



THE GREENTREE GROUP

The Competitive Edge Solution®

**MOBIS
GS-10F-0363K
Labor Categories & Rates
Effective December 9, 2010**

SIN 874-1, Consulting Services

Executive Management Consultant	\$189.97
Principal Management Consultant	\$142.59
Senior Management Consultant	\$117.13
Management Consultant	\$100.09
Principal Functional Analyst	\$115.95
Senior Functional Analyst	\$102.74
Functional Analyst	\$93.71
Principal Cost/Budget Analyst	\$114.05
Senior Cost/Budget Analyst	\$95.67

SIN 874-7, Program Integration and Project Management Services

Principal Functional Analyst	\$115.95
Senior Functional Analyst	\$102.74
Functional Analyst	\$93.71
Principal Cost/Budget Analyst	\$114.05
Senior Cost/Budget Analyst	\$95.67
Senior Project Manager	\$127.47
Project Manager	\$103.49
Project Analyst	\$82.11
Program Support Specialist	\$36.23

SIN 874-1, Consulting Services

1. Commercial Job Title: Executive Management Consultant

189.97

Minimum/General Experience: Possesses either a minimum of 20 years experience in management or is recognized as an industry expert in a related field. Has unique talents, knowledge and experience concerning enterprise business environments. Possesses ability to provide clients with both strategic and tactical advice relating to: performing management and technical reviews; identifying and obtaining consensus on organizational vision and objectives; performing scoping analyses; and recommending new initiatives for organizational action.

Functional Responsibility: Plans, directs, and coordinates all phases of multiple programs, and leads projects. Often directs or provides expertise in senior client presentations. Develops and maintains and extends relationships with clients at top executive levels. Proficiently applies consulting approaches and remains current on emerging consulting theories and technology trends.

Minimum Education: Masters Degree.

2. Commercial Job Title: Principal Management Consultant

\$142.59

Minimum/General Experience: Has a minimum of 15 years of experience related to management and possesses ability to work across a broad spectrum of management activities. These include, but are not limited to: 1) determination of requirements, within available resources, for funds, manpower, facilities, equipment, supplies and services; 2) design and development, procurement, production, distribution, maintenance, transportation, and utilization of material; 3) thorough understanding of common and distinct business elements and how they can be enabled by integrated business-support techniques; and 4) application of specialized knowledge and understanding of support requirements and mission or program goals. Must also have the ability to conduct economic and business case analysis, risk studies, and feasibility and technical trade-off studies.

Functional Responsibility: Demonstrates expertise in a functional, technical and/or industry- specific areas. Demonstrates thought leadership and fluent issue analyses in the consulting field. Assesses scope of government issues and leads development and execution of strategic client programs. Serves as functional or industry specialist within the areas of strategic planning, process analysis, benchmarking, and organizational and operational issues.

Minimum Education: Masters Degree.

3. Commercial Job Title: Senior Management Consultant

\$117.13

Minimum/General Experience: Has a minimum of 10 years of experience related to management and possesses ability to perform work across a broad spectrum of management activities. These include, but are not limited to: 1) determination of requirements, within available resources, for funds, manpower, facilities, equipment, supplies and services; 2) design and development, procurement, production, distribution, maintenance, transportation, and utilization of material; 3) thorough understanding of common and distinct business elements and how they can be enabled by integrated business-support techniques; and 4) application of specialized knowledge, and understanding of support requirements and mission or program goals. The position must also include the ability to conduct economic and business case analysis, risk studies, and feasibility and technical trade-off studies.

Functional Responsibility: Demonstrates expertise in a functional, technical, and/or industry specific areas. Demonstrates thought leadership and issue analysis in the consulting field. Assesses scope of government issues and lead development and execution of strategic client programs. Serves as functional or industry specialist within the areas of strategic planning, process analysis, activity based costing, benchmarking, and organizational and operational issues.

Minimum Education: Bachelor's Degree.

