limited to: development and management of data collection and project management databases and spreadsheets; development of briefings and information papers; data collection assistance, and meeting attendance. Provides input to reports and other deliverables as directed. May conduct analysis, design, programming, testing, and implementation activity. Areas of expertise include, but are not limited to, logistics related modeling (e.g. spares modeling), logistics application systems, configuration, database design, information systems security, programming, quality, environmental, and training, among others. Supports process improvement efforts.

**Qualifications:**

Analyst I -	Bachelors Degree in a relevant field or equivalent experience, plus 1 to 2 years related experience and proficiency in the area of specialty.
Analyst II -	Bachelors Degree in a relevant field or equivalent experience, plus 2 to 4 years related experience and proficiency in the area of specialty.
Analyst III -	Bachelors Degree in a relevant field or equivalent experience, plus 5 to 7 years related experience and proficiency in the area of specialty.
Analyst IV -	Bachelors Degree in a relevant field or equivalent experience, plus 7 to 9 years related experience and proficiency in the area of specialty.
Analyst V -	Bachelors Degree in a relevant field or equivalent experience, plus 10 to 12 years related experience and proficiency in the area of specialty.

**COMMUNICATIONS SPECIALIST I - II**

**Duties:** Provides technical direction and logistics support for Command and Control Systems and telecommunications related systems and activities. Applies telecommunications engineering principles and theory to propose design and configuration alternatives. Evaluates existing communications systems to identify deficiencies and performance improvements. Consults with user personnel to ensure problems have been properly identified and that the solution will meet the requirements. Analyzes performance, usage and traffic flows, accesses and interfaces, transmission techniques, and protocols. Performs analyses and feasibility studies concerning communications and communication networks. Prepares studies and gives presentations on communications concepts. Participates in preparing functional specifications for acquiring commercially available data communications networks. Provides telecommunication and information system operations and maintenance support management. Manages large-scale voice, video teleconferencing, secure switching, transmission, and data networks. Applies expertise in the operations and maintenance support management of multiple complex systems. Interprets complex technical data. May include support of COMSEC telecommunications arena. Responsibilities may include working help desk trouble calls and

may require knowledge of analog and digital systems (secure telephone equipment, etc.) as well as plain/clear voice systems. Support may include planning, designing, installing, and maintaining large telecommunications networks. Operates and maintains voice, video, and data communications systems.

**Qualifications:**

Communications Specialist I - Technical certification or equivalent experience and a minimum of 2 years in the telecommunications arena. May have experience in COMSEC skills in special access programs. Employee may be subject to a government security investigation and must meet eligibility requirements for access to classified information.

Communications Specialist II - Technical certification or equivalent experience and a minimum of 3 years in the telecommunications arena. May have experience in COMSEC skills in special access programs. Employee may be subject to a government security investigation and must meet eligibility requirements for access to classified information.

**DATA BASE ADMINISTRATOR I - III**

**Duties:** Plans and coordinates the administration of logistics databases, to ensure accurate, appropriate, and effective use of data, including database definition, structure, documentation, long-range requirements, and operational guidelines. Reviews database design and integration of systems, and makes recommendations regarding enhancements and/or improvements. Formulates policies, procedures, and standards relating to logistics database management, and monitors transaction activity and utilization. Prepares and/or reviews activity, progress, and performance reports. Applies knowledge of database information technology concepts and techniques in the design, development installation and maintenance of logistics databases in support of program objectives. Provide database tuning and monitoring to insure effective and efficient data access. Experienced with data modeling techniques, standardization, design, and implementation. Coordinates with logistics managers and personnel and with the client to determine requirements needed to support specific logistics functions. Provides interface, as appropriate, to existing legacy systems to gather/provide needed logistics information and data. Provides training on enhancements, maintenance and operation of logistics systems. Manages or assists with the implementation and roll-out of logistics solutions.

**Qualifications:**

Data Base Administrator I - Bachelors Degree in Computer Science, Management Information Systems or related field, or equivalent experience. Entry level position up to 2 years related database design and implementation experience.

Data Base Administrator II - Bachelors Degree in Computer Science, Management Information Systems, a related field, or equivalent experience, plus 5 to 7 years related database design and implementation experience.

Data Base Administrator III - Bachelors Degree in Computer Science, Management Information Systems, a related field, or equivalent

experience, plus 7 to 9 years of progressively responsible database design and implementation experience.

### HELP DESK/CUSTOMER SUPPORT MANAGER

**Duties:** Responsible for managing help desk staff and the activities associated with the identification, prioritization, and resolution of reported problems. Provides support to end users for either, PC, server, or mainframe logistics applications and hardware. Ensures that all phases of help desk support are properly coordinated, monitored, logged, tracked and resolved appropriately. May maintain responsibility for development, maintenance and integrity of help desk software. Assigns personnel to various operations and directs their activities. Serves as primary liaison between company and customers. Reviews and evaluates the work of help desk personnel and prepares performance reports. Works with technicians to recommend systems modifications to engineers and high level technical staff. May assist staff in the identification, research, and resolution of technical problems. Insures end user request is tracked, monitored and responded to in a timely manner. May train and direct other help desk technicians. Plans and coordinates help desk workflow and activities. May interact with network services, software systems engineering, and/or applications development efforts. Requires experience and understanding of the MIS environment and logistics applications being supported to include logistics management systems, models, and simulations.

#### **Qualifications:**

Bachelors Degree in Computer Science, a related field or equivalent experience, plus a minimum of 6 to 8 years related experience. Thorough knowledge of commonly used computer concepts, practices, and procedures. Knowledge of PC, server, and mainframe applications and hardware. Experience must include supervisory/management experience.

### HELP DESK/CUSTOMER SUPPORT TECHNICIAN I – IV

**Duties:** Under general direction of the Help Desk/Customer Support Manager, provides support to end users for either, PC, server, or mainframe applications and hardware to include logistics management systems and related software models and simulations. May interact with network services, software systems engineering, and/or applications development to restore service and/or identify and correct core problems through the use of remote workstation management tools. Simulates or recreates user problems to resolve operating difficulties. Recommends systems modifications to reduce user problems. May train and direct other help desk technicians. Maintains currency and highest level of technical skill in field of expertise. Typically involves use of problems management database and help desk systems. Responsible for ensuring the timely process through which problems are controlled. Includes problem recognition, research, isolation, resolution and follow-up steps. Requires experience and understanding of MIS environment and logistics applications being supported. More junior help desk technicians, first-tier, are able to resolve less complex problems immediately, while more complex problems are assigned to second or third level support or supervisor. A wide variety of creativity and latitude is expected. Responds to and diagnoses problems through discussions with users. Responsible for establishing new user accounts, accomplishing access changes, password resets and terminating user accounts. Updates virus scan software and DAT files to ensure users are running the latest version. Provides technical expertise and user support for acquisitions, new software rollouts, upgrades and enhancements. Advises management of trends, training issues and opportunities for process and procedure improvements/automation. Staffs Customer Support Center: takes calls/checks emails, enters tickets. Provides input on and support of ongoing initiatives to increase % of first call resolution and overall customer

satisfaction rating. Provide user support for assigned Help Desk tickets; ensures any issues reported by direct contact are entered into the Help Desk system; ensures timely resolution of all tickets assigned. Assists in projects and initiatives: Help Desk software selection, 24x7 technical support, Service Level Agreements (SLAs), etc.

**Qualifications:**

Help Desk Technician I - Associates Degree in Computer Science, a related field or equivalent experience, plus 0 to 2 years of related experience. Knowledge of commonly used computer concepts, practices and procedures.

Help Desk Technician II - Associates Degree in Computer Science, a related field, or equivalent experience, plus a minimum of 2 to 4 years of related experience. Formal network professional certification a plus. Experience providing user support and/or staffing a help desk is required. At least 2 years practical experience with LANs of 30 nodes or greater preferred. WAN experience a plus.

Help Desk Technician III - Associates Degree in Computer Science or A+ Certification, a related field or equivalent experience, and a minimum of 4 to 5 years of related experience. Experience with remote workstation management tools required. Detailed knowledge of commonly used computer concepts, practices, and procedures.

Help Desk Technician IV - Bachelors Degree in Computer Science, a related field or equivalent experience, and 5 to 7 years related experience. Knowledge of commonly used computer concepts, practices, and procedures for PC, server, or mainframe applications and hardware.

**INSTRUCTOR I - IV**

**Duties:** Supervises logistics training and instruction personnel and conducts research necessary to design, develop and revise logistics training courses and prepare appropriate training catalogs. Responsible for developing, implementing, and conducting courses of instruction relating to logistics, logistics systems, or specific logistics system elements/components. Prepares programs of instruction, lesson plans and instructs students in the theoretical and practical aspects covering the subject being taught. Utilizes such methods as individual coaching, group discussions, lectures, demonstrations, seminars and workshops. Assembles materials and teaching aids to be presented utilizing such items as wall charts, prepared notes, tape recordings, radio, television, filmstrips and training handbooks. Supervises practical work carried out by students and assist them on points of difficulty. Tests students to evaluate their learning progress and evaluates effectiveness of instruction. Compiles assessment report regarding each student. Familiar with Instructional Systems Design Methodology. Prepares instructor materials (course outline, background material, and training aids). Prepares student materials (course manuals, workbooks, handouts, completion certificates, and course critique forms). Trains personnel by conducting formal classroom courses, workshops, and seminars. Provides daily supervision of, and direction to, training staff.

**Qualifications:**

Instructor I -	Bachelors Degree or equivalent experience. Entry level position up to 2 years experience.
Instructor II -	Bachelors Degree or equivalent experience, plus 2 to 4 years of related experience. This position is filled by qualified technical specialists, as opposed to entry level position.
Instructor III -	Bachelors Degree or equivalent experience, plus 5 to 7 years of related experience.
Instructor IV -	Bachelors Degree or equivalent experience, plus 7 to 9 years of related experience.

**TRAINING ANALYST I - IV**

**Duties:** Responsible for developing, implementing, and conducting courses of instruction relating to logistics, logistics systems, or specific logistics system elements/components. Analyzes training requirements and objectives and allocates them to specific training equipment, material, methods and media. Coordinates the maintenance and development of training material as necessary to ensure integration with on-going system development and operations. Senior level position exercises the lead role in all phases of Instructional Systems Design. May serve as day-to-day project/task manager and designer/developer on many projects. Able to conduct complex courses from start to completion. Coordinates the development and delivery of training programs in support of complex products and procedures and/or for a major area or customer. May deliver training courses or assist other instructors and lower level trainers in the classroom. Establishes and/or reviews course content and objectives. May provide work leadership for lower level employees, including evaluating the effectiveness of their training presentations and programs. May provide input to management for scope, schedule and cost estimates. All levels of the training analyst category are responsible for developing, testing, maintaining, and delivering training programs and related materials in support of customer products, and for updating course documentation to ensure timeliness and relevance. All levels may assist in the development and establishment of the course content and objectives, conduct training sessions, and assist in evaluating the training activity effectiveness. Course content can be of a general nature or very specific, focused training, and is not limited to any topic or functional area. Focus is on specific areas of technical knowledge or on-the-job capabilities needed for particular positions. These skills may include logistics applications, phone systems, product assembly, policies and procedures, and inventory planning. Will present information, direct structured learning experiences, and manage group discussions and group services.

**Qualifications:**

Training Analyst I -	Bachelors Degree or equivalent experience. Entry level position up to 2 years experience.
Training Analyst II -	Bachelors Degree or equivalent experience, plus 2 to 4 years of related experience. This position is filled by qualified technical specialists, as opposed to entry level position.

Training Analyst III - Bachelors Degree or equivalent experience, plus 5 to 7 years of related experience.

Training Analyst IV - Bachelors Degree or equivalent experience, plus 7 to 9 years of related experience.

### **HARDWARE ENGINEER I - IV**

**Duties:** Develops and applies advanced hardware/systems methods, theories and research techniques in the investigation and solution of complex and advanced technical problems for both new and also legacy systems. Plans, conducts, technically directs and evaluates projects or major phases of significant projects, coordinating the efforts of engineers, logisticians, and technical support staff in the performance of assigned duties. Establishes performance and technical standards. Generates and approves projects and testing specifications. Performs evaluation of alternatives and assessment of risks and costs. Develops test planning documentation, including test plans, test specifications, and test procedures for integrated systems. Assists in the conduct of Reliability, Availability, and Maintainability analyses and submits appropriate test reports. Conducts investigations and tests of considerable complexity. Reviews literature, patents and current practices relevant to the solution of assigned projects. Recommends corrections in technical application and analysis. Evaluates vendor capabilities to provide required products or services. Designs, develops, modifies and evaluates complicated and difficult hardware devices and/or systems. Diagnoses malfunctions in existing products and makes improvements or modifications. Compiles and evaluates design and test data and prepares technical specifications. Analyzes, develops and recommends design approaches to meet production requirements for new or improved products and/or processes. Assists in the maintenance and repair of items that may include, but not limited to, electronic, mechanical, environmental, structural items and also the support infrastructure to include buildings, environmental control systems, HVAC, etc. Modifies legacy designs to accommodate new technology and implements parts replacement programs that may use other than OEM parts due to obsolescence. Develops design changes throughout systems life cycle so that systems will meet the performance requirements and mission responsibilities. Interfaces with technical support personnel, drafters, technical writers, logisticians, and engineering technicians as required.

