

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

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

GSA Professional Engineering Services
Standard Industry Group: 541
Service Code: 871
Contract Number: GS-10F-0242W
Contract Period: 30 Jun 2015 – 29 Jun 2020



APOGEE
E N G I N E E R I N G

8610 Explorer Drive, Suite 305
Colorado Springs, CO 80920
Tel: (719) 213-6199
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Point of Contact: Bob Veazey
Email: veazey@apogeemail.net

Business Size: 8(a) Certified Small Disadvantaged Business (SDB)

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

COMPANY INFORMATION

Apogee Engineering, LLC (Apogee) is a premier provider of systems engineering, program management, operations, training, test and evaluation support to critical National Defense and Civil customers. We deliver high quality, responsive services through team-oriented relationships with mission critical partners such as Headquarters Air Force Space Command (HQ AFSPC), North American Aerospace Defense Command (NORAD), United States Northern Command (USNORTHCOM), United States Air Force Academy (USAFA), Space and Missile Systems Center (SMC), and the Department of Transportation (DOT). With a deep and broad-based experience portfolio, **Apogee** tailors proven processes, tools, and procedures to our clients across a wide-ranging enterprise encompassing air, space, and cyberspace services and solutions.

Apogee core competencies include:

| | |
|---|---|
| Systems Engineering and Integration (SE&I) | 24/7 Operations Center Staffing and Support |
| Military SATCOM (MILSATCOM) | National-Level Exercise Planning and Analysis |
| Space, Airborne, and Ground Networking | Information Assurance and Operations (IA/IO) |
| Software/Database Configuration Management | Test and Evaluation (T&E) |
| Systems Administration | Enterprise and Technical Project Management |
| Instructional Systems Design (ISD) Training | Airspace Management and Control |
| Operational Support | Strategic Policy Planning and Development |

Apogee is an 8(a) certified Small Disadvantaged Business (SDB) headquartered in Colorado Springs, CO with operating locations in Dayton, OH and Washington, DC. Founded in 2004, **Apogee** prides itself on its personnel and client service with Certified Systems Engineering Professional (CSEP) certified engineering leads, Program Management Professional (PMP) certified front-line leaders, and Instructional Set Design (ISD) certified training personnel. With over 90% of our workforce cleared for Top Secret support, **Apogee** is poised to ensure mission requirements are fulfilled on time, every time at the most competitive price.

Company Information:

Apogee Engineering, LLC
 8610 Explorer Drive, Suite 305
 Colorado Springs, CO 80920
 DUNS: 170203199
 CAGE: 35CZ6
www.ApogeeEngineering.net

Awarded Special Item Numbers (SIN)

| | |
|----------|---|
| 871-1\RC | Strategic Planning for Technology Programs/Activity |
| 871-2\RC | Concept Development and Requirements Analysis |
| 871-3\RC | System Design, Engineering and Integration |
| 871-4\RC | Test and Evaluation |
| 871-5\RC | Integrated Logistics Support |
| 871-6\RC | Acquisition and Life Cycle Management |

TERMS AND CONDITIONS

Maximum Order

Apogee is not obligated to honor any order for a combination of items in excess of \$1,000,000 for all SINS.

Minimum Order

The minimum order is \$100.

Geographic coverage

Geographic coverage is the domestic United States.

Domestic delivery is delivery within the 48 contiguous states, Alaska, Hawaii, Puerto Rico, Washington, DC, and U.S. Territories. Domestic delivery also includes a port of consolidation point within the aforementioned areas, for order received from overseas activities.

Discount from list prices or statement of net price

NONE

Quantity Discounts

NONE

Prompt Payment Terms

NONE

Government Purchase Cards – Orders at or below the micro-purchase threshold

Government credit card is accepted for payment at or below the micro-purchase threshold.

Government Purchase Cards – Orders above the micro-purchase threshold

Government credit card is accepted for payment above the micro-purchase threshold.

Foreign Items

NONE

Time of Delivery

Apogee shall deliver or perform services in accordance with the terms negotiated in the agency's order and shall not propose in excess of the standard commercial delivery or performance times to agencies without giving notice to the Ordering Officer of its intent to do so.

