



**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 GSA *Advantage!* is: <http://https://www.gsaadvantage.gov/>

Multiple Award Schedule

Contract Number: GS-10F-0397Y

Price List Current as of Modification #PS-0021, effective December 18, 2020

Contract Period: 23 July 2012 - 22 July 2022

Federal Supply Group: Professional Services

Federal Supply Class: R425

Business Size: Woman Owned Small Business (WOSB)

Point of Contact: Ashley Nissley, anissley@wavelinkinc.com

For more information on ordering from Federal Supply Schedules go to the GSA Schedules page at GSA.gov.

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I. CUSTOMER INFORMATION

1a. Awarded Special Item Numbers (SINs)

- OLM/OLMRC
- 541330ENG/541330ENGRC
- 541380/541380RC
- 541420/541420RC
- 541611/541611RC
- 541715/541715RC
- 541513/541513RC
- 541990TAD/541990TADRC

1b. The pricing for the awarded labor categories can be found in Section II.

1c. The labor rate descriptions can be found in Section III.

2. Maximum order: \$1,000,000

3. Minimum order: \$100

4. Geographic coverage (delivery area)

This contract was established to be used as sources for Professional Services as described in the Statement of Work for domestic use.

5. Point(s) of production

Huntsville, AL

6. Discount from list prices or statement of net price.

Prices Shown Herein is Net Prices.

7. Quantity Discounts

None Offered

8. Prompt Payment terms

Net 30 days. Information for Ordering office: Prompt payment terms cannot be negotiated out of the contractual in exchange for other concession

9. Foreign Items

None

10a. Time of Delivery

As negotiated at the task order level.

10b. Expedited Delivery

As negotiated at the task order level.

10c. Overnight and 2-day Delivery

As negotiated at the task order level.

10d. Urgent Requirements

As negotiated at the task order level.

11. FOB Point

Destination

12a. Ordering Address

Same as Contractor

12b. Ordering Procedures

For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPAs) are found in Federal Acquisition Regulation (FAR) 8.405-3.

13. Payment address

Same as company address

14. Warranty Provision

Personnel provided under this Schedule will have the Education and Experience as outlined in Attachment III

15. Export Packaging Charges

N/A

16. Terms & Conditions of Rental, Maintenance, and Repair

N/A

17. Terms & Conditions of Installation

N/A

18a. Terms & Conditions of Repair Parts

N/A

18b. Terms & Conditions for Any Other Services

N/A

19. List of Service & Distribution Points

N/A

20. List of Participating Dealers

N/A

21. Preventative Maintenance

N/A

22a. Special attributes such as environmental attributes (e.g., recycled content, energy efficiency, and/or reduced pollutants)

N/A

22b. 508 Compliance

N/A

23. DUNs Number

028356926

24. Notification regarding registration in System for Award Management (SAM) database.

WaveLink, Inc. is registered in the SAM database.

II. LABOR RATES

					From	7/23/2017	7/23/2018	7/23/2019	7/23/2020	7/23/2021
					To	7/22/2018	7/22/2019	7/22/2020	7/22/2021	7/22/2022
	Service Proposed (e.g. Labor Category or Job Title/Task)	Min Edu	Min Exp	Contractor or Customer Site	Domestic or Overseas	Year 6	Year 7	Year 8	Year 9	Year 10
541330ENG; 541420; 541611; 541715; 541380; 541513; 541990TAD	Admin Support I	HS	0	Contractor	Domestic	\$22.41	\$23.08	\$23.77	\$24.48	\$25.21
541330ENG; 541420; 541611; 541715; 541380; 541513; 541990TAD	Admin Support II	HS	1	Contractor	Domestic	\$25.19	\$25.95	\$26.73	\$27.53	\$28.36
541330ENG; 541420; 541611; 541715; 541380; 541513; 541990TAD	Admin Support III	HS	2	Contractor	Domestic	\$29.49	\$30.37	\$31.28	\$32.22	\$33.19
541330ENG; 541420; 541611; 541715; 541380	Bus. Specialist I	HS	6	Contractor	Domestic	\$87.99	\$90.63	\$93.35	\$96.15	\$99.03
541330ENG; 541420; 541611; 541715; 541380	Bus. Specialist II	BS	0	Contractor	Domestic	\$98.65	\$101.61	\$104.66	\$107.80	\$111.03
541330ENG; 541420; 541611; 541715; 541380	Bus. Specialist III	BS	2	Contractor	Domestic	\$109.31	\$112.59	\$115.97	\$119.45	\$123.03
541330ENG; 541420; 541611; 541715; 541380	Bus. Specialist IV	BS	4	Contractor	Domestic	\$125.32	\$129.08	\$132.95	\$136.94	\$141.05
541330ENG; 541420; 541611; 541715; 541380	Bus. Specialist V	BS	6	Contractor	Domestic	\$130.63	\$134.55	\$138.59	\$142.75	\$147.03
541330ENG; 541420; 541611; 541715; 541380	Bus. Specialist VI	MS	5	Contractor	Domestic	\$141.32	\$145.56	\$149.93	\$154.43	\$159.06
541330ENG; 541420; 541611; 541715; 541380	Bus. Specialist VII	MS	8	Contractor	Domestic	\$151.98	\$156.54	\$161.24	\$166.08	\$171.06