#### **Qualifications:**

Hardware Engineer I - Bachelors Degree in Electrical Engineering, a related field, or equivalent experience. Entry level position up to 2 years experience.

Hardware Engineer II - Bachelors Degree in Electrical Engineering, a related field, or equivalent experience, plus 2 to 4 years of applicable hardware design experience.

Hardware Engineer III - Bachelors Degree in Electrical Engineering, a related field, or equivalent experience, plus 5 to 7 years of applicable progressively complex hardware design experience.

Hardware Engineer IV - Masters Degree in Electrical Engineering, a related field, or equivalent experience, plus 12 or more years of applicable progressively complex hardware design engineering experience.

**TECHNICIAN I - V**

**Duties:** Emphasis is placed on technical and manual skills acquired through on-the-job training, college studies, technical institute, industry and military courses, and related experience. The more senior technical specialists may have a degree or equivalent advanced experience or technical training and ability in area(s) of specialty. Technicians work under direct or general supervision to provide semi-professional support for professionals working in such areas as research, design, development, testing, and maintenance. Performs a wide range of activities and operations requiring application of one or more disciplines or procedures, including electronic theory, electrical circuitry, electrical testing, engineering mathematics, physics, etc. to install, troubleshoot, repair, calibrate or modify equipment and systems. Work may pertain to electrical, electronic, or mechanical components/equipment. May construct components, subunits, or simple models or adapt standard equipment. May conduct tests or experiments requiring selection and adaptation or modification of test equipment and test procedures, records data, analyzes data, and prepares test reports. Performs a variety of technical functions related to the support of engineering and logistics engineering activities such as fabrication, assembly, set-up, installation, operation, maintenance, modification, circuit testing, calibration and troubleshooting of electronic or electro-mechanical systems, experimental design circuitry, prototype models or specialized test equipment. Applications may include analog, digital and/or video type circuits and logic systems. Sets up test apparatus or devises test equipment to conduct a variety of tests (e.g. functional, operational, environmental, etc.) to evaluate performance and reliability. Writes or interprets specifications and works from schematics, logic diagrams, written and verbal descriptions, layouts or defined plans, interrelated wiring and assembly drawings, operation sheets, engineering specifications and sketches, and running sheets of average complexity to perform complete wiring and assembly operations. Performs testing, troubleshooting, aligning, and adjusting of complete electronic and computer systems, equipment, or components. Coordinates with vendors for maintenance and parts procurement. Maintains a minimum stock level of repair parts for normal operations. Assists in the origination, design, and development of mechanical and electro-mechanical equipment and systems. Collaborates with scientists and engineers on the definition of functional requirements and evaluates alternative configurations consistent with schedule, cost and material limitations. May provide work leadership for lower level employees. May coordinate technical administrative tasks of the project.

**Qualifications:**

Technician I -	High School Diploma or equivalent. Normally requires technical training or equivalent experience. Entry level position.
Technician II -	High School Diploma or equivalent. Requires technical training from a technical or military trade school, or equivalent experience, plus 1 to 3 years experience as a technician in area of specialty.
Technician III -	High School Diploma or equivalent. Requires technical training from a technical or military trade school, or equivalent experience, plus an additional 4 to 6 years related experience.
Technician IV -	Technical training equivalent to an Associates Degree, plus 7 years related technical experience.

Technician V - Technical training equivalent to an Associates Degree, plus 8 or more years related technical experience.

### VEHICLE/AUTOMOTIVE ELECTRICIAN I - II

**Duties:** Tests, repairs, overhauls, modifies, and maintains electrical equipment of a specialized nature such as automatic alternator synchronizing equipment, amplidyne control units, voltage regulating equipment, generators, switching and control panels, and junction boxes, in motor vehicles such as automobiles, buses and trucks. Responsible for assembling, modifying, and repairing electronic and electrical assemblies. Works from wiring and assembly drawings, operation sheets, specifications and sketches.

**Qualifications:**

Vehicle/Automotive Electrician I - High School Diploma or equivalent vocational training. Entry level position up to 2 years experience.

Vehicle/Automotive Electrician II - High School Diploma or equivalent vocational training, plus 2 to 3 years related experience.

### VEHICLE MAINTENANCE TECHNICIAN I - III

**Duties:** Repairs, rebuilds or overhauls major assemblies of internal combustion automobiles, buses, trucks, or tractors. Diagnoses the source of the trouble and determines the extent of repairs required; replacing worn or broken parts such as piston rings, bearings, or other engine parts; grinding and adjusting valves; rebuilding carburetors; overhauling transmissions; and repairing fuel injection, lighting, and ignition systems. May perform the following or may serve as a resource to lower level employees: checks and replaces batteries; rotates, repairs, and replaces tires; drains, flushes, and replaces engine, transmission, and differential grease and oils; checks, cleans, calibrates, and replaces spark plugs; cleans and replaces oil and air filters. Adjusts brakes, replaces windshield wipers, and similar minor parts.

**Qualifications:**

Vehicle Maintenance Technician I - Entry level position. Some high school or vocational training preferred.

Vehicle Maintenance Technician II - Requires well-rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.

Vehicle Maintenance Technician III - Requires knowledge usually acquired through a formal apprenticeship or equivalent training and a minimum of 2 years related experience.

### VEHICLE SERVICE TECHNICIAN I - III

**Duties:** Performs a variety of minor repairs and services to maintain motor vehicles. Places and maintains decals on vehicles. Supplies all types of vehicles with gasoline or diesel fuel, and records mileage and tag numbers. Checks fluid levels of transmissions, battery, cooling system and engine oil. Checks tires for wear and for pressure. Replaces wiper blades, fuses, sealed beam lights, and light bulbs. Inspects equipment and performs preventive maintenance

services. Changes oil and filter, and lubricates and greases vehicles. Washes and cleans interiors and exteriors of vehicles; seals rubber patch to tube, using hot vulcanizing plate. Reassembles tire onto wheel, and places wheel on balancing machine to determine counterweights required to balance wheel. Hammers required counterweights onto rim of wheel. Assists on major overhaul jobs by disassembling and cleaning parts, repairing components such as generators and water pumps, and replacing thermostats, points, electrical wiring and other items. Performs a variety of tasks such as washing, cleaning and lubricating vehicles; loading, unloading, and storing automotive parts and supplies; and maintaining work areas. Maintains tools and equipment, and cleans work areas.

**Qualifications:**

- Vehicle Service Technician I - Entry level position. Some high school or vocational training preferred.
- Vehicle Service Technician II - Requires well-rounded training and experience usually acquired through a formal apprenticeship or equivalent training and experience.
- Vehicle Service Technician III - Requires knowledge usually acquired through a formal apprenticeship or equivalent training and a minimum of 2 years related experience.

**DRAFTING TECHNICIAN I-V (CAD OPERATOR)**

**Duties:** Develops designs and layouts of systems, units, and or components to carry out design concepts and requirements. Integrates renderings of other CAD Operators and interfaces with engineering on revisions. Directs and coordinates the work activities of designers/drafters and other assigned staff. Schedules work and reviews and checks completed work assignments. May work on more complex assignments and has working knowledge of applicable equipment including CAD/CAM. Defines and clarifies work requirements with clients and other users. Develops complete major layout and engineering drawings of complicated components and assemblies such as schematic interconnect lists, parts breakdowns, printed circuit board layouts, wire lists, etc. from notes, rough sketches or general instructions of engineers and designers; makes mathematical calculations as required; determines scaling, inserts necessary reference planes, centering and dimension lines, hidden line interpolation and sectioning; may use special techniques in schematic drawing, isometric, orthographic, perspective projection or other techniques of technical illustration; contributes design modifications to improve quality of product or manufacturing operation. Working knowledge of tolerances, materials, finishes, etc. Prepares working plans, detailed drawings and complete mechanical or electrical drawings and layouts of components and assemblies for engineering or manufacturing purposes. May take measurements or make observations of shop or field installations; makes routine engineering computations, prepares specifications, and makes adjustments in drawings and specifications; prepares material lists and engineering orders, change requests, etc. Extracts data from technical material to incorporate in drawings. Reviews generated materials and updates drawings as necessary. May supervise or review the work of more junior drafting technicians and illustrators, who, following detailed instructions and procedures, perform detailing, redrawing, lettering, and tracing of elementary mechanical and electrical engineering drawings on components, assemblies, and engineering change orders from given data such as previous drawings, layouts, detailed sketches, notes, verbal instructions and standard references where work is checked frequently; develop materials using computerized equipment; and are proficient in performing the common CAD functions, such as

enlarging or reducing material, checking completed drawings for accuracy and completeness, and ensuring conformance to standards.

**Qualifications:**

Drafting Technician I -	Equivalent of two years mechanical drawing at high school or equivalent experience. Entry level position.
Drafting Technician II -	Equivalent of two years mechanical drawing at the high school level or equivalent experience. Two to 3 years detail drafting, preferably in the high technology industry with emphasis on electro-mechanical drawing.
Drafting Technician III -	Advanced drafting training, equivalent to two years technical school, plus 4 years drafting experience, preferably in high technology industry with emphasis on electro-mechanical drawing.
Drafting Technician IV -	Normally requires two years of college or an Associate Degree, plus 6 to 10 years of related experience.
Drafting Technician V -	Normally requires two years of college or an Associate Degree in drafting; prefer a Bachelors Degree, plus 10 or more years of directly related experience.

**ILLUSTRATOR I – V**

**Duties:** May direct/coordinate the work activities of illustrators and other assigned staff. Defines work requirements with clients and other users. Is proficient in a wide range of media. Interfaces with technical leads and customer for data inputs to illustration efforts. Schedules work, reviews completed work for formatting, accuracy and general appearance. Interfaces with various sources for development materials. Reviews, evaluates and provides feedback on data generated by department personnel. Develops graphic artwork in a variety of media to support publication requirements and also web designs. Typically uses computerized equipment and software. Uses common software illustration software to construct graphs, charts, simplified schematics, and various mechanical illustrations. Produces a variety of artwork including technical and commercial documentation support assignments, view graph and 35mm slide presentations, flow charts, wall charts, pamphlets, brochures and other forms of artwork to include web designs. May use perspective, isometric, orthographic and schematic techniques to prepare technical and non-technical line drawings for slide presentations, view graphs, reports, brochures, etc. Performs conceptual and visualization work. May perform inking and paste-up. Maintains a graphics database and repository for all previously developed graphic work. Accesses the Internet and other sources to obtain, extract, and use authorized graphic materials. Knowledgeable of tools and techniques to prepare line drawings of such configurations as component parts, modules, circuit assemblies, instrument panels, and consoles; to simplify data from blueprints and rough sketches so that it can be understood by technical and non-technical personnel; and to convert orthographic, blueprints, and other engineering data into isometrics, exploded views, or sketches. Produces finished artwork from information furnished in oral form, rough sketches or written data. Prepares finished mechanical artwork suitable for reproduction, including diagrams, and other illustrative materials. Prepares final layouts for magazines, ads, brochures, newsletters or other publications.

**Qualifications:**

Illustrator I -	Requires formal training and/or experience in the graphic arts.
Illustrator II -	Requires formal training and/or experience in the graphic arts or related discipline, plus 2 to 4 years of related experience.
Illustrator III -	Requires formal training and/or experience in the graphic arts or related discipline, plus 5 to 7 years of related experience.
Illustrator IV -	Normally requires a college degree or equivalent experience, plus 5 to 7 years of related experience.
Illustrator V -	Normally requires a college degree and 7 to 9 years of related experience.

**TECHNICAL WRITER I – IV**

**Duties:** Performs a wide variety of duties in the planning, preparation and writing of technical handbooks, manuals and other related technical and logistics-related publications. Researches, organizes, writes, edits, and produces data for use in a wide variety of complex technical publications requiring in-depth knowledge of the subject matter and allied fields. Interfaces with customer for data/task clarification. May supervise and coordinate the activities of subordinates in such activities as writing, editing, photography, artwork, drafting and publishing. Collaborates with engineering and logistics personnel in the selection and determination of technical material and data required in order to fulfill the requirements for a specific publication. Refers to trade and engineering journals, blueprints, test procedures, military specifications, etc., in order to acquire or verify data to be used in the publication. Obtains material from vendor manuals for incorporation into new documentation. Writes about a variety of highly complex technical subjects pertaining to complete electronic systems and subsystems. Participates in the writing and preparation of such items as: theory of operation manuals, illustrated parts breakdown manuals, overhaul and maintenance handbooks and other related publications. Recommends overall organization and layout, editorial standards, publication methods and the like. Ensures technical documentation is accurate, complete, meets editorial and government specifications, and adheres to standards for quality, graphics coverage, format, and style. Edits material prepared by subordinate writers checking for technical accuracy, completeness, compliance to customer and military specifications, technical and vocabulary level, and overall quality. Assists in the determination of illustrations, artwork and photography to be used, to more effectively package and display the publication. Prepares periodic progress/status reports and calls out any adverse condition trends or problem areas noted in the progress of assigned work. Develops, writes and edits material for reports, manuals, briefs, proposals, instruction books, catalogs, and related technical and administrative publications concerned with work methods and procedures, and installation, operation, and maintenance. Coordinates publication with outside sources and vendors, as needed.