Urgent Requirements

When the Federal Supply Schedule contract delivery period does not meet the bona fide urgent delivery requirements of an ordering agency, agencies are encouraged, if time permits, to contact Apogee for the purpose of obtaining accelerated delivery. Apogee shall reply to the inquiry within 3 workdays after receipt. (Telephonic replies shall be confirmed by the Contractor in writing.) If Apogee offers an accelerated delivery time acceptable to the ordering agency, 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.

FOB Points

FOB Destination

Ordering address

Apogee Engineering, LLC
Attn: Ms. Denise A. Penn, Contracts Manager
8610 Explorer Drive, Suite 305
Colorado Springs, CO 80920
Tel: 719-418-4968
Fax: 855-598-1466
penn@apogeemail.net

Payment via Check/U.S. Mail

Apogee Engineering, LLC
8610 Explorer Drive, Suite 305
Colorado Springs, CO 80920

Warranty Provision

Apogee warrants and implies that the items delivered hereunder are merchantable and fit for use for the particular purpose described in this contract.

Export Packing Charges

Standard commercial export packaging, including containerization, if necessary, packaging, preservation, and marking are included in the pricing offered and accepted by the Government.

SCA Applicability Statement

The Service Contract Act (SCA) is applicable to this contract as it applies to the entire Professional Engineering Services (PES) schedule and all services provided. While no specific labor categories have been identified as being subject to SCA due to exemptions for professional employees (FAR 22.1101, 22.1102 and 29 CFR 541.300), this contract still maintains the provisions and protections for SCA eligible labor categories. If and/or when the contractor adds SCA labor categories/employees to the contract through the modification process, the contractor must inform the contracting officer and establish a SCA matrix identifying the GSA labor

category titles, the occupational code, SCA labor category titles and the applicable WD number. Failure to do so may result in cancellation of the contract.

Terms and conditions of rental, maintenance, and repair (if applicable)

N/A

Terms and conditions of installation (if applicable).

N/A

Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable).

N/A

Terms and conditions for any other services (if applicable)

N/A

List of service and distribution points (if applicable).

N/A

List of participating dealers (if applicable).

N/A

Preventive maintenance (if applicable).

N/A

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

N/A

Terms and Conditions of Government Purchase Card Acceptance

(a) Definitions.

“*Government-wide commercial purchase card*” means a uniquely numbered credit card issued by a contractor under GSA's Government-wide Contract for Fleet, Travel, and purchase Card Services to named individual Government employees or entities to pay for official Government purchases.

“*Oral order*” means an order placed orally either in person or by telephone.

(b) Apogee must accept the Government-wide commercial purchase card for payments equal to or less than the micro-purchase threshold (see Federal Acquisition Regulation 2.101) for oral or written orders under this contract.

(c) Apogee and the ordering agency may agree to use the Government-wide commercial purchase card for dollar amounts over the micro-purchase threshold, and the Government

encourages Apogee to accept payment by the purchase card. The dollar value of a purchase card action must not exceed the ordering agency's established limit. If Apogee will not accept payment by the purchase card for an order exceeding the micro-purchase threshold, Apogee must so advise the ordering agency within 24 hours of receipt of the order.

(d) Apogee shall not process a transaction for payment through the credit card clearinghouse until the purchased supplies have been shipped or services performed. Unless the cardholder requests correction or replacement of a defective or faulty item under other contract requirements, Apogee must immediately credit a cardholder's account for items returned as defective or faulty.

(e) Payments made using the Government-wide commercial purchase card are not eligible for any negotiated prompt payment discount. Payment made using a Government debit card will receive the applicable prompt payment discount.

Section 508 Compliance

Electronic and Information Technology standards can be found at www.Section508.gov. Section 508 compliance will be addressed on a task order basis.

Notification Regarding Registration in Central Contractor Registration (CCR) database

Apogee is registered in the CCR database and will maintain its registration throughout the life of the GSA contract.