541330ENG; 541420; 541715; 541380;	Eng/Anal I	BS	5	Contractor	Domestic	\$71.52	\$73.67	\$75.88	\$78.16	\$80.50
541330ENG; 541420; 541715; 541380;	Eng/Anal II	BS	6	Contractor	Domestic	\$73.84	\$76.06	\$78.34	\$80.69	\$83.11
541330ENG; 541420; 541715; 541380;	Eng/Anal III	BS	7	Contractor	Domestic	\$76.69	\$78.99	\$81.36	\$83.80	\$86.31
541330ENG; 541420; 541715; 541380;	Eng/Anal IV	BS	8	Contractor	Domestic	\$84.12	\$86.64	\$89.24	\$91.92	\$94.68
541330ENG; 541420; 541715; 541380;	Eng/Anal V	BS	10	Contractor	Domestic	\$96.28	\$99.17	\$102.15	\$105.21	\$108.37
541330ENG; 541420; 541715; 541380;	Jr. Eng/Anal I	BS	0	Contractor	Domestic	\$36.90	\$38.01	\$39.15	\$40.32	\$41.53
541330ENG; 541420; 541715; 541380;	Jr. Eng/Anal II	BS	1	Contractor	Domestic	\$52.19	\$53.76	\$55.37	\$57.03	\$58.74
541330ENG; 541420; 541715; 541380;	Jr. Eng/Anal III	BS	2	Contractor	Domestic	\$59.32	\$61.10	\$62.93	\$64.82	\$66.76
541330ENG; 541420; 541715; 541380;	Jr. Eng/Anal IV	BS	3	Contractor	Domestic	\$70.53	\$72.65	\$74.83	\$77.07	\$79.38
541330ENG; 541420; 541611; 541715; 541380; 541513; 541990TAD	Manager I	BS	8	Contractor	Domestic	\$119.37	\$122.95	\$126.64	\$130.44	\$134.35
541330ENG; 541420; 541611; 541715; 541380; 541513; 541990TAD	Manager II	BS	9	Contractor	Domestic	\$136.20	\$140.29	\$144.50	\$148.84	\$153.31
541330ENG; 541420; 541611; 541715; 541380; 541513; 541990TAD	Manager III	BS	10	Contractor	Domestic	\$154.53	\$159.17	\$163.95	\$168.87	\$173.94
541330ENG; 541420; 541611; 541715; 541380; 541513; 541990TAD	Manager IV	BS	11	Contractor	Domestic	\$174.72	\$179.96	\$185.36	\$190.92	\$196.65