4. Commercial Job Title: Management Consultant

\$100.09

Minimum/General Experience: Possess at least 7 years of experience in defining business process and decision support requirements and priorities with customer while ensuring daily project requirements are met. Designs solutions based on business need, workflow, and technical considerations. Researches and resolves application production problems. Conducts complex documentation and user needs analyses. Studies customer environment by analyzing job tasks, organizational structure and user requirements to propose enterprise-wide solutions. Interviews client personnel, interprets reports, specifications and drawings to increase understanding of processes and requirements.

Functional Responsibility: Under minimal direction, provides research and analysis support. Researches and analyzes data related to a project topic. Applies industry knowledge to determine the accuracy and reasonableness of the data. Documents and summarizes the results to be used in developing client recommendations. Leads in developing programs and implementing solutions to meet the client's business needs. Utilizes knowledge of business-support technology and the client's industry to support members of the team. Develops programs and implements solutions to meet the client's business needs. May lead low-risk government engagements. Plans, schedules, and controls phases of projects using established processes.

Minimum Education: Bachelor's Degree.

5. Commercial Job Title: Principal Functional Analyst

\$115.95

Minimum/General Experience: At least 15 years experience in multiple Government functional areas. Government experience is related, but not limited to: 1) determination of requirements, within available resources, for funds, manpower, facilities, equipment, supplies and services; 2) design and development, procurement, production, storage, distribution, maintenance, transportation, utilization and disposal of material; 3) thorough understanding of the integrated logistics support elements and how they work together in the acquisition and support of major and minor systems; 4) financial/accounting and contracting activities and 5) application of a specialized knowledge and understanding of logistics support requirements and mission or program goals.

Functional Responsibility: Researches and analyzes data related to a project topic. Applies Government and industry knowledge to determine the accuracy and reasonableness of the data. Documents and summarizes the results to be used in developing client recommendations. Assists in developing processes and implementing solutions to meet the client's business needs. Utilizes knowledge of the client's business processes and the client's industry to inform and support members of the team.

Minimum Education: Masters Degree.

6. Commercial Job Title: Senior Functional Analyst

\$102.74

Minimum/General Experience: At least 10 years experience in various Government functional areas. Government experience is related, but not limited to: 1) determination of requirements, within available resources, for funds, manpower, facilities, equipment, supplies and services; 2) design and development, procurement, production, storage, distribution, maintenance, transportation, utilization and disposal of material; 3) thorough understanding of the integrated logistics support elements and how they work together in the acquisition and support of major and minor systems; 4) financial/accounting and contracting activities and 5) application of a specialized knowledge and understanding of logistics support requirements and mission or program goals.

Functional Responsibility: Researches and analyzes data related to a project topic. Applies Government and industry knowledge to determine the accuracy and reasonableness of the data. Documents and summarizes the results to be used in developing client recommendations. Assists in developing processes and implementing

solutions to meet the client's business needs. Utilizes knowledge of the client's business processes and the client's industry to inform and support members of the team.

Minimum Education: Bachelor's Degree.

7. Commercial Job Title: Functional Analyst

\$93.71

Minimum/General Experience: At least 5 years experience in various Government functional areas. Government experience is related, but not limited to: 1) determination of requirements, within available resources, for funds, manpower, facilities, equipment, supplies and services; 2) design and development, procurement, production, storage, distribution, maintenance, transportation, utilization and disposal of material; 3) thorough understanding of the integrated logistics support elements and how they work together in the acquisition and support of major and minor systems; 4) financial/accounting and contracting activities; and 5) application of a specialized knowledge and understanding of logistics support requirements and mission or program goals.

Functional Responsibility: Provides research and analysis support. Researches and analyzes data related to a project topic. Applies Government and industry knowledge to determine the accuracy and reasonableness of the data. Documents and summarizes the results to be used in developing client recommendations. Assists in developing processes and implementing solutions to meet the client's business needs. Translates Principal and Senior analysts' knowledge of client's business processes and industry to inform and support members of the project team.

Minimum Education: Bachelor's degree.