LABOR CATEGORIES

TASK MANAGER

Education: B.A. or B.S. degree.

General Experience: Must have 4 years of progressive working experience as an engineer or an operations specialist, including at least one project involving satellite communications or equivalent leading-edge technology.

Specialized Experience: At least 2 years of systems engineering development or operations support experience

Duties: Provide task-level management of engineering, analysis, and support tasks usually in the ID/IQ environment. Provide task financial management, service delivery, and personnel supervision as necessary. Work in an integrated team environment and provide in-depth technical knowledge and support to multiple stakeholders including those at geographically separated locations.

SYSTEMS ENGINEER

Education: B.A. or B.S. degree or 8 years of equivalent experience in a related field.

General Experience: Must have 3 years of engineering experience in at least one of the following or related disciplines: systems analysis, systems engineering, systems operations, application programming, and equipment analysis.

Specialized Experience: At least 5 years of combined new and related older technical experience in the engineering field directly related to the required area of expertise such as: requirements development and allocation, lifecycle engineering analysis and support, developmental test and evaluation, operational test and evaluation, system architecture and design, or operations and sustainment.

Duties: Be able to perform one or more of the following: Must be knowledgeable in implementing systems engineering in a phased approach of requirements analysis through testing. Must be knowledgeable in performing system requirements analysis. Must be able to present systems engineering analyses for user approval at formal reviews. Must be capable of performing configuration management, software integration, and interpretation of software test results. Must be knowledgeable in life-cycle support, including maintenance, administration, and management. Must be able to provide solutions to identified engineering problem reports.

ASSOCIATE SYSTEMS ENGINEER

Education: B.A. or B.S. degree or 4 years of equivalent experience in a related field.

General Experience: Degree or real-world experience in at least one of the following disciplines: systems analysis, systems engineering, systems operations, application programming, and equipment analysis.

Duties: Be able to perform one or more of the following: Must be knowledgeable in implementing systems engineering in a phased approach of requirements analysis through testing. Must be knowledgeable in performing system requirements analysis. Must be able to present systems engineering analyses for user approval at formal reviews. Must be capable of performing configuration management, software integration, and interpretation of software test results. Must be knowledgeable in life-cycle support, including maintenance, administration, and management. Must be able to provide solutions to identified engineering problem reports.

SPECIALTY ENGINEER/ANALYST

Education: B.A. or B.S. degree

General Experience: At least 6 years of experience providing specialty engineering support in one or more of the following fields: security systems engineering, information assurance, computer network operations, software development and integration, database maintenance and administration, human factors engineering, logistics analysis and reliability/maintainability/availability (R/M/A) support or other related engineering field.

Duties: Provide oversight, technical administration, and subject matter expertise support for specialty engineering support in multiple disciplines in high operations tempo environments. Provide support to multiple phases of product lifecycle and ensure on-time, quality delivery of service across varied fields such as security, software, and logistics.

ASSOCIATE SPECIALTY ENGINEER/ANALYST

Education: B.A. or B.S. degree

General Experience: At least 4 years of experience providing specialty engineering support in one or more of the following fields: security systems engineering, information assurance, computer network operations, software development and integration, database maintenance and administration, human factors engineering, logistics analysis and reliability/maintainability/availability (R/M/A) support.

Duties: Provide oversight, technical administration, and subject matter expertise support for specialty engineering support in multiple disciplines in high operations tempo environments. Provide support to multiple phases of product lifecycle and ensure on-time, quality delivery of service across varied fields such as security, software, and logistics.

SENIOR SATELLITE/SYSTEMS OPERATOR/ANALYST

Education: B.A. or B.S. degree

General Experience: At least 4 years of experience providing on-console operations for space and/or satellite missions across various orbital planes or analysis of space related or other highly technical fields.

Duties: Provide on-console operations support for exercise, rehearsal, launch, on-orbit, anomaly, and end-of-life operations for multiple mission space and satellite systems. Provide analysis of space related issues and/or provide research and advocacy for highly technical areas of contract support. Achieve appropriate certifications for operations and conduct on-the-job and ancillary training for continued certification. Support Government and contractor technical advisors across the entire satellite or space mission lifecycle.