**Qualifications:**

Technical Writer I -	Bachelors Degree in an applicable technical field or equivalent experience and excellent written communication skills. Entry level position up to 2 years experience.
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Technical Writer II -	Bachelors Degree in an applicable technical field or equivalent experience and excellent written communication skills, plus 2 to 4 years of technical writing and editing experience.
Technical Writer III -	Bachelors Degree in an applicable technical field or equivalent experience and excellent written communication skills, plus 5 to 7 years of technical writing and editing experience.
Technical Writer IV -	Bachelors Degree in an applicable technical field or equivalent experience and excellent written communication skills, plus 7 to 9 years of technical writing and editing experience.

### WAREHOUSE SUPERVISOR

**Duties:** Responsible for supervising and coordinating the activities of warehouse persons responsible for ordering, receiving, inventorying, issuing, and shipping materials, supplies, tools, equipment, and parts in stockroom, warehouse, or yard. Responsible for the efficient planning for the layout of the stockroom, warehouse, and other storage areas. Reviews records for accuracy of information and compliance with established company/government/customer procedures, and determines adequacy of stock levels. Responsible for the physical custody and accuracy of inventory records for component items, assemblies, and/or finished goods. Responsible for the security and accountability of goods within jurisdiction. Ensures that goods are packaged and protected for shipment according to specifications. Must be able to complete logistics requirements determination studies, inventory and requisition supplies, repair parts and equipment, and maintain stock of supplies and equipment. Must be familiar with government and defense department accountability and associated record keeping policies and procedures including transportation modes, packing and shipping standards, and quality assurance practices. Knowledgeable of automated and manual supply systems and equipment serviceability standards and criteria.

**Qualifications:**

Associate Degree or equivalent training in logistics, plus 5 to 6 years of logistics experience.

### MAIL ROOM CLERK I - III

**Duties:** Performs a variety of routine tasks including receiving, sorting, and delivering the mail. Distributes and collects mail. Wraps, seals, weighs, and posts outgoing mail and operates postal machines. Maintains records on postage, registration of mail and packages. Senior personnel supervise the daily activities of the mail operation including the mail processing and preparation for delivery and pickup. Senior personnel determine the schedules for pick up and delivery, maintain records on volume of mail and postage costs, train and establish schedules for subordinate employees.

**Qualifications:**

Mail Room Clerk I - High School Diploma or equivalent. Entry level position up to 2 years experience.

Mail Room Clerk II - Normally requires a high school diploma and 2 to 3 years of experience.

Mail Room Clerk III - Normally requires a high school diploma, plus 3 to 4 years of related experience.

### DRIVER/MESSENGER I - II

**Duties:** Delivers letters, packages and records to and from outside organizations. Operates a motor vehicle. May drive employees on official business locally. Performs clerical duties associated with the transfer of documents or packages. May make petty cash purchases. Fills orders by pulling supplies from inventory.

**Qualifications:**

Driver/Messenger I - Normally requires a high school diploma or equivalent, plus 1 to 2 years of related experience.

Driver/Messenger II - Normally requires a high school diploma or equivalent and 3 to 4 years of related experience.

### STOCK CLERK

**Duties:** Accountable for keeping stock room neat and orderly. Locates supplies, files, etc, for other personnel when needed. Maintains inventory in a well-organized fashion. Performs a wide variety of simple clerical work in accordance with established detailed routines. Compiles from records and reports. Keeps updated charts. Makes and verifies mathematical calculations. Checks posted results against other records.

**Qualifications:**

High School Diploma or equivalent. This is an entry level position.

### CLERK I - II

**Duties:** General secretarial and administrative functions as assigned. Assists in maintaining filing, telephone communications, and other routine clerical and administrative functions. Performs a wide variety of simple clerical work in accordance with established detailed routines. Compiles from records and reports. Keeps updated charts. Makes and verifies mathematical calculations. Checks posted results against other records. Answers telephone. Operates office duplicating equipment. Under direct supervision, provides support to staff functions such as finance, accounting, and contracts. Maintains and coordinates complex schedules and distributing documents requiring completion and on-going follow-up.

**Qualifications:**

Clerk I - High School Diploma or equivalent. This is an entry level position.

Clerk II - High School Diploma or equivalent, plus 1 to 2 years of related experience.

### ASSIST. ADMIN. COORD/RECORDS MAINTENANCE

**Duties:** Manages and maintains warehouse records management facility for long term storage of documents. Receives, records, and catalogs information in Records Retention Center database. Sorts, stores and maintains records in banker boxes for easy retrieval. Ensures records are logged out and all transactions are recorded and maintained for safeguard and continuity. Prepares and implements biyearly destruction of records in accordance with authorized destruction procedures. Serves as liaison to users and facilities management concerning retrieval requests, document maintenance, safeguard and security. May supervise and train temporary and part-time personnel in records maintenance and retention processes(s).

**Qualifications:**

High School Diploma or equivalent experience, plus 3 to 4 years of commercial records maintenance in an office environment. Knowledge of government financial and contract documents safeguard, storage and retrieval. Experience with Records Retention Center database, "Total Recall" preferred.

### MOTOR VEHICLE DISPATCHER

**Duties:** Assigns motor vehicles and drivers for conveyance of freight or passengers. Compiles list of available vehicles. Assigns vehicles according to factors, such as length and purpose of trip, freight or passenger requirements and preference of user. Issues keys, record sheets, and credential to drivers.

**Qualifications:**

High School Diploma or equivalent, plus 1 to 2 years of related experience.

### ADMINISTRATIVE SERVICES MANAGER I – II

**Duties:** Performs a variety of complex and routine administrative and supervisory duties. Establishes and maintains project documentation and correspondence in accordance with agency regulations and procedures. Establishes internal program office procedures that comply and support agency practices and procedures. Supervises and assigns work schedules to clerical and administrative staff. Oversees the purchase of supplies, authorize payments, and other general business responsibilities necessary to maintain to day-to-day operations. Must have proven oral and written communication skills. Provides work leadership to lower level employees. Areas of responsibility may include the mail room/couriers/transportation/deliveries.

**Qualifications:**

Administrative Services Manager I - High School Diploma required, with additional education preferred, plus 5 to 7 years experience.

Administrative Services Manager II - Bachelors Degree in Business Administration, a related field, or equivalent experience, plus 5 to 7 years related experience.

### SECURITY GUARD

**Duties:** Primary duties involve physically manning guard posts at assigned locations, conducting area security checks and controlling access to designated areas. Deals with the public in an effective and congenial manner while adhering to policy and regulations. Maintains

a security land visitor log. May prepare and file reports. Maintains security equipment in an acceptable state of readiness and keeps the guard shack in a clean and presentable manner. In-processes visitors, issues badges, verifies paperwork and inspects incoming and outgoing materials and equipment. Conducts security checks via foot patrol and vehicle. Processes paperwork to include: reports, schedules and pass-down instructions.

**Qualifications:**

High School Diploma or equivalent, plus 0 - 6 months experience. Entry level position. Security background preferred.

**RANGE TECHNICIAN I - II**

**Duties:** Assists the range manager in coordinating and overseeing the operation of one or more modern range complexes. Schedules support for range complexes including personnel, targetry, and equipment. Trains other Range Technicians as required to perform assigned tasks. Performs duties based on technical knowledge of range operations, live fire training and safety, maintenance of Remote Engagement Target Systems (RETS), range equipment, heavy equipment and facilities maintenance. Reviews draft training/target presentation scenarios and programs, or assists in the programming of the computer-driven Command and Control systems (i.e., RETS) to provide required support. Assists in the development and presentation of briefings to visiting dignitaries on the configuration, capabilities and use of the ranges, range safety requirements, and range standard operating procedures and requirements. Inspects range areas before, during, and after use to ensure using units achieve established standards of safety, police, environmental care, maintenance, and recovery after use. Operates various machinery while cutting grass or grading stone roads. Will use hand tools to riding lawn mower and/or tractor with front-end loader or mower attachment when mowing grass, removing snow or otherwise maintaining the area. Uses hand and power saws during the removal of trees and brush, as required. Performs other duties as assigned.

**Qualifications:**

Range Technician I -

Requires High School Diploma or equivalent.

Range Technician II -

Requires High School diploma or equivalent, plus 1 to 2 years related experience.

**CUSTOMER SITE RATES – BASE PERIOD**  
**(ON-SITE OR GOVERNMENT SITE RATES)**

		CUSTOMER SITE (ONSITE/GOVERNMENT SITE)					
		BASE PERIOD - LABOR RATES					
<u>Labor Category Title</u>	<u>SCA</u>	<u>Site</u>	<u>GFY06</u>	<u>GFY07</u>	<u>GFY08</u>	<u>GFY09</u>	<u>GFY10</u>
			Oct 1, 2005 - Sept 30, 2006	Oct 1, 2006 - Sept 30, 2007	Oct 1, 2007 - Sept 30, 2008	Oct 1, 2008 - Sept 30, 2009	Oct 1, 2009 - Sept 30, 2010
1 Program/Project Manager VI		Customer	\$ 214.74	\$ 221.45	\$ 228.38	\$ 235.52	\$ 242.89
2 Program/Project Manager V		Customer	\$ 186.78	\$ 192.63	\$ 198.66	\$ 204.88	\$ 211.30
3 Program/Project Manager IV		Customer	\$ 162.39	\$ 167.48	\$ 172.72	\$ 178.13	\$ 183.70
4 Program/Project Manager III		Customer	\$ 141.29	\$ 145.70	\$ 150.27	\$ 154.98	\$ 159.85
5 Program/Project Manager II		Customer	\$ 117.78	\$ 121.49	\$ 125.27	\$ 129.21	\$ 133.23
6 Program/Project Manager I		Customer	\$ 98.09	\$ 101.14	\$ 104.30	\$ 107.60	\$ 110.95
7 Site Manager III		Customer	\$ 141.29	\$ 145.70	\$ 150.27	\$ 154.98	\$ 159.85
8 Site Manager II		Customer	\$ 117.78	\$ 121.49	\$ 125.27	\$ 129.21	\$ 133.23
9 Site Manager I		Customer	\$ 98.09	\$ 101.14	\$ 104.30	\$ 107.60	\$ 110.95
10 Project Engineer IV		Customer	\$ 186.78	\$ 192.63	\$ 198.66	\$ 204.88	\$ 211.30
11 Project Engineer III		Customer	\$ 162.39	\$ 167.48	\$ 172.72	\$ 178.13	\$ 183.70
12 Project Engineer II		Customer	\$ 141.29	\$ 145.70	\$ 150.27	\$ 154.98	\$ 159.85
13 Project Engineer I		Customer	\$ 117.78	\$ 121.49	\$ 125.27	\$ 129.21	\$ 133.23
14 Finance Manager II		Customer	\$ 142.84	\$ 147.33	\$ 151.96	\$ 156.72	\$ 161.60
15 Finance Manager I		Customer	\$ 119.04	\$ 122.76	\$ 126.62	\$ 130.57	\$ 134.66
16 Subject Matter Expert VI		Customer	\$ 214.74	\$ 221.45	\$ 228.38	\$ 235.52	\$ 242.89
17 Subject Matter Expert V		Customer	\$ 186.78	\$ 192.63	\$ 198.66	\$ 204.88	\$ 211.30
18 Subject Matter Expert IV		Customer	\$ 162.39	\$ 167.48	\$ 172.72	\$ 178.13	\$ 183.70
19 Subject Matter Expert III		Customer	\$ 141.29	\$ 145.70	\$ 150.27	\$ 154.98	\$ 159.85
20 Subject Matter Expert II		Customer	\$ 117.78	\$ 121.49	\$ 125.27	\$ 129.21	\$ 133.23
21 Subject Matter Expert I		Customer	\$ 98.09	\$ 101.14	\$ 104.30	\$ 107.60	\$ 110.95
22 Administrative Support VII		Customer	\$ 99.23	\$ 102.34	\$ 105.53	\$ 108.84	\$ 112.26
23 Administrative Support VI		Customer	\$ 82.71	\$ 85.28	\$ 87.97	\$ 90.73	\$ 93.57
24 Administrative Support V		Customer	\$ 69.00	\$ 71.15	\$ 73.38	\$ 75.68	\$ 78.07
25 Administrative Support IV	SCA	Customer	\$ 60.37	\$ 60.37	\$ 60.37	\$ 60.37	\$ 60.37
26 Administrative Support III	SCA	Customer	\$ 57.48	\$ 57.48	\$ 57.48	\$ 57.48	\$ 57.48
27 Administrative Support II	SCA	Customer	\$ 45.40	\$ 45.40	\$ 45.40	\$ 45.40	\$ 45.40
28 Administrative Support I	SCA	Customer	\$ 39.50	\$ 39.50	\$ 39.50	\$ 39.50	\$ 39.50
29 Word Processor IV		Customer	\$ 69.00	\$ 71.15	\$ 73.38	\$ 75.68	\$ 78.07
30 Word Processor III	SCA	Customer	\$ 60.37	\$ 60.37	\$ 60.37	\$ 60.37	\$ 60.37
31 Word Processor II	SCA	Customer	\$ 57.48	\$ 57.48	\$ 57.48	\$ 57.48	\$ 57.48
32 Word Processor I	SCA	Customer	\$ 39.50	\$ 39.50	\$ 39.50	\$ 39.50	\$ 39.50
33 Senior Data Specialist		Customer	\$ 99.23	\$ 102.34	\$ 105.53	\$ 108.84	\$ 112.26
34 Business Specialist V		Customer	\$ 142.84	\$ 147.33	\$ 151.96	\$ 156.72	\$ 161.60
35 Business Specialist IV		Customer	\$ 119.04	\$ 122.76	\$ 126.62	\$ 130.57	\$ 134.66
36 Business Specialist III		Customer	\$ 99.23	\$ 102.34	\$ 105.53	\$ 108.84	\$ 112.26
37 Business Specialist II		Customer	\$ 82.71	\$ 85.28	\$ 87.97	\$ 90.73	\$ 93.57
38 Business Specialist I		Customer	\$ 69.00	\$ 71.15	\$ 73.38	\$ 75.68	\$ 78.07
39 Functional Analyst IV		Customer	\$ 171.52	\$ 176.89	\$ 182.43	\$ 188.14	\$ 194.03
40 Functional Analyst III		Customer	\$ 142.84	\$ 147.33	\$ 151.96	\$ 156.72	\$ 161.60
41 Functional Analyst II		Customer	\$ 99.23	\$ 102.34	\$ 105.53	\$ 108.84	\$ 112.26
42 Functional Analyst I		Customer	\$ 82.71	\$ 85.28	\$ 87.97	\$ 90.73	\$ 93.57
43 Information Engineer V		Customer	\$ 186.78	\$ 192.63	\$ 198.66	\$ 204.88	\$ 211.30
44 Information Engineer IV		Customer	\$ 162.39	\$ 167.48	\$ 172.72	\$ 178.13	\$ 183.70
45 Information Engineer III		Customer	\$ 141.29	\$ 145.70	\$ 150.27	\$ 154.98	\$ 159.85
46 Information Engineer II		Customer	\$ 98.09	\$ 101.14	\$ 104.30	\$ 107.60	\$ 110.95
47 Information Engineer I		Customer	\$ 81.70	\$ 84.28	\$ 86.90	\$ 89.60	\$ 92.43