8. Commercial Job Title: Principal Cost/Budget Analyst

\$114.05

Minimum/General Experience: Has at least 15 years experience within one of the two areas. 1) Possesses a comprehensive knowledge of cost estimating, program office functions, risk management techniques, and parametric cost estimating tools. Has an understanding of the intricacies of cost analysis methods used in complex estimating assignments and a knowledge of industry and government cost estimating environments. 2) Possesses experience in the procurement and/or business disciplines, specifically in the areas of budgeting, finance, statistical, and programming concepts; and a comprehensive knowledge of the OFPP acquisition process, and related programming functions (e.g., DOD's Planning, Programming, and Budgeting System), and other applicable regulations and guidelines; the functions of a Government program office as they relate to acquisition planning and budgeting; and finance, budgeting, statistical and programming concepts, principles, policies, methodologies, and processes.

Functional Responsibility: Provides leadership within the following areas: (1) the activities which occur during the total life cycle of a program; (2) statistical techniques, e.g.applies mathematics and economics to conduct analytical studies involving complex technical parameters, logistics requirements, schedules constraints and similar cost-influencing factors; (3) accounting, procurement, and business disciplines to enable evaluating or using contractor or Government budget and financial systems, procurement specifications and contractual obligations to the extent they affect cost; (4) engineering disciplines in sufficient detail to allow effective interchange of information; (5) systems development and acquisition processes, including the role of industry and Government organizations; (6) Government and industry cost data sources and cost data utilization; and (7) use of automated cost estimating tools.

Minimum Education: Masters Degree.

9. Commercial Job Title: Senior Cost/Budget Analyst

\$95.67

Minimum/General Experience: Must have at least 10 years experience within one of the two areas. 1) Possesses a comprehensive knowledge of cost estimating, program office functions, risk management techniques, and

parametric cost estimating tools. Has an understanding of the intricacies of cost analysis methods used in complex estimating assignments and a knowledge of industry and government cost estimating environments. 2) Person possesses experience in the procurement and/or business disciplines, specifically in the areas of budgeting, finance, statistical, and programming concepts; and a comprehensive knowledge of the OFPP acquisition process, and related programming functions (e.g., DOD's Planning, Programming, and Budgeting System), and other applicable regulations and guidelines; the functions of a Government program office as they relate to acquisition planning and budgeting; and finance, budgeting, statistical and programming concepts, principles, policies, methodologies, and processes.

Functional Responsibility: Provides leadership within the following areas: (1) the activities which occur during the total life cycle of a program; (2) statistical techniques, e.g., applies mathematics and economics to conduct analytical studies involving complex technical parameters, logistics requirements, schedules constraints and similar cost-influencing factors; (3) accounting, procurement, and business disciplines to enable evaluating or using contractor or Government budget and financial systems, procurement specifications and contractual obligations to the extent they affect cost; (4) engineering discipline in sufficient detail to allow effective interchange of information; (5) systems development and acquisition processes, including the role of industry and Government organizations; (6) Government and industry cost data sources and cost data utilization; and (7) use of automated cost estimating tools.

Minimum Education: Bachelor's Degree.

Education/Experience substitution policy outlined below:

<u>Degree</u>	<u>Degree & Experience Substitution</u>		<u>Related Experience Substitution</u>
Associates'	2 years	Or	2 years
Bachelor's	Associate's + 2 years	Or	4 years
Master's	Bachelor's + 2 years	Or	6 years

SIN 874-7, Program Integration and Project Management Services

1. Commercial Job Title: Principal Functional Analyst

\$115.95

Minimum/General Experience: At least 15 years experience in multiple Government functional areas. Government experience is related, but not limited to: 1) determination of requirements, within available resources, for funds, manpower, facilities, equipment, supplies and services; 2) design and development, procurement, production, storage, distribution, maintenance, transportation, utilization and disposal of material; 3) thorough understanding of the integrated logistics support elements and how they work together in the acquisition and support of major and minor systems; 4) financial/accounting and contracting activities and 5) application of a specialized knowledge and understanding of logistics support requirements and mission or program goals.

Functional Responsibility: Researches and analyzes data related to a project topic. Applies Government and industry knowledge to determine the accuracy and reasonableness of the data. Documents and summarizes the results to be used in developing client recommendations. Assists in developing processes and implementing solutions to meet the client's business needs. Utilizes knowledge of the client's business processes and the client's industry to inform and support members of the team.