SATELLITE/SYSTEMS OPERATOR/ANALYST

Education: B.A. or B.S. degree or 4 years of equivalent experience in a related field

General Experience: At least 2 years of experience providing on-console operations for space and/or satellite missions across various orbital planes or analysis of space related technical fields.

Duties: Provide on-console operations support for exercise, rehearsal, launch, on-orbit, anomaly, and end-of-life operations for multiple mission space and satellite systems. Provide analysis of space related issues and/or provide research and advocacy for highly technical areas of contract support. Achieve appropriate certifications for operations and conduct on-the-job and ancillary training for continued certification. Support Government and contractor technical advisors across the entire satellite or space mission lifecycle.

SUBJECT MATTER EXPERT

General Summary: Expert in single or multiple technical disciplines providing expert knowledge and insight into specific areas of science and technology. Guides the development and application of this knowledge to the project. Independently performs a variety of system design and integration tasks where subject matter expertise is required.

Principal Duties and Responsibilities:

1. Supervises and guides a broad team of technical staff/engineers.
2. Plans and performs required research, design evaluation, technical development, system integration planning and other tasks in specific technical areas.
3. Responsible for highly complex technical/engineering tasks.
4. Coordinates and guides the activities of technical staff assigned to specific tasks.
5. May perform other duties as required.

Education and General Experience: Master's Degree and 8 years of experience, or Bachelor's Degree and 10 years of experience, or Associates Degree and 12 years of experience, or High School Diploma/GED and 14 years of experience.

PROGRAM MANAGER

General Summary: Performs day-to-day management of overall contract support operations, possibly involving multiple projects and groups of personnel at multiple locations. Organizes, directs, and coordinates planning and production of all contract support activities. Demonstrates written and oral communication skills. Establishes and alters (as necessary) corporate management structure to direct effective contract support activities.

Principal Duties and Responsibilities:

1. Responsible for the effective management of funds and personnel, and is accountable for the quality and timely delivery of all contractual items.
2. Operates within client guidance, contractual limitations, and company business and policy directives. Serves as focal point of contact with client regarding program activities.
3. Ensures that all required resources including work force, production standards, computer time, and facilities are available for program implementation.
4. Manages program consisting of multiple projects including project identification, design, development, and delivery.
5. Maintains the development and execution of business opportunities based on broad, general guidance. Responsible for marketing new technology and follow-on business acquisitions.
6. May perform other duties as assigned.

Education and General Experience: Master's Degree and 8 years of experience, or Bachelor's Degree and 10 years of experience, or Associates Degree and 12 years of experience, or High School Diploma/GED and 14 years of experience.

OPERATIONS MANAGER

General Summary: Manages project operations and ensures production schedules are met. Ensures system resources are used effectively.

Principal Duties and Responsibilities:

1. Coordinates the resolution of production-related problems.
2. Ensures proper relationships are established between customers, teaming partners, and vendors to facilitate the delivery of information technology services.

3. Provides users with computer output. Supervises staff operations.

JOB SPECIFICATIONS:

OPERATIONS MANAGER III – Master’s Degree and 6 years of experience, or Bachelor’s Degree and 8 years of experience, or Associates Degree and 10 years of experience, or High School Diploma/GED and 12 years of experience.

OPERATIONS MANAGER II – Bachelor’s Degree and 4 years of experience, or Associates Degree and 6 years of experience, or High School Diploma/GED and 8 years of experience.

OPERATIONS MANAGER I - Bachelor’s Degree and no years of experience, or Associates Degree and 4 years of experience, or High School Diploma/GED and 6 years of experience.

GENERAL SCIENTIST

General Summary: Serves as a lead or senior scientific or technical resource on a task or tasks. Coordinates and reviews work of engineers, scientists and technicians working as a project team; has ability and expertise, resulting from progressive experience in a particular field or specialty; serves as technical specialist for an assigned area of responsibility; represents the company in client and agency meetings to resolve important questions and to plan and coordinate work.