Labor Category Title	SCA	Site	CUSTOMER SITE (ONSITE/GOVERNMENT SITE)				
			BASE PERIOD - LABOR RATES				
			GFY06 Oct 1, 2005 - Sept 30, 2006	GFY07 Oct 1, 2006 - Sept 30, 2007	GFY08 Oct 1, 2007 - Sept 30, 2008	GFY09 Oct 1, 2008 - Sept 30, 2009	GFY10 Oct 1, 2009 - Sept 30, 2010
48 Systems Analyst V		Customer	\$ 186.78	\$ 192.63	\$ 198.66	\$ 204.88	\$ 211.30
49 Systems Analyst IV		Customer	\$ 162.39	\$ 167.48	\$ 172.72	\$ 178.13	\$ 183.70
50 Systems Analyst III		Customer	\$ 141.29	\$ 145.70	\$ 150.27	\$ 154.98	\$ 159.85
51 Systems Analyst II		Customer	\$ 117.78	\$ 121.49	\$ 125.27	\$ 129.21	\$ 133.23
52 Systems Analyst I		Customer	\$ 81.70	\$ 84.28	\$ 86.90	\$ 89.60	\$ 92.43
53 Systems Engineer IV		Customer	\$ 214.74	\$ 221.45	\$ 228.38	\$ 235.52	\$ 242.89
54 Systems Engineer III		Customer	\$ 162.39	\$ 167.48	\$ 172.72	\$ 178.13	\$ 183.70
55 Systems Engineer II		Customer	\$ 117.78	\$ 121.49	\$ 125.27	\$ 129.21	\$ 133.23
56 Systems Engineer I		Customer	\$ 98.09	\$ 101.14	\$ 104.30	\$ 107.60	\$ 110.95
57 System Test Engineer IV		Customer	\$ 214.74	\$ 221.45	\$ 228.38	\$ 235.52	\$ 242.89
58 System Test Engineer III		Customer	\$ 141.29	\$ 145.70	\$ 150.27	\$ 154.98	\$ 159.85
59 System Test Engineer II		Customer	\$ 98.09	\$ 101.14	\$ 104.30	\$ 107.60	\$ 110.95
60 System Test Engineer I		Customer	\$ 81.70	\$ 84.28	\$ 86.90	\$ 89.60	\$ 92.43
61 Field Engineer III		Customer	\$ 141.29	\$ 145.70	\$ 150.27	\$ 154.98	\$ 159.85
62 Field Engineer II		Customer	\$ 117.78	\$ 121.49	\$ 125.27	\$ 129.21	\$ 133.23
63 Field Engineer I		Customer	\$ 98.09	\$ 101.14	\$ 104.30	\$ 107.60	\$ 110.95
64 Logistics Engineer III		Customer	\$ 119.04	\$ 122.76	\$ 126.62	\$ 130.57	\$ 134.66
65 Logistics Engineer II		Customer	\$ 82.71	\$ 85.28	\$ 87.97	\$ 90.73	\$ 93.57
66 Logistics Engineer I		Customer	\$ 69.00	\$ 71.15	\$ 73.38	\$ 75.68	\$ 78.07
67 Logistics Analyst V		Customer	\$ 142.84	\$ 147.33	\$ 151.96	\$ 156.72	\$ 161.60
68 Logistics Analyst IV		Customer	\$ 119.04	\$ 122.76	\$ 126.62	\$ 130.57	\$ 134.66
69 Logistics Analyst III		Customer	\$ 99.23	\$ 102.34	\$ 105.53	\$ 108.84	\$ 112.26
70 Logistics Analyst II		Customer	\$ 82.71	\$ 85.28	\$ 87.97	\$ 90.73	\$ 93.57
71 Logistics Analyst I		Customer	\$ 62.73	\$ 64.71	\$ 66.72	\$ 68.81	\$ 70.98
72 Logistics Consultant III		Customer	\$ 197.20	\$ 203.38	\$ 209.73	\$ 216.29	\$ 223.08
73 Logistics Consultant II		Customer	\$ 171.52	\$ 176.89	\$ 182.43	\$ 188.14	\$ 194.03
74 Logistics Consultant I		Customer	\$ 119.04	\$ 122.76	\$ 126.62	\$ 130.57	\$ 134.66
75 Logistics Technician V		Customer	\$ 119.04	\$ 122.76	\$ 126.62	\$ 130.57	\$ 134.66
76 Logistics Technician IV		Customer	\$ 82.71	\$ 85.28	\$ 87.97	\$ 90.73	\$ 93.57
77 Logistics Technician III		Customer	\$ 69.00	\$ 71.15	\$ 73.38	\$ 75.68	\$ 78.07
78 Logistics Technician II		Customer	\$ 59.76	\$ 61.61	\$ 63.55	\$ 65.56	\$ 67.60
79 Logistics Technician I		Customer	\$ 47.18	\$ 48.67	\$ 50.19	\$ 51.76	\$ 53.38
80 Logistics Supply Specialist III		Customer	\$ 69.00	\$ 71.15	\$ 73.38	\$ 75.68	\$ 78.07
81 Logistics Supply Specialist II	SCA	Customer	\$ 57.48	\$ 57.48	\$ 57.48	\$ 57.48	\$ 57.48
82 Logistics Supply Specialist I	SCA	Customer	\$ 45.40	\$ 45.40	\$ 45.40	\$ 45.40	\$ 45.40
83 Logistics Research Technician III		Customer	\$ 69.00	\$ 71.15	\$ 73.38	\$ 75.68	\$ 78.07
84 Logistics Research Technician II		Customer	\$ 62.73	\$ 64.71	\$ 66.72	\$ 68.81	\$ 70.98
85 Logistics Research Technician I		Customer	\$ 47.18	\$ 48.67	\$ 50.19	\$ 51.76	\$ 53.38
86 Logistics Documentation Specialist V		Customer	\$ 142.84	\$ 147.33	\$ 151.96	\$ 156.72	\$ 161.60
87 Logistics Documentation Specialist IV		Customer	\$ 119.04	\$ 122.76	\$ 126.62	\$ 130.57	\$ 134.66
88 Logistics Documentation Specialist III		Customer	\$ 99.23	\$ 102.34	\$ 105.53	\$ 108.84	\$ 112.26
89 Logistics Documentation Specialist II		Customer	\$ 82.71	\$ 85.28	\$ 87.97	\$ 90.73	\$ 93.57
90 Logistics Documentation Specialist I		Customer	\$ 69.00	\$ 71.15	\$ 73.38	\$ 75.68	\$ 78.07
91 Supply Technician II	SCA	Customer	\$ 57.48	\$ 57.48	\$ 57.48	\$ 57.48	\$ 57.48
92 Supply Technician I	SCA	Customer	\$ 45.40	\$ 45.40	\$ 45.40	\$ 45.40	\$ 45.40
93 Material Coordinator V		Customer	\$ 82.71	\$ 85.28	\$ 87.97	\$ 90.73	\$ 93.57
94 Material Coordinator IV		Customer	\$ 69.00	\$ 71.15	\$ 73.38	\$ 75.68	\$ 78.07



Labor Category Title	SCA	Site	CUSTOMER SITE (ONSITE/GOVERNMENT SITE)				
			BASE PERIOD - LABOR RATES				
			GFY06 Oct 1, 2005 - Sept 30, 2006	GFY07 Oct 1, 2006 - Sept 30, 2007	GFY08 Oct 1, 2007 - Sept 30, 2008	GFY09 Oct 1, 2008 - Sept 30, 2009	GFY10 Oct 1, 2009 - Sept 30, 2010
95 Material Coordinator III	SCA	Customer	\$ 60.37	\$ 60.37	\$ 60.37	\$ 60.37	\$ 60.37
96 Material Coordinator II	SCA	Customer	\$ 57.48	\$ 57.48	\$ 57.48	\$ 57.48	\$ 57.48
97 Material Coordinator I	SCA	Customer	\$ 45.40	\$ 45.40	\$ 45.40	\$ 45.40	\$ 45.40
98 Material Handler II	SCA	Customer	\$ 52.27	\$ 52.27	\$ 52.27	\$ 52.27	\$ 52.27
99 Material Handler I	SCA	Customer	\$ 45.40	\$ 45.40	\$ 45.40	\$ 45.40	\$ 45.40
100 Procurement Specialist III		Customer	\$ 99.23	\$ 102.34	\$ 105.53	\$ 108.84	\$ 112.26
101 Procurement Specialist II		Customer	\$ 82.71	\$ 85.28	\$ 87.97	\$ 90.73	\$ 93.57
102 Procurement Specialist I		Customer	\$ 69.00	\$ 71.15	\$ 73.38	\$ 75.68	\$ 78.07
103 Cost Analyst III		Customer	\$ 119.04	\$ 122.76	\$ 126.62	\$ 130.57	\$ 134.66
104 Cost Analyst II		Customer	\$ 99.23	\$ 102.34	\$ 105.53	\$ 108.84	\$ 112.26
105 Cost Analyst I		Customer	\$ 82.71	\$ 85.28	\$ 87.97	\$ 90.73	\$ 93.57
106 Mechanical Engineer IV		Customer	\$ 214.74	\$ 221.45	\$ 228.38	\$ 235.52	\$ 242.89
107 Mechanical Engineer III		Customer	\$ 186.78	\$ 192.63	\$ 198.66	\$ 204.88	\$ 211.30
108 Mechanical Engineer II		Customer	\$ 117.78	\$ 121.49	\$ 125.27	\$ 129.21	\$ 133.23
109 Mechanical Engineer I		Customer	\$ 81.70	\$ 84.28	\$ 86.90	\$ 89.60	\$ 92.43
110 Facilities Specialist IV	SCA	Customer	\$ 79.58	\$ 79.58	\$ 79.58	\$ 79.58	\$ 79.58
111 Facilities Specialist III	SCA	Customer	\$ 66.38	\$ 66.38	\$ 66.38	\$ 66.38	\$ 66.38
112 Facilities Specialist II	SCA	Customer	\$ 60.37	\$ 60.37	\$ 60.37	\$ 60.37	\$ 60.37
113 Facilities Specialist I	SCA	Customer	\$ 52.27	\$ 52.27	\$ 52.27	\$ 52.27	\$ 52.27
114 Facilities Engineer II		Customer	\$ 142.84	\$ 147.33	\$ 151.96	\$ 156.72	\$ 161.60
115 Facilities Engineer I		Customer	\$ 99.23	\$ 102.34	\$ 105.53	\$ 108.84	\$ 112.26
116 Facilities Management Manager		Customer	\$ 197.20	\$ 203.38	\$ 209.73	\$ 216.29	\$ 223.08
117 Facilities Planning Specialist		Customer	\$ 99.23	\$ 102.34	\$ 105.53	\$ 108.84	\$ 112.26
118 Transportation Specialist II		Customer	\$ 99.23	\$ 102.34	\$ 105.53	\$ 108.84	\$ 112.26
119 Transportation Specialist I		Customer	\$ 69.00	\$ 71.15	\$ 73.38	\$ 75.68	\$ 78.07
120 PHS&T Specialist III		Customer	\$ 119.04	\$ 122.76	\$ 126.62	\$ 130.57	\$ 134.66
121 PHS&T Specialist II		Customer	\$ 99.23	\$ 102.34	\$ 105.53	\$ 108.84	\$ 112.26
122 PHS&T Specialist I		Customer	\$ 82.71	\$ 85.28	\$ 87.97	\$ 90.73	\$ 93.57
123 Acquisition Specialist III		Customer	\$ 99.23	\$ 102.34	\$ 105.53	\$ 108.84	\$ 112.26
124 Acquisition Specialist II		Customer	\$ 82.71	\$ 85.28	\$ 87.97	\$ 90.73	\$ 93.57
125 Acquisition Specialist I		Customer	\$ 69.00	\$ 71.15	\$ 73.38	\$ 75.68	\$ 78.07
126 Research Specialist V		Customer	\$ 82.71	\$ 85.28	\$ 87.97	\$ 90.73	\$ 93.57
127 Research Specialist IV		Customer	\$ 69.00	\$ 71.15	\$ 73.38	\$ 75.68	\$ 78.07
128 Research Specialist III		Customer	\$ 62.73	\$ 64.71	\$ 66.72	\$ 68.81	\$ 70.98
129 Research Specialist II		Customer	\$ 59.76	\$ 61.61	\$ 63.55	\$ 65.56	\$ 67.60
130 Research Specialist I		Customer	\$ 47.18	\$ 48.67	\$ 50.19	\$ 51.76	\$ 53.38
131 Research Associate		Customer	\$ 69.00	\$ 71.15	\$ 73.38	\$ 75.68	\$ 78.07
132 Technical Support Analyst III		Customer	\$ 117.78	\$ 121.49	\$ 125.27	\$ 129.21	\$ 133.23
133 Technical Support Analyst II		Customer	\$ 98.09	\$ 101.14	\$ 104.30	\$ 107.60	\$ 110.95
134 Technical Support Analyst I		Customer	\$ 81.70	\$ 84.28	\$ 86.90	\$ 89.60	\$ 92.43
135 Quality Assurance Specialist IV		Customer	\$ 119.04	\$ 122.76	\$ 126.62	\$ 130.57	\$ 134.66
136 Quality Assurance Specialist III		Customer	\$ 99.23	\$ 102.34	\$ 105.53	\$ 108.84	\$ 112.26
137 Quality Assurance Specialist II		Customer	\$ 82.71	\$ 85.28	\$ 87.97	\$ 90.73	\$ 93.57
138 Quality Assurance Specialist I		Customer	\$ 69.00	\$ 71.15	\$ 73.38	\$ 75.68	\$ 78.07
139 Inspector		Customer	\$ 69.00	\$ 71.15	\$ 73.38	\$ 75.68	\$ 78.07
140 Configuration Management Specialist IV		Customer	\$ 141.29	\$ 145.70	\$ 150.27	\$ 154.98	\$ 159.85
141 Configuration Management Specialist III		Customer	\$ 117.78	\$ 121.49	\$ 125.27	\$ 129.21	\$ 133.23