541330ENG; 541420; 541611; 541715; 541380; 541513; 541990TAD	Manager V	BS	12	Contractor	Domestic	\$183.97	\$189.49	\$195.17	\$201.03	\$207.06
541330ENG; 541420; 541611; 541715; 541380; 541513; 541990TAD	Manager VI	MS	9	Contractor	Domestic	\$205.30	\$211.46	\$217.80	\$224.33	\$231.06
541330ENG; 541420; 541611; 541715; 541380; 541513; 541990TAD	Manager VII	MS	11	Contractor	Domestic	\$215.98	\$222.46	\$229.13	\$236.00	\$243.08
541330ENG; 541420; 541611; 541715; 541380	Program Analyst I	BS	3	Contractor	Domestic	\$99.67	\$102.66	\$105.74	\$108.91	\$112.18
541330ENG; 541420; 541611; 541715; 541380	Program Analyst II	BS	5	Contractor	Domestic	\$120.93	\$124.56	\$128.30	\$132.15	\$136.11
541330ENG; 541420; 541611; 541715; 541380	Program Analyst III	BS	7	Contractor	Domestic	\$152.18	\$156.75	\$161.45	\$166.29	\$171.28
541330ENG; 541420; 541611; 541715; 541380; 541513; 541990TAD	Project Manager I	BS	5	Contractor	Domestic	\$101.87	\$104.93	\$108.08	\$111.32	\$114.66
541330ENG; 541420; 541611; 541715; 541380; 541513; 541990TAD	Project Manager II	BS	7	Contractor	Domestic	\$108.79	\$112.05	\$115.41	\$118.87	\$122.44
541330ENG; 541420; 541611; 541715; 541380; 541513; 541990TAD	Project Manager III	BS	8	Contractor	Domestic	\$119.39	\$122.97	\$126.66	\$130.46	\$134.37
541330ENG; 541420; 541611; 541715; 541380; 541513; 541990TAD	Project Manager IV	BS	9	Contractor	Domestic	\$124.42	\$128.15	\$131.99	\$135.95	\$140.03

541330ENG; 541420; 541611; 541715; 541380; 541513; 541990TAD	Project Manager V	BS	10	Contractor	Domestic	\$130.63	\$134.55	\$138.59	\$142.75	\$147.03
541330ENG; 541420; 541611; 541715; 541380; 541513; 541990TAD	Project Manager VI	BS	11	Contractor	Domestic	\$136.35	\$140.44	\$144.65	\$148.99	\$153.46
541330ENG; 541420; 541611; 541715; 541380; 541513; 541990TAD	Project Manager VII	MS	8	Contractor	Domestic	\$141.32	\$145.56	\$149.93	\$154.43	\$159.06
541330ENG; 541420; 541611; 541715; 541380; 541513; 541990TAD	Project Manager VIII	MS	11	Contractor	Domestic	\$151.98	\$156.54	\$161.24	\$166.08	\$171.06
541330ENG; 541420; 541611; 541715; 541380; 541513; 541990TAD	Project Manager IX	MS	26	Contractor	Domestic	\$204.38	\$210.51	\$216.83	\$223.33	\$230.03
541330ENG; 541420; 541611; 541715; 541380; 541513; 541990TAD	SME I	MS	4	Contractor	Domestic	\$179.65	\$185.04	\$190.59	\$196.31	\$202.20
541330ENG; 541420; 541611; 541715; 541380; 541513; 541990TAD	SME II	MS	8	Contractor	Domestic	\$201.52	\$207.56	\$213.79	\$220.20	\$226.81
541330ENG; 541420; 541611; 541715; 541380; 541513; 541990TAD	SME III	MS	10	Contractor	Domestic	\$239.45	\$246.63	\$254.03	\$261.65	\$269.50
541330ENG; 541420; 541715; 541380;	Sr. Eng/Anal I	BS	9	Contractor	Domestic	\$92.89	\$95.68	\$98.55	\$101.51	\$104.56
541330ENG; 541420; 541715; 541380;	Sr. Eng/Anal II	BS	10	Contractor	Domestic	\$100.58	\$103.60	\$106.71	\$109.91	\$113.21
541330ENG; 541420; 541715; 541380;	Sr. Eng/Anal III	BS	11	Contractor	Domestic	\$104.73	\$107.87	\$111.11	\$114.44	\$117.87