Principal Duties and Responsibilities:

1. Serves as a lead scientific or technical resource on a task or tasks.
2. Provides analysis, guidance, and insight into the scientific or technical discipline under evaluation.
3. May perform other duties as assigned.

JOB SPECIFICATIONS:

GENERAL SCIENTIST III – Master’s Degree and 6 years of experience, or Bachelor’s Degree and 8 years of experience, or Associates Degree and 10 years of experience, or High School Diploma/GED and 12 years of experience.

GENERAL SCIENTIST II – Bachelor’s Degree and 4 years of experience, or Associates Degree and 6 years of experience, or High School Diploma/GED and 8 years of experience.

GENERAL SCIENTIST I - Bachelor’s Degree and no years of experience, or Associates Degree and 4 years of experience, or High School Diploma/GED and 6 years of experience.

ENGINEER

General Summary: Supports engineering efforts that provide engineering, technical, and managerial direction for problem definition, analysis, requirement development, and implementation for complex systems in the engineering discipline required to meet technical requirements. Participates in efforts that develop recommendations and advice on system development, improvements, optimization, or support efforts.

Principal Duties and Responsibilities:

1. Plans and performs engineering research, design development, and other assignments in conformance with design, engineering, and customer specifications.
2. Responsible for the technical/engineering part of a major project or a project of lesser complexity and importance than those normally assigned to a higher level engineer.
3. Coordinates the activities of technicians assigned to specific engineering projects.
4. May perform other duties as assigned.

JOB SPECIFICATIONS:

ENGINEER III – Master’s Degree and 6 years of experience, or Bachelor’s Degree and 8 years of experience, or Associates Degree and 10 years of experience, or High School Diploma/GED and 12 years of experience.

ENGINEER II – Bachelor’s Degree and 4 years of experience, or Associates Degree and 6 years of experience, or High School Diploma/GED and 8 years of experience.

ENGINEER I - Bachelor’s Degree and no years of experience, or Associates Degree and 4 years of experience, or High School Diploma/GED and 6 years of experience.

INFORMATION TECHNOLOGY SPECIALIST

General Summary: Possesses advanced knowledge of modern software development processes, including object-oriented development/tools, how to apply them to software application program development, and how to direct teams performing these duties. Performs translation of operational requirements into detailed software/system requirements. Integrates COTS products into software/system architectures.

Principal Duties and Responsibilities:

1. Able to understand the advanced use of tools and technologies and how to integrate them into existing products and processes.
2. Capable of performing technical support for software development programs while providing management supervision and oversight to junior personnel.
3. Provides support to and works with design and development teams, including the leadership of these teams, and monitors progress and productivity through the use of metrics.

JOB SPECIFICATIONS:

INFORMATION TECHNOLOGY SPECIALIST III – Bachelor’s Degree and 6 years of experience, or Associates Degree and 8 years of experience, or High School Diploma/GED and 10 years of experience.

INFORMATION TECHNOLOGY SPECIALIST II – Bachelor’s Degree and 4 years of experience, or Associates Degree and 6 years of experience, or High School Diploma/GED and 8 years of experience.

INFORMATION TECHNOLOGY SPECIALIST I - Associates’ Degree and no years of experience, or High School Diploma/GED and 2 years of experience.

TECHNICIAN

General Summary: Works under supervision to perform a variety of engineering tasks that are broad in nature and are concerned with design and implementation, including support facilities and/or equipment.

Principal Duties and Responsibilities:

1. Supports the planning and performance of engineering and customer specifications.
2. Supports the technical/engineering activities related to the development and integration of testing a project assigned to higher-level engineers.
3. Works under the supervision of a senior engineer or program manager.
4. May perform other duties as assigned.

JOB SPECIFICATIONS:

TECHNICIAN III – Bachelor’s Degree and 6 years of experience, or Associates Degree and 8 years of experience, or High School Diploma/GED and 10 years of experience.

TECHNICIAN II – Bachelor’s Degree and 4 years of experience, or Associates Degree and 6 years of experience, or High School Diploma/GED and 8 years of experience.