Labor Category Title	SCA	Site	CUSTOMER SITE (ONSITE/GOVERNMENT SITE)				
			BASE PERIOD - LABOR RATES				
			GFY06 Oct 1, 2005 - Sept 30, 2006	GFY07 Oct 1, 2006 - Sept 30, 2007	GFY08 Oct 1, 2007 - Sept 30, 2008	GFY09 Oct 1, 2008 - Sept 30, 2009	GFY10 Oct 1, 2009 - Sept 30, 2010
142 Configuration Management Specialist II		Customer	\$ 98.09	\$ 101.14	\$ 104.30	\$ 107.60	\$ 110.95
143 Configuration Management Specialist I		Customer	\$ 81.70	\$ 84.28	\$ 86.90	\$ 89.60	\$ 92.43
144 Security Manager		Customer	\$ 142.84	\$ 147.33	\$ 151.96	\$ 156.72	\$ 161.60
145 Security Specialist IV		Customer	\$ 197.20	\$ 203.38	\$ 209.73	\$ 216.29	\$ 223.08
146 Security Specialist III		Customer	\$ 142.84	\$ 147.33	\$ 151.96	\$ 156.72	\$ 161.60
147 Security Specialist II		Customer	\$ 119.04	\$ 122.76	\$ 126.62	\$ 130.57	\$ 134.66
148 Security Specialist I		Customer	\$ 99.23	\$ 102.34	\$ 105.53	\$ 108.84	\$ 112.26
149 Personnel Security Coordinator IV		Customer	\$ 119.04	\$ 122.76	\$ 126.62	\$ 130.57	\$ 134.66
150 Personnel Security Coordinator III		Customer	\$ 99.23	\$ 102.34	\$ 105.53	\$ 108.84	\$ 112.26
151 Personnel Security Coordinator II		Customer	\$ 82.71	\$ 85.28	\$ 87.97	\$ 90.73	\$ 93.57
152 Personnel Security Coordinator I		Customer	\$ 69.00	\$ 71.15	\$ 73.38	\$ 75.68	\$ 78.07
153 Systems Accreditation Certification Specialist		Customer	\$ 117.78	\$ 121.49	\$ 125.27	\$ 129.21	\$ 133.23
154 Health & Safety Specialist IV		Customer	\$ 197.20	\$ 203.38	\$ 209.73	\$ 216.29	\$ 223.08
155 Health & Safety Specialist III		Customer	\$ 142.84	\$ 147.33	\$ 151.96	\$ 156.72	\$ 161.60
156 Health & Safety Specialist II		Customer	\$ 99.23	\$ 102.34	\$ 105.53	\$ 108.84	\$ 112.26
157 Health & Safety Specialist I		Customer	\$ 69.00	\$ 71.15	\$ 73.38	\$ 75.68	\$ 78.07
158 Environmental Engineer III		Customer	\$ 186.78	\$ 192.63	\$ 198.66	\$ 204.88	\$ 211.30
159 Environmental Engineer II		Customer	\$ 141.29	\$ 145.70	\$ 150.27	\$ 154.98	\$ 159.85
160 Environmental Engineer I		Customer	\$ 98.09	\$ 101.14	\$ 104.30	\$ 107.60	\$ 110.95
161 Engineer IV		Customer	\$ 214.74	\$ 221.45	\$ 228.38	\$ 235.52	\$ 242.89
162 Engineer III		Customer	\$ 162.39	\$ 167.48	\$ 172.72	\$ 178.13	\$ 183.70
163 Engineer II		Customer	\$ 117.78	\$ 121.49	\$ 125.27	\$ 129.21	\$ 133.23
164 Engineer I		Customer	\$ 81.70	\$ 84.28	\$ 86.90	\$ 89.60	\$ 92.43
165 Analyst V		Customer	\$ 142.84	\$ 147.33	\$ 151.96	\$ 156.72	\$ 161.60
166 Analyst IV		Customer	\$ 119.04	\$ 122.76	\$ 126.62	\$ 130.57	\$ 134.66
167 Analyst III		Customer	\$ 99.23	\$ 102.34	\$ 105.53	\$ 108.84	\$ 112.26
168 Analyst II		Customer	\$ 82.71	\$ 85.28	\$ 87.97	\$ 90.73	\$ 93.57
169 Analyst I		Customer	\$ 69.00	\$ 71.15	\$ 73.38	\$ 75.68	\$ 78.07
170 Communications Specialist II		Customer	\$ 98.09	\$ 101.14	\$ 104.30	\$ 107.60	\$ 110.95
171 Communications Specialist I		Customer	\$ 81.70	\$ 84.28	\$ 86.90	\$ 89.60	\$ 92.43
172 Data Base Administrator III		Customer	\$ 141.29	\$ 145.70	\$ 150.27	\$ 154.98	\$ 159.85
173 Data Base Administrator II		Customer	\$ 117.78	\$ 121.49	\$ 125.27	\$ 129.21	\$ 133.23
174 Data Base Administrator I		Customer	\$ 81.70	\$ 84.28	\$ 86.90	\$ 89.60	\$ 92.43
175 Help Desk Manager		Customer	\$ 141.29	\$ 145.70	\$ 150.27	\$ 154.98	\$ 159.85
176 Help Desk Technician IV		Customer	\$ 117.78	\$ 121.49	\$ 125.27	\$ 129.21	\$ 133.23
177 Help Desk Technician III	SCA	Customer	\$ 78.59	\$ 78.59	\$ 78.59	\$ 78.59	\$ 78.59
178 Help Desk Technician II	SCA	Customer	\$ 71.48	\$ 71.48	\$ 71.48	\$ 71.48	\$ 71.48
179 Help Desk Technician I	SCA	Customer	\$ 62.13	\$ 62.13	\$ 62.13	\$ 62.13	\$ 62.13
180 Instructor IV		Customer	\$ 119.04	\$ 122.76	\$ 126.62	\$ 130.57	\$ 134.66
181 Instructor III		Customer	\$ 99.23	\$ 102.34	\$ 105.53	\$ 108.84	\$ 112.26
182 Instructor II		Customer	\$ 82.71	\$ 85.28	\$ 87.97	\$ 90.73	\$ 93.57
183 Instructor I		Customer	\$ 69.00	\$ 71.15	\$ 73.38	\$ 75.68	\$ 78.07
184 Training Analyst IV		Customer	\$ 119.04	\$ 122.76	\$ 126.62	\$ 130.57	\$ 134.66
185 Training Analyst III		Customer	\$ 99.23	\$ 102.34	\$ 105.53	\$ 108.84	\$ 112.26
186 Training Analyst II		Customer	\$ 82.71	\$ 85.28	\$ 87.97	\$ 90.73	\$ 93.57
187 Training Analyst I		Customer	\$ 69.00	\$ 71.15	\$ 73.38	\$ 75.68	\$ 78.07
188 Hardware Engineer IV		Customer	\$ 214.74	\$ 221.45	\$ 228.38	\$ 235.52	\$ 242.89