541330ENG; 541420; 541715; 541380;	Sr. Eng/Anal IV	BS	12	Contractor	Domestic	\$109.31	\$112.59	\$115.97	\$119.45	\$123.03
541330ENG; 541420; 541715; 541380;	Sr. Eng/Anal V	BS	13	Contractor	Domestic	\$115.83	\$119.30	\$122.88	\$126.57	\$130.37
541330ENG; 541420; 541715; 541380;	Sr. Eng/Anal VI	BS	14	Contractor	Domestic	\$119.97	\$123.57	\$127.28	\$131.10	\$135.03
541330ENG; 541420; 541715; 541380;	Sr. Eng/Anal VII	BS	15	Contractor	Domestic	\$125.32	\$129.08	\$132.95	\$136.94	\$141.05
541330ENG; 541420; 541715; 541380;	Sr. Eng/Anal VIII	MS	12	Contractor	Domestic	\$141.32	\$145.56	\$149.93	\$154.43	\$159.06
541330ENG; 541420; 541715; 541380;	Sr. Eng/Anal IX	MS	13	Contractor	Domestic	\$151.98	\$156.54	\$161.24	\$166.08	\$171.06
541330ENG; 541420; 541715; 541380;	Sr. Eng/Anal X	MS	14	Contractor	Domestic	\$162.66	\$167.54	\$172.57	\$177.75	\$183.08
541330ENG; 541420; 541715; 541380;	Sr. Eng/Anal XI	MS	16	Contractor	Domestic	\$179.80	\$185.19	\$190.75	\$196.47	\$202.36
541330ENG; 541420; 541715; 541380;	Sr. Eng/Anal XII	MS	20	Contractor	Domestic	\$196.96	\$202.87	\$208.96	\$215.23	\$221.69
541330ENG; 541420; 541611; 541715; 541380; 541513; 541990TAD	Technical Specialist I	HS	2	Contractor	Domestic	\$33.51	\$34.52	\$35.56	\$36.63	\$37.73
541330ENG; 541420; 541611; 541715; 541380; 541513; 541990TAD	Technical Specialist II	BS	0	Contractor	Domestic	\$41.43	\$42.67	\$43.95	\$45.27	\$46.63
541330ENG; 541420; 541611; 541715; 541380; 541513; 541990TAD	Technical Specialist III	BS	1	Contractor	Domestic	\$50.76	\$52.28	\$53.85	\$55.47	\$57.13
541330ENG; 541420; 541611; 541715; 541380; 541513; 541990TAD	Technical Specialist IV	BS	2	Contractor	Domestic	\$71.52	\$73.67	\$75.88	\$78.16	\$80.50
541330ENG; 541420; 541715; 541380;	Engineering Technician I	HS	0	Contractor	Domestic	\$34.64	\$35.68	\$36.75	\$37.85	\$38.99

541513; 541990TAD										
541330ENG; 541420; 541715; 541380; 541513; 541990TAD	Engineering Technician II	HS	1	Contractor	Domestic	\$45.32	\$46.68	\$48.08	\$49.52	\$51.01
541330ENG; 541420; 541715; 541380; 541513; 541990TAD	Engineering Technician III	HS	2	Contractor	Domestic	\$53.51	\$55.12	\$56.77	\$58.47	\$60.22
541330ENG; 541420; 541715; 541380; 541513; 541990TAD	Engineering Technician IV	HS	3	Contractor	Domestic	\$55.51	\$57.18	\$58.90	\$60.67	\$62.49
541330ENG; 541420; 541715; 541380; 541513; 541990TAD	Engineering Technician V	AS	3	Contractor	Domestic	\$65.26	\$67.22	\$69.24	\$71.32	\$73.46
541330ENG; 541420; 541715; 541380; 541513; 541990TAD	Engineering Technician VI	AS	5	Contractor	Domestic	\$66.65	\$68.65	\$70.71	\$72.83	\$75.01
541330ENG; 541420; 541611; 541715; 541380; 541513; 541990TAD	Admin Support I	HS	0	Customer	Domestic	\$19.04	\$19.61	\$20.20	\$20.81	\$21.43
541330ENG; 541420; 541611; 541715; 541380; 541513; 541990TAD	Admin Support II	HS	1	Customer	Domestic	\$21.40	\$22.04	\$22.70	\$23.38	\$24.08
541330ENG; 541420; 541611; 541715; 541380; 541513; 541990TAD	Admin Support III	HS	2	Customer	Domestic	\$25.03	\$25.78	\$26.55	\$27.35	\$28.17
541330ENG; 541420; 541611; 541715; 541380	Bus. Specialist I	HS	6	Customer	Domestic	\$74.78	\$77.02	\$79.33	\$81.71	\$84.16
541330ENG; 541420; 541611; 541715; 541380	Bus. Specialist II	BS	0	Customer	Domestic	\$83.83	\$86.34	\$88.93	\$91.60	\$94.35
541330ENG; 541420; 541611;	Bus. Specialist III	BS	2	Customer	Domestic	\$92.92	\$95.71	\$98.58	\$101.54	\$104.59