TECHNICIAN I - Associates’ Degree and no years of experience, or High School Diploma/GED and 2 years of experience.

ANALYST

General Summary: Analyst support includes but is not limited to analysis of functional and organizational program/business processes, assist in data collection, validation of unclassified security requirements and formulation/design of solutions to complex program problems, implementing recommendations to facilitate and optimize process improvements and provide management consulting services. Prepares/presents studies, plans, analyses and recommendations in support of task efforts.

Principal Duties and Responsibilities:

1. Produces innovative solutions for a variety of complex problems.
2. Guides users in formulating objectives and requirements and advises on alternatives and on the implications of new or revised systems.
3. Recommends optimum approach; and develops system design solution for approved projects.
4. Interprets information and informally arbitrates between system users when conflicts exist.
5. Assists customer in the planning and coordinating acquisition and implementation of systems.
6. May perform other duties as assigned.

JOB SPECIFICATIONS:

ANALYST III – Bachelor’s Degree and 6 years of experience, or Associates Degree and 8 years of experience, or High School Diploma/GED and 10 years of experience.

ANALYST II – Bachelor’s Degree and 4 years of experience, or Associates Degree and 6 years of experience, or High School Diploma/GED and 8 years of experience.

ANALYST I - Associates’ Degree and no years of experience, or High School Diploma/GED and 2 years of experience.

FINANCIAL ANALYST

General Summary: Includes all labor efforts identified as business and finance in nature, including but not limited to project control, finance and accounting, project planning and scheduling, and cost estimating

Principal Duties and Responsibilities:

1. Performs complex evaluations of existing procedures, processes, techniques, models, and/or systems related to management problems or contractual issues that would require a report, and recommends solutions.
2. Principal duties may include, but are not limited to, preparing work breakdown structures, charts, tables, graphs, and diagrams to assist in analyzing problems. Provides daily supervision and direction to administrative staff.

JOB SPECIFICATIONS:

FINANCIAL ANALYST II – Bachelor’s Degree and 4 years of experience, or Associates Degree and 6 years of experience, or High School Diploma/GED and 8 years of experience.

FINANCIAL ANALYST I - Associates’ Degree and no years of experience, or High School Diploma/GED and 2 years of experience.

ADMINISTRATIVE SPECIALIST

General Summary: Provides administrative-type support to technical and management-level personnel. This includes, but is not limited to, documentation planning and support, project administration, general office support, executive secretarial support, human resource planning, event planning and administration, office relocation planning, mail services, records and data input.

Principal Duties and Responsibilities:

1. Specializes in coordinating and planning office administration and support.
2. Understands and provides documentation planning and support, project administration, general office support, executive secretarial support, human resource planning, event planning and administration, office relocation planning, mail services, records and data input.
3. May perform other duties as assigned.

JOB SPECIFICATIONS:

ADMINISTRATIVE SPECIALIST III –Bachelor’s Degree and 6 years of experience, or Associates Degree and 8 years of experience, or High School Diploma/GED and 10 years of experience.

ADMINISTRATIVE SPECIALIST II –Associates Degree and 4 years of experience, or High School Diploma/GED and 6 years of experience.

ADMINISTRATIVE SPECIALIST I - High School Diploma/GED and no years of experience.

| Experience Education Equivalency |
|---|
| 2 years of general experience is considered equivalent to an Associate’s Degree. |
| 4 years of general experience is considered equivalent to a Bachelor’s Degree. |
| 2 years of general experience + Bachelor’s Degree is equivalent to a Master’s Degree. |
| 4 years of general experience + Master’s Degree is equivalent to a PhD. |

LABOR RATES

Apogee labor rates for our PES schedule are shown in Tables 1 and 2 below for all bid labor categories including Government Site and Contractor Site locations. These rates include the .75% Industrial Funding Fee (IFF) and do not reflect discounts which may be granted to task order clients. Note: Although pricing is shown for option periods 1, 2, and 3, pricing will be re-evaluated by GSA when the option comes up for renewal.