Labor Category Title	SCA	Site	CUSTOMER SITE (ONSITE/GOVERNMENT SITE)				
			BASE PERIOD - LABOR RATES				
			GFY06 Oct 1, 2005 - Sept 30, 2006	GFY07 Oct 1, 2006 - Sept 30, 2007	GFY08 Oct 1, 2007 - Sept 30, 2008	GFY09 Oct 1, 2008 - Sept 30, 2009	GFY10 Oct 1, 2009 - Sept 30, 2010
189 Hardware Engineer III		Customer	\$ 117.78	\$ 121.49	\$ 125.27	\$ 129.21	\$ 133.23
190 Hardware Engineer II		Customer	\$ 98.09	\$ 101.14	\$ 104.30	\$ 107.60	\$ 110.95
191 Hardware Engineer I		Customer	\$ 81.70	\$ 84.28	\$ 86.90	\$ 89.60	\$ 92.43
192 Technician V		Customer	\$ 117.78	\$ 121.49	\$ 125.27	\$ 129.21	\$ 133.23
193 Technician IV		Customer	\$ 98.09	\$ 101.14	\$ 104.30	\$ 107.60	\$ 110.95
194 Technician III		Customer	\$ 74.29	\$ 76.62	\$ 79.02	\$ 81.48	\$ 84.05
195 Technician II	SCA	Customer	\$ 54.06	\$ 54.06	\$ 54.06	\$ 54.06	\$ 54.06
196 Technician I	SCA	Customer	\$ 39.23	\$ 39.23	\$ 39.23	\$ 39.23	\$ 39.23
197 Vehicle/Automotive Electrician II	SCA	Customer	\$ 62.13	\$ 62.13	\$ 62.13	\$ 62.13	\$ 62.13
198 Vehicle/Automotive Electrician I	SCA	Customer	\$ 54.06	\$ 54.06	\$ 54.06	\$ 54.06	\$ 54.06
199 Vehicle Maintenance Technician III	SCA	Customer	\$ 71.48	\$ 71.48	\$ 71.48	\$ 71.48	\$ 71.48
200 Vehicle Maintenance Technician II	SCA	Customer	\$ 62.13	\$ 62.13	\$ 62.13	\$ 62.13	\$ 62.13
201 Vehicle Maintenance Technician I	SCA	Customer	\$ 54.06	\$ 54.06	\$ 54.06	\$ 54.06	\$ 54.06
202 Vehicle Service Technician III	SCA	Customer	\$ 71.48	\$ 71.48	\$ 71.48	\$ 71.48	\$ 71.48
203 Vehicle Service Technician II	SCA	Customer	\$ 62.13	\$ 62.13	\$ 62.13	\$ 62.13	\$ 62.13
204 Vehicle Service Technician I	SCA	Customer	\$ 54.06	\$ 54.06	\$ 54.06	\$ 54.06	\$ 54.06
205 Drafting Technician V		Customer	\$ 117.78	\$ 121.49	\$ 125.27	\$ 129.21	\$ 133.23
206 Drafting Technician IV		Customer	\$ 98.09	\$ 101.14	\$ 104.30	\$ 107.60	\$ 110.95
207 Drafting Technician III	SCA	Customer	\$ 71.48	\$ 71.48	\$ 71.48	\$ 71.48	\$ 71.48
208 Drafting Technician II	SCA	Customer	\$ 62.13	\$ 62.13	\$ 62.13	\$ 62.13	\$ 62.13
209 Drafting Technician I	SCA	Customer	\$ 54.06	\$ 54.06	\$ 54.06	\$ 54.06	\$ 54.06
210 Illustrator V		Customer	\$ 141.29	\$ 145.70	\$ 150.27	\$ 154.98	\$ 159.85
211 Illustrator IV		Customer	\$ 117.78	\$ 121.49	\$ 125.27	\$ 129.21	\$ 133.23
212 Illustrator III	SCA	Customer	\$ 78.59	\$ 78.59	\$ 78.59	\$ 78.59	\$ 78.59
213 Illustrator II	SCA	Customer	\$ 71.48	\$ 71.48	\$ 71.48	\$ 71.48	\$ 71.48
214 Illustrator I	SCA	Customer	\$ 62.13	\$ 62.13	\$ 62.13	\$ 62.13	\$ 62.13
215 Technical Writer IV		Customer	\$ 142.84	\$ 147.33	\$ 151.96	\$ 156.72	\$ 161.60
216 Technical Writer III		Customer	\$ 119.04	\$ 122.76	\$ 126.62	\$ 130.57	\$ 134.66
217 Technical Writer II		Customer	\$ 99.23	\$ 102.34	\$ 105.53	\$ 108.84	\$ 112.26
218 Technical Writer I	SCA	Customer	\$ 79.58	\$ 79.58	\$ 79.58	\$ 79.58	\$ 79.58
219 Warehouse Supervisor		Customer	\$ 69.00	\$ 71.15	\$ 73.38	\$ 75.68	\$ 78.07
220 Mail Room Clerk III	SCA	Customer	\$ 57.48	\$ 57.48	\$ 57.48	\$ 57.48	\$ 57.48
221 Mail Room Clerk II	SCA	Customer	\$ 52.27	\$ 52.27	\$ 52.27	\$ 52.27	\$ 52.27
222 Mail Room Clerk I	SCA	Customer	\$ 39.50	\$ 39.50	\$ 39.50	\$ 39.50	\$ 39.50
223 Driver/Messenger II	SCA	Customer	\$ 57.48	\$ 57.48	\$ 57.48	\$ 57.48	\$ 57.48
224 Driver/Messenger I	SCA	Customer	\$ 45.40	\$ 45.40	\$ 45.40	\$ 45.40	\$ 45.40
225 Stock Clerk	SCA	Customer	\$ 39.50	\$ 39.50	\$ 39.50	\$ 39.50	\$ 39.50
226 Clerk II	SCA	Customer	\$ 45.40	\$ 45.40	\$ 45.40	\$ 45.40	\$ 45.40
227 Clerk I	SCA	Customer	\$ 39.50	\$ 39.50	\$ 39.50	\$ 39.50	\$ 39.50
228 Assist. Admin. Coord/Records Maintenance		Customer	\$ 59.76	\$ 61.61	\$ 63.55	\$ 65.56	\$ 67.60
229 Motor Vehicle Dispatcher	SCA	Customer	\$ 52.27	\$ 52.27	\$ 52.27	\$ 52.27	\$ 52.27
230 Administrative Services Manager II		Customer	\$ 99.23	\$ 102.34	\$ 105.53	\$ 108.84	\$ 112.26
231 Administrative Services Manager I		Customer	\$ 69.00	\$ 71.15	\$ 73.38	\$ 75.68	\$ 78.07
232 Security Guard	SCA	Customer	\$ 39.50	\$ 39.50	\$ 39.50	\$ 39.50	\$ 39.50
233 Senior Range Technician		Customer	\$ 47.18	\$ 48.67	\$ 50.19	\$ 51.76	\$ 53.38
234 Range Technician	SCA	Customer	\$ 39.50	\$ 39.50	\$ 39.50	\$ 39.50	\$ 39.50

**MANTECH SITE RATES – BASE PERIOD**  
**(OFFSITE RATES)**

Labor Category Title	SCA	Site	MANTECH SITE (OFFSITE)				
			BASE PERIOD - LABOR RATES				
			GFY06 Oct 1, 2005 - Sept 30, 2006	GFY07 Oct 1, 2006 - Sept 30, 2007	GFY08 Oct 1, 2007 - Sept 30, 2008	GFY09 Oct 1, 2008 - Sept 30, 2009	GFY10 Oct 1, 2009 - Sept 30, 2010
1 Program/Project Manager VI		ManTech	\$ 265.71	\$ 274.01	\$ 282.61	\$ 291.43	\$ 300.56
2 Program/Project Manager V		ManTech	\$ 231.12	\$ 238.36	\$ 245.81	\$ 253.52	\$ 261.46
3 Program/Project Manager IV		ManTech	\$ 200.94	\$ 207.23	\$ 213.72	\$ 220.40	\$ 227.31
4 Program/Project Manager III		ManTech	\$ 174.82	\$ 180.29	\$ 185.94	\$ 191.78	\$ 197.79
5 Program/Project Manager II		ManTech	\$ 145.74	\$ 150.33	\$ 155.01	\$ 159.88	\$ 164.85
6 Program/Project Manager I		ManTech	\$ 121.36	\$ 125.15	\$ 129.08	\$ 133.15	\$ 137.29
7 Site Manager III		ManTech	\$ 174.82	\$ 180.29	\$ 185.94	\$ 191.78	\$ 197.79
8 Site Manager II		ManTech	\$ 145.74	\$ 150.33	\$ 155.01	\$ 159.88	\$ 164.85
9 Site Manager I		ManTech	\$ 121.36	\$ 125.15	\$ 129.08	\$ 133.15	\$ 137.29
10 Project Engineer IV		ManTech	\$ 231.12	\$ 238.36	\$ 245.81	\$ 253.52	\$ 261.46
11 Project Engineer III		ManTech	\$ 200.94	\$ 207.23	\$ 213.72	\$ 220.40	\$ 227.31
12 Project Engineer II		ManTech	\$ 174.82	\$ 180.29	\$ 185.94	\$ 191.78	\$ 197.79
13 Project Engineer I		ManTech	\$ 145.74	\$ 150.33	\$ 155.01	\$ 159.88	\$ 164.85
14 Finance Manager II		ManTech	\$ 176.77	\$ 182.31	\$ 188.03	\$ 193.90	\$ 199.97
15 Finance Manager I		ManTech	\$ 147.30	\$ 151.92	\$ 156.68	\$ 161.58	\$ 166.63
16 Subject Matter Expert VI		ManTech	\$ 265.71	\$ 274.01	\$ 282.61	\$ 291.43	\$ 300.56
17 Subject Matter Expert V		ManTech	\$ 231.12	\$ 238.36	\$ 245.81	\$ 253.52	\$ 261.46
18 Subject Matter Expert IV		ManTech	\$ 200.94	\$ 207.23	\$ 213.72	\$ 220.40	\$ 227.31
19 Subject Matter Expert III		ManTech	\$ 174.82	\$ 180.29	\$ 185.94	\$ 191.78	\$ 197.79
20 Subject Matter Expert II		ManTech	\$ 145.74	\$ 150.33	\$ 155.01	\$ 159.88	\$ 164.85
21 Subject Matter Expert I		ManTech	\$ 121.36	\$ 125.15	\$ 129.08	\$ 133.15	\$ 137.29
22 Administrative Support VII		ManTech	\$ 122.77	\$ 126.62	\$ 130.57	\$ 134.69	\$ 138.90
23 Administrative Support VI		ManTech	\$ 102.33	\$ 105.53	\$ 108.84	\$ 112.26	\$ 115.78
24 Administrative Support V		ManTech	\$ 85.38	\$ 88.05	\$ 90.81	\$ 93.65	\$ 96.58
25 Administrative Support IV	SCA	ManTech	\$ 74.69	\$ 74.69	\$ 74.69	\$ 74.69	\$ 74.69
26 Administrative Support III	SCA	ManTech	\$ 71.12	\$ 71.12	\$ 71.12	\$ 71.12	\$ 71.12
27 Administrative Support II	SCA	ManTech	\$ 56.17	\$ 56.17	\$ 56.17	\$ 56.17	\$ 56.17
28 Administrative Support I	SCA	ManTech	\$ 48.89	\$ 48.89	\$ 48.89	\$ 48.89	\$ 48.89
29 Word Processor IV		ManTech	\$ 85.38	\$ 88.05	\$ 90.81	\$ 93.65	\$ 96.58
30 Word Processor III	SCA	ManTech	\$ 74.69	\$ 74.69	\$ 74.69	\$ 74.69	\$ 74.69
31 Word Processor II	SCA	ManTech	\$ 71.12	\$ 71.12	\$ 71.12	\$ 71.12	\$ 71.12
32 Word Processor I	SCA	ManTech	\$ 48.89	\$ 48.89	\$ 48.89	\$ 48.89	\$ 48.89
33 Senior Data Specialist		ManTech	\$ 122.77	\$ 126.62	\$ 130.57	\$ 134.69	\$ 138.90
34 Business Specialist V		ManTech	\$ 176.77	\$ 182.31	\$ 188.03	\$ 193.90	\$ 199.97
35 Business Specialist IV		ManTech	\$ 147.30	\$ 151.92	\$ 156.68	\$ 161.58	\$ 166.63
36 Business Specialist III		ManTech	\$ 122.77	\$ 126.62	\$ 130.57	\$ 134.69	\$ 138.90
37 Business Specialist II		ManTech	\$ 102.33	\$ 105.53	\$ 108.84	\$ 112.26	\$ 115.78
38 Business Specialist I		ManTech	\$ 85.38	\$ 88.05	\$ 90.81	\$ 93.65	\$ 96.58
39 Functional Analyst IV		ManTech	\$ 212.25	\$ 218.88	\$ 225.71	\$ 232.81	\$ 240.08
40 Functional Analyst III		ManTech	\$ 176.77	\$ 182.31	\$ 188.03	\$ 193.90	\$ 199.97
41 Functional Analyst II		ManTech	\$ 122.77	\$ 126.62	\$ 130.57	\$ 134.69	\$ 138.90
42 Functional Analyst I		ManTech	\$ 102.33	\$ 105.53	\$ 108.84	\$ 112.26	\$ 115.78
43 Information Engineer V		ManTech	\$ 231.12	\$ 238.36	\$ 245.81	\$ 253.52	\$ 261.46
44 Information Engineer IV		ManTech	\$ 200.94	\$ 207.23	\$ 213.72	\$ 220.40	\$ 227.31
45 Information Engineer III		ManTech	\$ 174.82	\$ 180.29	\$ 185.94	\$ 191.78	\$ 197.79
46 Information Engineer II		ManTech	\$ 121.36	\$ 125.15	\$ 129.08	\$ 133.15	\$ 137.29
47 Information Engineer I		ManTech	\$ 101.09	\$ 104.28	\$ 107.53	\$ 110.89	\$ 114.37