541715; 541380										
541330ENG; 541420; 541611; 541715; 541380	Bus. Specialist IV	BS	4	Customer	Domestic	\$106.50	\$109.70	\$112.99	\$116.38	\$119.87
541330ENG; 541420; 541611; 541715; 541380	Bus. Specialist V	BS	6	Customer	Domestic	\$111.05	\$114.38	\$117.81	\$121.34	\$124.98
541330ENG; 541420; 541611; 541715; 541380	Bus. Specialist VI	MS	5	Customer	Domestic	\$120.12	\$123.72	\$127.43	\$131.25	\$135.19
541330ENG; 541420; 541611; 541715; 541380	Bus. Specialist VII	MS	8	Customer	Domestic	\$129.17	\$133.05	\$137.04	\$141.15	\$145.38
541330ENG; 541420; 541715; 541380;	Eng/Anal I	BS	5	Customer	Domestic	\$60.82	\$62.64	\$64.52	\$66.46	\$68.45
541330ENG; 541420; 541715; 541380;	Eng/Anal II	BS	6	Customer	Domestic	\$62.75	\$64.63	\$66.57	\$68.57	\$70.63
541330ENG; 541420; 541715; 541380;	Eng/Anal III	BS	7	Customer	Domestic	\$65.19	\$67.15	\$69.16	\$71.23	\$73.37
541330ENG; 541420; 541715; 541380;	Eng/Anal IV	BS	8	Customer	Domestic	\$71.49	\$73.63	\$75.84	\$78.12	\$80.46
541330ENG; 541420; 541715; 541380;	Eng/Anal V	BS	10	Customer	Domestic	\$81.81	\$84.26	\$86.79	\$89.39	\$92.07
541330ENG; 541420; 541715; 541380;	Jr. Eng/Anal I	BS	0	Customer	Domestic	\$31.38	\$32.32	\$33.29	\$34.29	\$35.32
541330ENG; 541420; 541715; 541380;	Jr. Eng/Anal II	BS	1	Customer	Domestic	\$44.36	\$45.69	\$47.06	\$48.47	\$49.92
541330ENG; 541420; 541715; 541380;	Jr. Eng/Anal III	BS	2	Customer	Domestic	\$50.41	\$51.92	\$53.48	\$55.08	\$56.73
541330ENG; 541420; 541715; 541380;	Jr. Eng/Anal IV	BS	3	Customer	Domestic	\$59.98	\$61.78	\$63.63	\$65.54	\$67.51
541330ENG; 541420; 541611; 541715; 541380; 541513; 541990TAD	Manager I	BS	8	Customer	Domestic	\$101.47	\$104.50	\$107.64	\$110.87	\$114.20

541330ENG; 541420; 541611; 541715; 541380; 541513; 541990TAD	Manager II	BS	9	Customer	Domestic	\$115.76	\$119.23	\$122.81	\$126.49	\$130.28
541330ENG; 541420; 541611; 541715; 541380; 541513; 541990TAD	Manager III	BS	10	Customer	Domestic	\$131.36	\$135.30	\$139.36	\$143.54	\$147.85
541330ENG; 541420; 541611; 541715; 541380; 541513; 541990TAD	Manager IV	BS	11	Customer	Domestic	\$148.51	\$152.97	\$157.56	\$162.29	\$167.16
541330ENG; 541420; 541611; 541715; 541380; 541513; 541990TAD	Manager V	BS	12	Customer	Domestic	\$156.36	\$161.05	\$165.88	\$170.86	\$175.99
541330ENG; 541420; 541611; 541715; 541380; 541513; 541990TAD	Manager VI	MS	9	Customer	Domestic	\$174.52	\$179.76	\$185.15	\$190.70	\$196.42
541330ENG; 541420; 541611; 541715; 541380; 541513; 541990TAD	Manager VII	MS	11	Customer	Domestic	\$183.58	\$189.09	\$194.76	\$200.60	\$206.62
541330ENG; 541420; 541611; 541715; 541380	Program Analyst I	BS	3	Customer	Domestic	\$84.67	\$87.21	\$89.83	\$92.52	\$95.30
541330ENG; 541420; 541611; 541715; 541380	Program Analyst II	BS	5	Customer	Domestic	\$102.14	\$105.21	\$108.37	\$111.62	\$114.97
541330ENG; 541420; 541611; 541715; 541380	Program Analyst III	BS	7	Customer	Domestic	\$129.28	\$133.16	\$137.15	\$141.26	\$145.50
541330ENG; 541420; 541611; 541715; 541380; 541513; 541990TAD	Project Manager I	BS	5	Customer	Domestic	\$86.59	\$89.19	\$91.87	\$94.63	\$97.47