Minimum Education: Masters Degree.

2. Commercial Job Title: Senior Functional Analyst

\$102.74

Minimum/General Experience: At least 10 years experience in various Government functional areas. Government experience is related, but not limited to: 1) determination of requirements, within available resources, for funds, manpower, facilities, equipment, supplies and services; 2) design and development, procurement, production, storage, distribution, maintenance, transportation, utilization and disposal of material; 3) thorough understanding of the integrated logistics support elements and how they work together in the acquisition and support of major and minor systems; 4) financial/accounting and contracting activities and 5) application of a specialized knowledge and understanding of logistics support requirements and mission or program goals.

Functional Responsibility: Researches and analyzes data related to a project topic. Applies Government and industry knowledge to determine the accuracy and reasonableness of the data. Documents and summarizes the results to be used in developing client recommendations. Assists in developing processes and implementing solutions to meet the client's business needs. Utilizes knowledge of the client's business processes and the client's industry to inform and support members of the team.

Minimum Education: Bachelor's Degree.

3. Commercial Job Title: Functional Analyst

\$93.71

Minimum/General Experience: At least 5 years experience in various Government functional areas. Government experience is related, but not limited to: 1) determination of requirements, within available resources, for funds, manpower, facilities, equipment, supplies and services; 2) design and development, procurement, production, storage, distribution, maintenance, transportation, utilization and disposal of material; 3) thorough understanding of the integrated logistics support elements and how they work together in the acquisition and support of major and minor systems; 4) financial/accounting and contracting activities; and 5) application of a specialized knowledge and understanding of logistics support requirements and mission or program goals.

Functional Responsibility: Provides research and analysis support. Researches and analyzes data related to a project topic. Applies Government and industry knowledge to determine the accuracy and reasonableness of the data. Documents and summarizes the results to be used in developing client recommendations. Assists in developing processes and implementing solutions to meet the client's business needs. Translates Principal and

Senior analysts' knowledge of client's business processes and industry to inform and support members of the project team.

Minimum Education: Bachelor's degree.

4. Commercial Job Title: Principal Cost/Budget Analyst

\$114.05

Minimum/General Experience: Has at least 15 years experience within one of the two areas. 1) Possesses a comprehensive knowledge of cost estimating, program office functions, risk management techniques, and parametric cost estimating tools. Has an understanding of the intricacies of cost analysis methods used in complex estimating assignments and a knowledge of industry and government cost estimating environments. 2) Possesses experience in the procurement and/or business disciplines, specifically in the areas of budgeting, finance, statistical, and programming concepts; and a comprehensive knowledge of the OFPP acquisition process, and related programming functions (e.g., DOD's Planning, Programming, and Budgeting System) , and other applicable regulations and guidelines; the functions of a Government program office as they relate to acquisition planning and budgeting; and finance, budgeting, statistical and programming concepts, principles, policies, methodologies, and processes.

Functional Responsibility: Provides leadership within the following areas: (1) the activities which occur during the total life cycle of a program; (2) statistical techniques, e.g.applies mathematics and economics to conduct analytical studies involving complex technical parameters, logistics requirements, schedules constraints and similar cost-influencing factors; (3) accounting, procurement, and business disciplines to enable evaluating or using contractor or Government budget and financial systems, procurement specifications and contractual obligations to the extent they affect cost; (4) engineering disciplines in sufficient detail to allow effective interchange of information; (5) systems development and acquisition processes, including the role of industry and Government organizations; (6) Government and industry cost data sources and cost data utilization; and (7) use of automated cost estimating tools.

Minimum Education: Masters Degree.

5. Commercial Job Title: Senior Cost/Budget Analyst

\$95.67

Minimum/General Experience: Must have at least 10 years experience within one of the two areas. 1) Possesses a comprehensive knowledge of cost estimating, program office functions, risk management techniques, and parametric cost estimating tools. Has an understanding of the intricacies of cost analysis methods used in complex estimating assignments and a knowledge of industry and government cost estimating environments. 2) Person possesses experience in the procurement and/or business disciplines, specifically in the areas of budgeting, finance, statistical, and programming concepts; and a comprehensive knowledge of the OFPP acquisition process, and related programming functions (e.g., DOD's Planning, Programming, and Budgeting System), and other applicable regulations and guidelines; the functions of a Government program office as they relate to acquisition planning and budgeting; and finance, budgeting, statistical and programming concepts, principles, policies, methodologies, and processes.