Labor Category Title	SCA	Site	MANTECH SITE (OFFSITE)				
			BASE PERIOD - LABOR RATES				
			GFY06 Oct 1, 2005 - Sept 30, 2006	GFY07 Oct 1, 2006 - Sept 30, 2007	GFY08 Oct 1, 2007 - Sept 30, 2008	GFY09 Oct 1, 2008 - Sept 30, 2009	GFY10 Oct 1, 2009 - Sept 30, 2010
48 Systems Analyst V		ManTech	\$ 231.12	\$ 238.36	\$ 245.81	\$ 253.52	\$ 261.46
49 Systems Analyst IV		ManTech	\$ 200.94	\$ 207.23	\$ 213.72	\$ 220.40	\$ 227.31
50 Systems Analyst III		ManTech	\$ 174.82	\$ 180.29	\$ 185.94	\$ 191.78	\$ 197.79
51 Systems Analyst II		ManTech	\$ 145.74	\$ 150.33	\$ 155.01	\$ 159.88	\$ 164.85
52 Systems Analyst I		ManTech	\$ 101.09	\$ 104.28	\$ 107.53	\$ 110.89	\$ 114.37
53 Systems Engineer IV		ManTech	\$ 265.71	\$ 274.01	\$ 282.61	\$ 291.43	\$ 300.56
54 Susters Engineer III		ManTech	\$ 200.94	\$ 207.23	\$ 213.72	\$ 220.40	\$ 227.31
55 Systems Engineer II		ManTech	\$ 145.74	\$ 150.33	\$ 155.01	\$ 159.88	\$ 164.85
56 Systems Engineer I		ManTech	\$ 121.36	\$ 125.15	\$ 129.08	\$ 133.15	\$ 137.29
57 System Test Engineer IV		ManTech	\$ 265.71	\$ 274.01	\$ 282.61	\$ 291.43	\$ 300.56
58 System Test Engineer III		ManTech	\$ 174.82	\$ 180.29	\$ 185.94	\$ 191.78	\$ 197.79
59 System Test Engineer II		ManTech	\$ 121.36	\$ 125.15	\$ 129.08	\$ 133.15	\$ 137.29
60 System Test Engineer I		ManTech	\$ 101.09	\$ 104.28	\$ 107.53	\$ 110.89	\$ 114.37
61 Field Engineer III		ManTech	\$ 174.82	\$ 180.29	\$ 185.94	\$ 191.78	\$ 197.79
62 Field Engineer II		ManTech	\$ 145.74	\$ 150.33	\$ 155.01	\$ 159.88	\$ 164.85
63 Field Engineer I		ManTech	\$ 121.36	\$ 125.15	\$ 129.08	\$ 133.15	\$ 137.29
64 Logistics Engineer III		ManTech	\$ 147.30	\$ 151.92	\$ 156.68	\$ 161.58	\$ 166.63
65 Logistics Engineer II		ManTech	\$ 102.33	\$ 105.53	\$ 108.84	\$ 112.26	\$ 115.78
66 Logistics Engineer I		ManTech	\$ 85.38	\$ 88.05	\$ 90.81	\$ 93.65	\$ 96.58
67 Logistics Analyst V		ManTech	\$ 176.77	\$ 182.31	\$ 188.03	\$ 193.90	\$ 199.97
68 Logistics Analyst IV		ManTech	\$ 147.30	\$ 151.92	\$ 156.68	\$ 161.58	\$ 166.63
69 Logistics Analyst III		ManTech	\$ 122.77	\$ 126.62	\$ 130.57	\$ 134.69	\$ 138.90
70 Logistics Analyst II		ManTech	\$ 102.33	\$ 105.53	\$ 108.84	\$ 112.26	\$ 115.78
71 Logistics Analyst I		ManTech	\$ 77.62	\$ 80.05	\$ 82.56	\$ 85.14	\$ 87.82
72 Logistics Consultant III		ManTech	\$ 244.01	\$ 251.65	\$ 259.52	\$ 267.64	\$ 276.03
73 Logistics Consultant II		ManTech	\$ 212.25	\$ 218.88	\$ 225.71	\$ 232.81	\$ 240.08
74 Logistics Consultant I		ManTech	\$ 147.30	\$ 151.92	\$ 156.68	\$ 161.58	\$ 166.63
75 Logistics Technician V		ManTech	\$ 147.30	\$ 151.92	\$ 156.68	\$ 161.58	\$ 166.63
76 Logistics Technician IV		ManTech	\$ 102.33	\$ 105.53	\$ 108.84	\$ 112.26	\$ 115.78
77 Logistics Technician III		ManTech	\$ 85.38	\$ 88.05	\$ 90.81	\$ 93.65	\$ 96.58
78 Logistics Technician II		ManTech	\$ 73.93	\$ 76.23	\$ 78.63	\$ 81.11	\$ 83.63
79 Logistics Technician I		ManTech	\$ 58.38	\$ 60.22	\$ 62.11	\$ 64.06	\$ 66.05
80 Logistics Supply Specialist III		ManTech	\$ 85.38	\$ 88.05	\$ 90.81	\$ 93.65	\$ 96.58
81 Logistics Supply Specialist II	SCA	ManTech	\$ 71.12	\$ 71.12	\$ 71.12	\$ 71.12	\$ 71.12
82 Logistics Supply Specialist I	SCA	ManTech	\$ 56.17	\$ 56.17	\$ 56.17	\$ 56.17	\$ 56.17
83 Logistics Research Technician III		ManTech	\$ 85.38	\$ 88.05	\$ 90.81	\$ 93.65	\$ 96.58
84 Logistics Research Technician II		ManTech	\$ 77.62	\$ 80.05	\$ 82.56	\$ 85.14	\$ 87.82
85 Logistics Research Technician I		ManTech	\$ 58.38	\$ 60.22	\$ 62.11	\$ 64.06	\$ 66.05
86 Logistics Documentation Specialist V		ManTech	\$ 176.77	\$ 182.31	\$ 188.03	\$ 193.90	\$ 199.97
87 Logistics Documentation Specialist IV		ManTech	\$ 147.30	\$ 151.92	\$ 156.68	\$ 161.58	\$ 166.63
88 Logistics Documentation Specialist III		ManTech	\$ 122.77	\$ 126.62	\$ 130.57	\$ 134.69	\$ 138.90
89 Logistics Documentation Specialist II		ManTech	\$ 102.33	\$ 105.53	\$ 108.84	\$ 112.26	\$ 115.78
90 Logistics Documentation Specialist I		ManTech	\$ 85.38	\$ 88.05	\$ 90.81	\$ 93.65	\$ 96.58
91 Supply Technician II	SCA	ManTech	\$ 71.12	\$ 71.12	\$ 71.12	\$ 71.12	\$ 71.12
92 Supply Technician I	SCA	ManTech	\$ 56.17	\$ 56.17	\$ 56.17	\$ 56.17	\$ 56.17
93 Material Coordinator V		ManTech	\$ 102.33	\$ 105.53	\$ 108.84	\$ 112.26	\$ 115.78
94 Material Coordinator IV		ManTech	\$ 85.38	\$ 88.05	\$ 90.81	\$ 93.65	\$ 96.58

Labor Category Title	SCA	Site	MANTECH SITE (OFFSITE) BASE PERIOD - LABOR RATES				
			GFY06	GFY07	GFY08	GFY09	GFY10
			Oct 1, 2005 - Sept 30, 2006	Oct 1, 2006 - Sept 30, 2007	Oct 1, 2007 - Sept 30, 2008	Oct 1, 2008 - Sept 30, 2009	Oct 1, 2009 - Sept 30, 2010
95 Material Coordinator III	SCA	ManTech	\$ 74.69	\$ 74.69	\$ 74.69	\$ 74.69	\$ 74.69
96 Material Coordinator II	SCA	ManTech	\$ 71.12	\$ 71.12	\$ 71.12	\$ 71.12	\$ 71.12
97 Material Coordinator I	SCA	ManTech	\$ 56.17	\$ 56.17	\$ 56.17	\$ 56.17	\$ 56.17
98 Material Handler II	SCA	ManTech	\$ 64.67	\$ 64.67	\$ 64.67	\$ 64.67	\$ 64.67
99 Material Handler I	SCA	ManTech	\$ 56.17	\$ 56.17	\$ 56.17	\$ 56.17	\$ 56.17
100 Procurement Specialist III		ManTech	\$ 122.77	\$ 126.62	\$ 130.57	\$ 134.69	\$ 138.90
101 Procurement Specialist II		ManTech	\$ 102.33	\$ 105.53	\$ 108.84	\$ 112.26	\$ 115.78
102 Procurement Specialist I		ManTech	\$ 85.38	\$ 88.05	\$ 90.81	\$ 93.65	\$ 96.58
103 Cost Analyst III		ManTech	\$ 147.30	\$ 151.92	\$ 156.68	\$ 161.58	\$ 166.63
104 Cost Analyst II		ManTech	\$ 122.77	\$ 126.62	\$ 130.57	\$ 134.69	\$ 138.90
105 Cost Analyst I		ManTech	\$ 102.33	\$ 105.53	\$ 108.84	\$ 112.26	\$ 115.78
106 Mechanical Engineer IV		ManTech	\$ 265.71	\$ 274.01	\$ 282.61	\$ 291.43	\$ 300.56
107 Mechanical Engineer III		ManTech	\$ 231.12	\$ 238.36	\$ 245.81	\$ 253.52	\$ 261.46
108 Mechanical Engineer II		ManTech	\$ 145.74	\$ 150.33	\$ 155.01	\$ 159.88	\$ 164.85
109 Mechanical Engineer I		ManTech	\$ 101.09	\$ 104.28	\$ 107.53	\$ 110.89	\$ 114.37
110 Facilities Specialist IV	SCA	ManTech	\$ 98.47	\$ 98.47	\$ 98.47	\$ 98.47	\$ 98.47
111 Facilities Specialist III	SCA	ManTech	\$ 82.16	\$ 82.16	\$ 82.16	\$ 82.16	\$ 82.16
112 Facilities Specialist II	SCA	ManTech	\$ 74.69	\$ 74.69	\$ 74.69	\$ 74.69	\$ 74.69
113 Facilities Specialist I	SCA	ManTech	\$ 64.67	\$ 64.67	\$ 64.67	\$ 64.67	\$ 64.67
114 Facilities Engineer II		ManTech	\$ 176.77	\$ 182.31	\$ 188.03	\$ 193.90	\$ 199.97
115 Facilities Engineer I		ManTech	\$ 122.77	\$ 126.62	\$ 130.57	\$ 134.69	\$ 138.90
116 Facilities Management Manager		ManTech	\$ 244.01	\$ 251.65	\$ 259.52	\$ 267.64	\$ 276.03
117 Facilities Planning Specialist		ManTech	\$ 122.77	\$ 126.62	\$ 130.57	\$ 134.69	\$ 138.90
118 Transportation Specialist II		ManTech	\$ 122.77	\$ 126.62	\$ 130.57	\$ 134.69	\$ 138.90
119 Transportation Specialist I		ManTech	\$ 85.38	\$ 88.05	\$ 90.81	\$ 93.65	\$ 96.58
120 PHS&T Specialist III		ManTech	\$ 147.30	\$ 151.92	\$ 156.68	\$ 161.58	\$ 166.63
121 PHS&T Specialist II		ManTech	\$ 122.77	\$ 126.62	\$ 130.57	\$ 134.69	\$ 138.90
122 PHS&T Specialist I		ManTech	\$ 102.33	\$ 105.53	\$ 108.84	\$ 112.26	\$ 115.78
123 Acquisition Specialist III		ManTech	\$ 122.77	\$ 126.62	\$ 130.57	\$ 134.69	\$ 138.90
124 Acquisition Specialist II		ManTech	\$ 102.33	\$ 105.53	\$ 108.84	\$ 112.26	\$ 115.78
125 Acquisition Specialist I		ManTech	\$ 85.38	\$ 88.05	\$ 90.81	\$ 93.65	\$ 96.58
126 Research Specialist V		ManTech	\$ 102.33	\$ 105.53	\$ 108.84	\$ 112.26	\$ 115.78
127 Research Specialist IV		ManTech	\$ 85.38	\$ 88.05	\$ 90.81	\$ 93.65	\$ 96.58
128 Research Specialist III		ManTech	\$ 77.62	\$ 80.05	\$ 82.56	\$ 85.14	\$ 87.82
129 Research Specialist II		ManTech	\$ 73.93	\$ 76.23	\$ 78.63	\$ 81.11	\$ 83.63
130 Research Specialist I		ManTech	\$ 58.38	\$ 60.22	\$ 62.11	\$ 64.06	\$ 66.05
131 Research Associate		ManTech	\$ 85.38	\$ 88.05	\$ 90.81	\$ 93.65	\$ 96.58
132 Technical Support Analyst III		ManTech	\$ 145.74	\$ 150.33	\$ 155.01	\$ 159.88	\$ 164.85
133 Technical Support Analyst II		ManTech	\$ 121.36	\$ 125.15	\$ 129.08	\$ 133.15	\$ 137.29
134 Technical Support Analyst I		ManTech	\$ 101.09	\$ 104.28	\$ 107.53	\$ 110.89	\$ 114.37
135 Quality Assurance Specialist IV		ManTech	\$ 147.30	\$ 151.92	\$ 156.68	\$ 161.58	\$ 166.63
136 Quality Assurance Specialist III		ManTech	\$ 122.77	\$ 126.62	\$ 130.57	\$ 134.69	\$ 138.90
137 Quality Assurance Specialist II		ManTech	\$ 102.33	\$ 105.53	\$ 108.84	\$ 112.26	\$ 115.78
138 Quality Assurance Specialist I		ManTech	\$ 85.38	\$ 88.05	\$ 90.81	\$ 93.65	\$ 96.58
139 Inspector		ManTech	\$ 85.38	\$ 88.05	\$ 90.81	\$ 93.65	\$ 96.58
140 Configuration Management Specialist IV		ManTech	\$ 174.82	\$ 180.29	\$ 185.94	\$ 191.78	\$ 197.79
141 Configuration Management Specialist III		ManTech	\$ 145.74	\$ 150.33	\$ 155.01	\$ 159.88	\$ 164.85