541330ENG; 541420; 541611; 541715; 541380; 541513; 541990TAD	Project Manager II	BS	7	Customer	Domestic	\$92.46	\$95.23	\$98.09	\$101.03	\$104.06
541330ENG; 541420; 541611; 541715; 541380; 541513; 541990TAD	Project Manager III	BS	8	Customer	Domestic	\$101.47	\$104.51	\$107.65	\$110.88	\$114.21
541330ENG; 541420; 541611; 541715; 541380; 541513; 541990TAD	Project Manager IV	BS	9	Customer	Domestic	\$105.76	\$108.93	\$112.20	\$115.57	\$119.04
541330ENG; 541420; 541611; 541715; 541380; 541513; 541990TAD	Project Manager V	BS	10	Customer	Domestic	\$111.05	\$114.38	\$117.81	\$121.34	\$124.98
541330ENG; 541420; 541611; 541715; 541380; 541513; 541990TAD	Project Manager VI	BS	11	Customer	Domestic	\$115.92	\$119.40	\$122.98	\$126.67	\$130.47
541330ENG; 541420; 541611; 541715; 541380; 541513; 541990TAD	Project Manager VII	MS	8	Customer	Domestic	\$120.12	\$123.72	\$127.43	\$131.25	\$135.19
541330ENG; 541420; 541611; 541715; 541380; 541513; 541990TAD	Project Manager VIII	MS	11	Customer	Domestic	\$129.17	\$133.05	\$137.04	\$141.15	\$145.38
541330ENG; 541420; 541611; 541715; 541380; 541513; 541990TAD	Project Manager IX	MS	26	Customer	Domestic	\$173.72	\$178.93	\$184.30	\$189.83	\$195.52
541330ENG; 541420; 541611; 541715; 541380; 541513; 541990TAD	SME I	MS	4	Customer	Domestic	\$152.61	\$157.19	\$161.91	\$166.77	\$171.77
541330ENG; 541420; 541611; 541715; 541380;	SME II	MS	8	Customer	Domestic	\$171.17	\$176.31	\$181.60	\$187.05	\$192.66



541513; 541990TAD										
541330ENG; 541420; 541611; 541715; 541380; 541513; 541990TAD	SME III	MS	10	Customer	Domestic	\$203.41	\$209.51	\$215.80	\$222.27	\$228.94
541330ENG; 541420; 541715; 541380;	Sr. Eng/Anal I	BS	9	Customer	Domestic	\$78.93	\$81.30	\$83.74	\$86.25	\$88.84
541330ENG; 541420; 541715; 541380;	Sr. Eng/Anal II	BS	10	Customer	Domestic	\$85.51	\$88.08	\$90.72	\$93.44	\$96.24
541330ENG; 541420; 541715; 541380;	Sr. Eng/Anal III	BS	11	Customer	Domestic	\$89.02	\$91.69	\$94.44	\$97.27	\$100.19
541330ENG; 541420; 541715; 541380;	Sr. Eng/Anal IV	BS	12	Customer	Domestic	\$92.92	\$95.71	\$98.58	\$101.54	\$104.59
541330ENG; 541420; 541715; 541380;	Sr. Eng/Anal V	BS	13	Customer	Domestic	\$98.44	\$101.39	\$104.43	\$107.56	\$110.79
541330ENG; 541420; 541715; 541380;	Sr. Eng/Anal VI	BS	14	Customer	Domestic	\$101.99	\$105.05	\$108.20	\$111.45	\$114.79
541330ENG; 541420; 541715; 541380;	Sr. Eng/Anal VII	BS	15	Customer	Domestic	\$106.50	\$109.70	\$112.99	\$116.38	\$119.87
541330ENG; 541420; 541715; 541380;	Sr. Eng/Anal VIII	MS	12	Customer	Domestic	\$120.12	\$123.72	\$127.43	\$131.25	\$135.19
541330ENG; 541420; 541715; 541380;	Sr. Eng/Anal IX	MS	13	Customer	Domestic	\$129.17	\$133.05	\$137.04	\$141.15	\$145.38
541330ENG; 541420; 541715; 541380;	Sr. Eng/Anal X	MS	14	Customer	Domestic	\$138.25	\$142.40	\$146.67	\$151.07	\$155.60
541330ENG; 541420; 541715; 541380;	Sr. Eng/Anal XI	MS	16	Customer	Domestic	\$152.83	\$157.41	\$162.13	\$166.99	\$172.00
541330ENG; 541420; 541715; 541380;	Sr. Eng/Anal XII	MS	20	Customer	Domestic	\$167.41	\$172.43	\$177.60	\$182.93	\$188.42
541330ENG; 541420; 541611; 541715; 541380; 541513; 541990TAD	Technical Specialist I	HS	0	Customer	Domestic	\$28.49	\$29.34	\$30.22	\$31.13	\$32.06