Table 1. Government Site Rates (including .75% IFF)

| Labor Category | 6/30/15 - 6/29/16 | 6/30/16 - 6/29/17 | 6/30/17 - 6/29/18 | 6/30/18 - 6/29/19 | 6/30/19 - 6/29/20 |
|---|-------------------|-------------------|-------------------|-------------------|-------------------|
| Task Manager | \$133.14 | \$135.80 | \$138.52 | \$141.29 | \$144.12 |
| Systems Engineer | \$122.05 | \$124.49 | \$126.98 | \$129.52 | \$132.11 |
| Associate Systems Engineer | \$105.42 | \$107.53 | \$109.68 | \$111.87 | \$114.11 |
| Specialty Engineer/Analyst | \$116.51 | \$118.84 | \$121.22 | \$123.64 | \$126.11 |
| Associate Specialty Engineer/Analyst | \$99.87 | \$101.87 | \$103.91 | \$105.99 | \$108.11 |
| Senior Satellite/Systems Operator/Analyst | \$88.76 | \$90.54 | \$92.35 | \$94.20 | \$96.08 |
| Satellite/Systems Operator/Analyst | \$77.66 | \$79.21 | \$80.79 | \$82.41 | \$84.06 |
| Subject Matter Expert | \$181.61 | \$185.24 | \$188.94 | \$192.72 | \$196.57 |
| Program Manager | \$141.77 | \$144.61 | \$147.50 | \$150.45 | \$153.46 |
| Operations Manager III | \$88.03 | \$89.79 | \$91.59 | \$93.42 | \$95.29 |
| Operations Manager II | \$72.48 | \$73.93 | \$75.41 | \$76.92 | \$78.46 |
| Operations Manager I | \$58.44 | \$59.61 | \$60.80 | \$62.02 | \$63.26 |
| General Scientist III | \$102.15 | \$104.19 | \$106.27 | \$108.40 | \$110.57 |
| General Scientist II | \$72.52 | \$73.97 | \$75.45 | \$76.96 | \$78.50 |
| General Scientist I | \$59.44 | \$60.63 | \$61.84 | \$63.08 | \$64.34 |
| Engineer III | \$103.77 | \$105.85 | \$ 107.97 | \$110.13 | \$112.33 |
| Engineer II | \$80.86 | \$82.48 | \$84.13 | \$85.81 | \$87.53 |
| Engineer I | \$72.68 | \$74.13 | \$75.61 | \$77.12 | \$78.66 |
| Information Technology Specialist III | \$91.85 | \$93.69 | \$95.56 | \$97.47 | \$99.42 |
| Information Technology Specialist II | \$61.16 | \$62.38 | \$63.63 | \$64.90 | \$66.20 |
| Information Technology Specialist I | \$48.77 | \$49.75 | \$50.75 | \$51.77 | \$52.81 |
| Technician III | \$77.92 | \$79.48 | \$81.07 | \$82.69 | \$84.34 |
| Technician II | \$49.87 | \$50.87 | \$51.89 | \$52.93 | \$53.99 |
| Technician I | \$45.50 | \$46.41 | \$47.34 | \$48.29 | \$49.26 |
| Analyst III | \$62.52 | \$63.77 | \$65.05 | \$66.35 | \$67.68 |
| Analyst II | \$55.26 | \$56.37 | \$57.50 | \$58.65 | \$59.82 |
| Analyst I | \$46.67 | \$47.60 | \$48.55 | \$49.52 | \$50.51 |
| Financial Analyst II | \$42.87 | \$43.73 | \$44.60 | \$45.49 | \$46.40 |
| Financial Analyst I | \$38.06 | \$38.82 | \$39.60 | \$40.39 | \$41.20 |
| Administrative Specialist III | \$40.57 | \$41.38 | \$42.21 | \$43.05 | \$43.91 |
| Administrative Specialist II | \$35.26 | \$35.97 | \$36.69 | \$37.42 | \$38.17 |
| Administrative Specialist I | \$29.72 | \$30.31 | \$30.92 | \$31.54 | \$32.17 |