Labor Category Title	SCA	Site	MANTECH SITE (OFFSITE)				
			BASE PERIOD - LABOR RATES				
			GFY06 Oct 1, 2005 - Sept 30, 2006	GFY07 Oct 1, 2006 - Sept 30, 2007	GFY08 Oct 1, 2007 - Sept 30, 2008	GFY09 Oct 1, 2008 - Sept 30, 2009	GFY10 Oct 1, 2009 - Sept 30, 2010
142 Configuration Management Specialist II		ManTech	\$ 121.36	\$ 125.15	\$ 129.08	\$ 133.15	\$ 137.29
143 Configuration Management Specialist I		ManTech	\$ 101.09	\$ 104.28	\$ 107.53	\$ 110.89	\$ 114.37
144 Security Manager		ManTech	\$ 176.77	\$ 182.31	\$ 188.03	\$ 193.90	\$ 199.97
145 Security Specialist IV		ManTech	\$ 244.01	\$ 251.65	\$ 259.52	\$ 267.64	\$ 276.03
146 Security Specialist III		ManTech	\$ 176.77	\$ 182.31	\$ 188.03	\$ 193.90	\$ 199.97
147 Security Specialist II		ManTech	\$ 147.30	\$ 151.92	\$ 156.68	\$ 161.58	\$ 166.63
148 Security Specialist I		ManTech	\$ 122.77	\$ 126.62	\$ 130.57	\$ 134.69	\$ 138.90
149 Personnel Security Coordinator IV		ManTech	\$ 147.30	\$ 151.92	\$ 156.68	\$ 161.58	\$ 166.63
150 Personnel Security Coordinator III		ManTech	\$ 122.77	\$ 126.62	\$ 130.57	\$ 134.69	\$ 138.90
151 Personnel Security Coordinator II		ManTech	\$ 102.33	\$ 105.53	\$ 108.84	\$ 112.26	\$ 115.78
152 Personnel Security Coordinator I		ManTech	\$ 85.38	\$ 88.05	\$ 90.81	\$ 93.65	\$ 96.58
153 Systems Accreditation Certification Specialist		ManTech	\$ 145.74	\$ 150.33	\$ 155.01	\$ 159.88	\$ 164.85
154 Health & Safety Specialist IV		ManTech	\$ 244.01	\$ 251.65	\$ 259.52	\$ 267.64	\$ 276.03
155 Health & Safety Specialist III		ManTech	\$ 176.77	\$ 182.31	\$ 188.03	\$ 193.90	\$ 199.97
156 Health & Safety Specialist II		ManTech	\$ 122.77	\$ 126.62	\$ 130.57	\$ 134.69	\$ 138.90
157 Health & Safety Specialist I		ManTech	\$ 85.38	\$ 88.05	\$ 90.81	\$ 93.65	\$ 96.58
158 Environmental Engineer III		ManTech	\$ 231.12	\$ 238.36	\$ 245.81	\$ 253.52	\$ 261.46
159 Environmental Engineer II		ManTech	\$ 174.82	\$ 180.29	\$ 185.94	\$ 191.78	\$ 197.79
160 Environmental Engineer I		ManTech	\$ 121.36	\$ 125.15	\$ 129.08	\$ 133.15	\$ 137.29
161 Engineer IV		ManTech	\$ 265.71	\$ 274.01	\$ 282.61	\$ 291.43	\$ 300.56
162 Engineer III		ManTech	\$ 200.94	\$ 207.23	\$ 213.72	\$ 220.40	\$ 227.31
163 Engineer II		ManTech	\$ 145.74	\$ 150.33	\$ 155.01	\$ 159.88	\$ 164.85
164 Engineer I		ManTech	\$ 101.09	\$ 104.28	\$ 107.53	\$ 110.89	\$ 114.37
165 Analyst V		ManTech	\$ 176.77	\$ 182.31	\$ 188.03	\$ 193.90	\$ 199.97
166 Analyst IV		ManTech	\$ 147.30	\$ 151.92	\$ 156.68	\$ 161.58	\$ 166.63
167 Analyst III		ManTech	\$ 122.77	\$ 126.62	\$ 130.57	\$ 134.69	\$ 138.90
168 Analyst II		ManTech	\$ 102.33	\$ 105.53	\$ 108.84	\$ 112.26	\$ 115.78
169 Analyst I		ManTech	\$ 85.38	\$ 88.05	\$ 90.81	\$ 93.65	\$ 96.58
170 Communications Specialist II		ManTech	\$ 121.36	\$ 125.15	\$ 129.08	\$ 133.15	\$ 137.29
171 Communications Specialist I		ManTech	\$ 101.09	\$ 104.28	\$ 107.53	\$ 110.89	\$ 114.37
172 Data Base Administrator III		ManTech	\$ 174.82	\$ 180.29	\$ 185.94	\$ 191.78	\$ 197.79
173 Data Base Administrator II		ManTech	\$ 145.74	\$ 150.33	\$ 155.01	\$ 159.88	\$ 164.85
174 Data Base Administrator I		ManTech	\$ 101.09	\$ 104.28	\$ 107.53	\$ 110.89	\$ 114.37
175 Help Desk Manager		ManTech	\$ 174.82	\$ 180.29	\$ 185.94	\$ 191.78	\$ 197.79
176 Help Desk Technician IV		ManTech	\$ 145.74	\$ 150.33	\$ 155.01	\$ 159.88	\$ 164.85
177 Help Desk Technician III	SCA	ManTech	\$ 97.27	\$ 97.27	\$ 97.27	\$ 97.27	\$ 97.27
178 Help Desk Technician II	SCA	ManTech	\$ 88.44	\$ 88.44	\$ 88.44	\$ 88.44	\$ 88.44
179 Help Desk Technician I	SCA	ManTech	\$ 76.89	\$ 76.89	\$ 76.89	\$ 76.89	\$ 76.89
180 Instructor IV		ManTech	\$ 147.30	\$ 151.92	\$ 156.68	\$ 161.58	\$ 166.63
181 Instructor III		ManTech	\$ 122.77	\$ 126.62	\$ 130.57	\$ 134.69	\$ 138.90
182 Instructor II		ManTech	\$ 102.33	\$ 105.53	\$ 108.84	\$ 112.26	\$ 115.78
183 Instructor I		ManTech	\$ 85.38	\$ 88.05	\$ 90.81	\$ 93.65	\$ 96.58
184 Training Analyst IV		ManTech	\$ 147.30	\$ 151.92	\$ 156.68	\$ 161.58	\$ 166.63
185 Training Analyst III		ManTech	\$ 122.77	\$ 126.62	\$ 130.57	\$ 134.69	\$ 138.90
186 Training Analyst II		ManTech	\$ 102.33	\$ 105.53	\$ 108.84	\$ 112.26	\$ 115.78
187 Training Analyst I		ManTech	\$ 85.38	\$ 88.05	\$ 90.81	\$ 93.65	\$ 96.58
188 Hardware Engineer IV		ManTech	\$ 265.71	\$ 274.01	\$ 282.61	\$ 291.43	\$ 300.56

Labor Category Title	SCA	Site	MANTECH SITE (OFFSITE) BASE PERIOD - LABOR RATES				
			GFY06	GFY07	GFY08	GFY09	GFY10
			Oct 1, 2005 - Sept 30, 2006	Oct 1, 2006 - Sept 30, 2007	Oct 1, 2007 - Sept 30, 2008	Oct 1, 2008 - Sept 30, 2009	Oct 1, 2009 - Sept 30, 2010
189 Hardware Engineer III		ManTech	\$ 145.74	\$ 150.33	\$ 155.01	\$ 159.88	\$ 164.85
190 Hardware Engineer II		ManTech	\$ 121.36	\$ 125.15	\$ 129.08	\$ 133.15	\$ 137.29
191 Hardware Engineer I		ManTech	\$ 101.09	\$ 104.28	\$ 107.53	\$ 110.89	\$ 114.37
192 Technician V		ManTech	\$ 145.74	\$ 150.33	\$ 155.01	\$ 159.88	\$ 164.85
193 Technician IV		ManTech	\$ 121.36	\$ 125.15	\$ 129.08	\$ 133.15	\$ 137.29
194 Technician III		ManTech	\$ 91.92	\$ 94.81	\$ 97.78	\$ 100.83	\$ 103.99
195 Technician II	SCA	ManTech	\$ 66.89	\$ 66.89	\$ 66.89	\$ 66.89	\$ 66.89
196 Technician I	SCA	ManTech	\$ 48.53	\$ 48.53	\$ 48.53	\$ 48.53	\$ 48.53
197 Vehicle/Automotive Electrician II	SCA	ManTech	\$ 76.89	\$ 76.89	\$ 76.89	\$ 76.89	\$ 76.89
198 Vehicle/Automotive Electrician I	SCA	ManTech	\$ 66.89	\$ 66.89	\$ 66.89	\$ 66.89	\$ 66.89
199 Vehicle Maintenance Technician III	SCA	ManTech	\$ 88.44	\$ 88.44	\$ 88.44	\$ 88.44	\$ 88.44
200 Vehicle Maintenance Technician II	SCA	ManTech	\$ 76.89	\$ 76.89	\$ 76.89	\$ 76.89	\$ 76.89
201 Vehicle Maintenance Technician I	SCA	ManTech	\$ 66.89	\$ 66.89	\$ 66.89	\$ 66.89	\$ 66.89
202 Vehicle Service Technician III	SCA	ManTech	\$ 88.44	\$ 88.44	\$ 88.44	\$ 88.44	\$ 88.44
203 Vehicle Service Technician II	SCA	ManTech	\$ 76.89	\$ 76.89	\$ 76.89	\$ 76.89	\$ 76.89
204 Vehicle Service Technician I	SCA	ManTech	\$ 66.89	\$ 66.89	\$ 66.89	\$ 66.89	\$ 66.89
205 Drafting Technician V		ManTech	\$ 145.74	\$ 150.33	\$ 155.01	\$ 159.88	\$ 164.85
206 Drafting Technician IV		ManTech	\$ 121.36	\$ 125.15	\$ 129.08	\$ 133.15	\$ 137.29
207 Drafting Technician III	SCA	ManTech	\$ 88.44	\$ 88.44	\$ 88.44	\$ 88.44	\$ 88.44
208 Drafting Technician II	SCA	ManTech	\$ 76.89	\$ 76.89	\$ 76.89	\$ 76.89	\$ 76.89
209 Drafting Technician I	SCA	ManTech	\$ 66.89	\$ 66.89	\$ 66.89	\$ 66.89	\$ 66.89
210 Illustrator V		ManTech	\$ 174.82	\$ 180.29	\$ 185.94	\$ 191.78	\$ 197.79
211 Illustrator IV		ManTech	\$ 145.74	\$ 150.33	\$ 155.01	\$ 159.88	\$ 164.85
212 Illustrator III	SCA	ManTech	\$ 97.27	\$ 97.27	\$ 97.27	\$ 97.27	\$ 97.27
213 Illustrator II	SCA	ManTech	\$ 88.44	\$ 88.44	\$ 88.44	\$ 88.44	\$ 88.44
214 Illustrator I	SCA	ManTech	\$ 76.89	\$ 76.89	\$ 76.89	\$ 76.89	\$ 76.89
215 Technical Writer IV		ManTech	\$ 176.77	\$ 182.31	\$ 188.03	\$ 193.90	\$ 199.97
216 Technical Writer III		ManTech	\$ 147.30	\$ 151.92	\$ 156.68	\$ 161.58	\$ 166.63
217 Technical Writer II		ManTech	\$ 122.77	\$ 126.62	\$ 130.57	\$ 134.69	\$ 138.90
218 Technical Writer I	SCA	ManTech	\$ 98.47	\$ 98.47	\$ 98.47	\$ 98.47	\$ 98.47
219 Warehouse Supervisor		ManTech	\$ 85.38	\$ 88.05	\$ 90.81	\$ 93.65	\$ 96.58
220 Mail Room Clerk III	SCA	ManTech	\$ 71.12	\$ 71.12	\$ 71.12	\$ 71.12	\$ 71.12
221 Mail Room Clerk II	SCA	ManTech	\$ 64.67	\$ 64.67	\$ 64.67	\$ 64.67	\$ 64.67
222 Mail Room Clerk I	SCA	ManTech	\$ 48.89	\$ 48.89	\$ 48.89	\$ 48.89	\$ 48.89
223 Driver/Messenger II	SCA	ManTech	\$ 71.12	\$ 71.12	\$ 71.12	\$ 71.12	\$ 71.12
224 Driver/Messenger I	SCA	ManTech	\$ 56.17	\$ 56.17	\$ 56.17	\$ 56.17	\$ 56.17
225 Stock Clerk	SCA	ManTech	\$ 48.89	\$ 48.89	\$ 48.89	\$ 48.89	\$ 48.89
226 Clerk II	SCA	ManTech	\$ 56.17	\$ 56.17	\$ 56.17	\$ 56.17	\$ 56.17
227 Clerk I	SCA	ManTech	\$ 48.89	\$ 48.89	\$ 48.89	\$ 48.89	\$ 48.89
228 Assist. Admin. Coord/Records Maintenance		ManTech	\$ 73.93	\$ 76.23	\$ 78.63	\$ 81.11	\$ 83.63
229 Motor Vehicle Dispatcher	SCA	ManTech	\$ 64.67	\$ 64.67	\$ 64.67	\$ 64.67	\$ 64.67
230 Administrative Services Manager II		ManTech	\$ 122.77	\$ 126.62	\$ 130.57	\$ 134.69	\$ 138.90
231 Administrative Services Manager I		ManTech	\$ 85.38	\$ 88.05	\$ 90.81	\$ 93.65	\$ 96.58
232 Security Guard	SCA	ManTech	\$ 48.89	\$ 48.89	\$ 48.89	\$ 48.89	\$ 48.89
233 Senior Range Technician		ManTech	\$ 58.38	\$ 60.22	\$ 62.11	\$ 64.06	\$ 66.05
234 Range Technician	SCA	ManTech	\$ 48.89	\$ 48.89	\$ 48.89	\$ 48.89	\$ 48.89