Functional Responsibility: Provides leadership within the following areas: (1) the activities which occur during the total life cycle of a program; (2) statistical techniques, e.g., applies mathematics and economics to conduct analytical studies involving complex technical parameters, logistics requirements, schedules constraints and similar cost-influencing factors; (3) accounting, procurement, and business disciplines to enable evaluating or using contractor or Government budget and financial systems, procurement specifications and contractual obligations to the extent they affect cost; (4) engineering discipline in sufficient detail to allow effective interchange of information; (5) systems development and acquisition processes, including the role of industry and Government organizations; (6) Government and industry cost data sources and cost data utilization; and (7) use of automated cost estimating tools.

Minimum Education: Bachelor's Degree.

6. Commercial Job Title: Senior Project Manager

\$127.47

Minimum/General Experience: Requires 15 years of experience in project management. Has responsibility for development, management, operation, cost, scheduling, and technical performance of the client program activities. Has had experience as a senior engineer or other senior level manager and shall have strong skills relating to enterprise-wide business process reengineering and similar large programs. Possesses an understanding of, and experience in, total quality management principles and practices.

Functional Responsibility: Under broad direction, leads client programs/projects and plays a major role in developing recommendations. Proficiently applies consulting methodologies to collect and analyze data. Leads the development of programs and the implementation of solutions to meet client's business needs. Applies extensive knowledge of client's industry to meet the objectives of the engagement. Coordinates planning the engagement, establishing the engagement requirements, managing the costs of the engagement, and delivering the results to the client. Develops and assists in making client presentations.

Minimum Education: Masters Degree.

7. Commercial Job Title: Project Manager

\$103.49

Minimum/General Experience: Requires 10 years of experience in project management. Has responsibility for development, management, operation, cost, scheduling, and technical performance of the client's program activities. Has had experience as an engineer or project leader and shall have strong skills relating to large programs. Possesses an understanding of, and experience in, total quality management principles and practices.

Functional Responsibility: Under broad direction, leads client programs/projects and plays a major role in developing recommendations. Proficiently applies consulting methodologies to collect and analyze data. Leads the development of programs and the implementation of solutions to meet the client's business needs. Applies extensive knowledge of client's industry to meet the objectives of the engagement. Coordinates planning the engagement, establishing the engagement requirements, managing the costs of the engagement, and delivering the results to the client. Develops and assists in making client presentations.

Minimum Education: Bachelor's Degree.

8. Project Analyst

\$82.11

Minimum/General Experience: Requires comprehensive knowledge of automated program management techniques and commercial off-the-shelf tools, such as Microsoft Project. Requires 5 years experience with using automated tools within projects to manage progress and overall efforts.

Functional Responsibility: Assists project managers and other project personnel in planning, tracking, analyzing, and reporting program progress on large efforts. Directly communicates in a team environment with all personnel involved to monitor and update program schedules.

Minimum Education: Bachelor's Degree

9. Commercial Job Title: Program Support Specialist

\$36.23

Minimum/General Experience: At least 2 years experience in support duties. Under general direction, responsible for providing analytical and specialized support functions. Prepares reports, spreadsheets and presentation materials using PC skills, knowledge of systems, and understanding of policies and procedures. Determines administrative procedures and methods and work priorities. Coordinates meetings, conferences, and employee functions.

Functional Responsibility: Provides a variety of program for project personnel.

Minimum Education: Associates' Degree

Education/Experience substitution policy outlined below:

<u>Degree</u>	<u>Degree & Experience Substitution</u>		<u>Related Experience Substitution</u>
Associates'	2 years	Or	2 years
Bachelor's	Associate's + 2 years	Or	4 years
Master's	Bachelor's + 2 years	Or	6 years