Table 2. Contractor Site Rates (including .75% IFF)

| Labor Category | 6/30/15 - 6/29/16 | 6/30/16 - 6/29/17 | 6/30/17 - 6/29/18 | 6/30/18 - 6/29/19 | 6/30/19 - 6/29/20 |
|---|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| Task Manager | \$147.93 | \$150.89 | \$153.91 | \$156.99 | \$160.13 |
| Systems Engineer | \$135.62 | \$138.33 | \$141.10 | \$143.92 | \$146.80 |
| Associate Systems Engineer | \$117.12 | \$119.46 | \$121.85 | \$124.29 | \$126.78 |
| Specialty Engineer/Analyst | \$129.45 | \$132.04 | \$134.68 | \$137.37 | \$140.12 |
| Associate Specialty Engineer/Analyst | \$110.96 | \$113.18 | \$115.44 | \$117.75 | \$120.11 |
| Senior Satellite/Systems Operator/Analyst | \$98.63 | \$100.60 | \$102.61 | \$104.66 | \$106.75 |
| Satellite/Systems Operator/Analyst | \$86.30 | \$88.03 | \$89.79 | \$91.59 | \$93.42 |
| Subject Matter Expert | \$208.82 | \$213.00 | \$217.26 | \$221.61 | \$226.04 |
| Program Manager | \$163.05 | \$166.31 | \$169.64 | \$173.03 | \$176.49 |
| Operations Manager III | \$101.21 | \$103.23 | \$105.29 | \$107.40 | \$109.55 |
| Operations Manager II | \$83.35 | \$85.02 | \$86.72 | \$88.45 | \$90.22 |
| Operations Manager I | \$67.19 | \$68.53 | \$69.90 | \$71.30 | \$72.73 |
| General Scientist III | \$117.46 | \$119.81 | \$122.21 | \$124.65 | \$127.14 |
| General Scientist II | \$83.41 | \$85.08 | \$86.78 | \$88.52 | \$90.29 |
| General Scientist I | \$68.35 | \$69.72 | \$71.11 | \$72.53 | \$73.98 |
| Engineer III | \$119.33 | \$121.72 | \$124.15 | \$126.63 | \$129.16 |
| Engineer II | \$92.99 | \$94.85 | \$96.75 | \$98.69 | \$100.66 |
| Engineer I | \$83.57 | \$85.24 | \$86.94 | \$88.68 | \$90.45 |
| Information Technology Specialist III | \$105.61 | \$107.72 | \$109.87 | \$112.07 | \$114.31 |
| Information Technology Specialist II | \$70.32 | \$71.73 | \$73.16 | \$74.62 | \$76.11 |
| Information Technology Specialist I | \$56.06 | \$57.18 | \$58.32 | \$59.49 | \$60.68 |
| Technician III | \$89.57 | \$91.36 | \$93.19 | \$95.05 | \$96.95 |
| Technician II | \$57.35 | \$58.50 | \$59.67 | \$60.86 | \$62.08 |
| Technician I | \$52.31 | \$53.36 | \$54.43 | \$55.52 | \$56.63 |
| Analyst III | \$71.88 | \$73.32 | \$74.79 | \$76.29 | \$77.82 |
| Analyst II | \$63.55 | \$64.82 | \$66.12 | \$67.44 | \$68.79 |
| Analyst I | \$53.67 | \$54.74 | \$55.83 | \$56.95 | \$58.09 |
| Financial Analyst II | \$49.29 | \$50.28 | \$51.29 | \$52.32 | \$53.37 |
| Financial Analyst I | \$43.76 | \$44.64 | \$45.53 | \$46.44 | \$47.37 |
| Administrative Specialist III | \$46.64 | \$47.57 | \$48.52 | \$49.49 | \$50.48 |
| Administrative Specialist II | \$40.56 | \$41.37 | \$42.20 | \$43.04 | \$43.90 |
| Administrative Specialist I | \$34.18 | \$34.86 | \$35.56 | \$36.27 | \$37.00 |