541330ENG; 541420; 541611; 541715; 541380; 541513; 541990TAD	Technical Specialist II	HS	1	Customer	Domestic	\$35.23	\$36.29	\$37.38	\$38.50	\$39.66
541330ENG; 541420; 541611; 541715; 541380; 541513; 541990TAD	Technical Specialist III	HS	2	Customer	Domestic	\$43.17	\$44.47	\$45.80	\$47.17	\$48.59
541330ENG; 541420; 541611; 541715; 541380; 541513; 541990TAD	Technical Specialist IV	HS	3	Customer	Domestic	\$60.82	\$62.64	\$64.52	\$66.46	\$68.45
541330ENG; 541420; 541715; 541380; 541513; 541990TAD	Engineering Technician I	HS	0	Customer	Domestic	\$29.46	\$30.34	\$31.25	\$32.19	\$33.16
541330ENG; 541420; 541715; 541380; 541513; 541990TAD	Engineering Technician II	HS	1	Customer	Domestic	\$38.53	\$39.69	\$40.88	\$42.11	\$43.37
541330ENG; 541420; 541715; 541380; 541513; 541990TAD	Engineering Technician III	HS	2	Customer	Domestic	\$45.47	\$46.83	\$48.23	\$49.68	\$51.17
541330ENG; 541420; 541715; 541380; 541513; 541990TAD	Engineering Technician IV	HS	3	Customer	Domestic	\$47.19	\$48.61	\$50.07	\$51.57	\$53.12
541330ENG; 541420; 541715; 541380; 541513; 541990TAD	Engineering Technician V	AS	3	Customer	Domestic	\$55.48	\$57.14	\$58.85	\$60.62	\$62.44
541330ENG; 541420; 541715; 541380; 541513; 541990TAD	Engineering Technician VI	AS	5	Customer	Domestic	\$56.65	\$58.35	\$60.10	\$61.90	\$63.76

					From	7/23/2017	7/23/2018	7/23/2019	11/18/2020	7/23/2021
					To	7/22/2018	7/22/2019	7/22/2020	7/22/2021	7/22/2022
	Service Proposed (e.g. Labor Category or Job Title/Task)	Min Edu	Min Exp	Contractor or Customer Site	Domestic or Overseas	Year 6	Year 7	Year 8	Year 9	Year 10

541330ENG; 541513; 541990TAD	AV Engineer I	BS	1	Contractor	Domestic				\$79.04	\$81.41
541330ENG; 541513; 541990TAD	AV Engineer II	BS	5	Contractor	Domestic				\$91.70	\$94.46
541330ENG; 541513; 541990TAD	AV Engineer III	BS	7	Contractor	Domestic				\$107.43	\$110.65
541330ENG; 541513; 541990TAD	AV Engineer IV	BS	20	Contractor	Domestic				\$121.35	\$124.99
541330ENG; 541513; 541990TAD	AV Programmer I	AS	2	Contractor	Domestic				\$84.25	\$86.78
541330ENG; 541513; 541990TAD	AV Programmer II	AS	8	Contractor	Domestic				\$99.74	\$102.73
541330ENG; 541513; 541990TAD	AV Programmer III	AS	14	Contractor	Domestic				\$112.28	\$115.64
541330ENG; 541513; 541990TAD	AV/VTC CAD Operator I**	HS	3	Contractor	Domestic				\$60.59	\$62.41
541330ENG; 541513; 541990TAD	AV/VTC CAD Operator II**	AS	8	Contractor	Domestic				\$69.62	\$71.71
541330ENG; 541513; 541990TAD	AV/VTC Technician Installer I**	HS	1	Contractor	Domestic				\$59.41	\$61.19
541330ENG; 541513; 541990TAD	AV/VTC Technician Installer II**	AS	2	Contractor	Domestic				\$64.66	\$66.60
541330ENG; 541513; 541990TAD	AV/VTC Technician Installer III	AS	6	Contractor	Domestic				\$71.36	\$73.50
541330ENG; 541513; 541990TAD	AV/VTC Technician Installer Lead	AS	12	Contractor	Domestic				\$80.82	\$83.24
541330ENG; 541513; 541990TAD	Communications Engineer I	BS	1	Contractor	Domestic				\$80.29	\$82.70
541330ENG; 541513; 541990TAD	Communications Engineer II	BS	5	Contractor	Domestic				\$93.06	\$95.85
541330ENG; 541513; 541990TAD	Communications Engineer III	BS	10	Contractor	Domestic				\$106.55	\$109.75
541330ENG; 541513; 541990TAD	Communications Engineer IV	BS	18	Contractor	Domestic				\$120.94	\$124.57
541330ENG; 541513; 541990TAD	Cybersecurity Engineer I	BS	2	Contractor	Domestic				\$101.89	\$104.95
541330ENG; 541513; 541990TAD	Cybersecurity Engineer II	BS	6	Contractor	Domestic				\$112.26	\$115.63
541330ENG; 541513; 541990TAD	Cybersecurity Engineer III	BS	10	Contractor	Domestic				\$126.62	\$130.42
541330ENG; 541513; 541990TAD	Cybersecurity Engineer IV	BS	18	Contractor	Domestic				\$142.09	\$146.35
541330ENG; 541513; 541990TAD	Network Architect I	BS	1	Contractor	Domestic				\$77.59	\$79.91

541330ENG; 541513; 541990TAD	Network Architect II	BS	5	Contractor	Domestic				\$89.96	\$92.66
541330ENG; 541513; 541990TAD	Network Architect III	BS	10	Contractor	Domestic				\$103.98	\$107.10
541330ENG; 541513; 541990TAD	Network Architect IV	BS	18	Contractor	Domestic				\$121.22	\$124.86
541330ENG; 541513; 541990TAD	Network Engineer I	BS	1	Contractor	Domestic				\$80.77	\$83.20
541330ENG; 541513; 541990TAD	Network Engineer II	BS	4	Contractor	Domestic				\$90.77	\$93.49
541330ENG; 541513; 541990TAD	Network Engineer III	BS	8	Contractor	Domestic				\$103.16	\$106.25
541330ENG; 541513; 541990TAD	Network Engineer IV	BS	18	Contractor	Domestic				\$124.92	\$128.67
541330ENG; 541513; 541990TAD	System Admin/Information System Security Manager I	BS	3	Contractor	Domestic				\$95.79	\$98.66
541330ENG; 541513; 541990TAD	System Admin/Information System Security Manager II	BS	6	Contractor	Domestic				\$130.31	\$134.22
541330ENG; 541513; 541990TAD	System Admin/Information System Security Manager III	BS	10	Contractor	Domestic				\$143.46	\$147.76
541330ENG; 541513; 541990TAD	System Admin/Information System Security Manager IV	BS	16	Contractor	Domestic				\$154.02	\$158.64
541330ENG; 541513; 541990TAD	Systems Analyst I	BS	0	Contractor	Domestic				\$77.31	\$79.63
541330ENG; 541513; 541990TAD	Systems Analyst II	BS	1	Contractor	Domestic				\$79.40	\$81.78
541330ENG; 541513; 541990TAD	Systems Analyst III	BS	2	Contractor	Domestic				\$82.18	\$84.64
541330ENG; 541513; 541990TAD	Systems Analyst IV	BS	3	Contractor	Domestic				\$84.94	\$87.49
541330ENG; 541513; 541990TAD	Systems Analyst V	BS	5	Contractor	Domestic				\$90.33	\$93.04
541330ENG; 541513; 541990TAD	Systems Analyst VI	BS	7	Contractor	Domestic				\$95.44	\$98.30
541330ENG; 541513; 541990TAD	Systems Analyst VII	BS	8	Contractor	Domestic				\$97.84	\$100.77
541330ENG; 541513; 541990TAD	Systems Analyst VIII	BS	10	Contractor	Domestic				\$102.33	\$105.40
541330ENG; 541513; 541990TAD	Systems Analyst IX	BS	12	Contractor	Domestic				\$106.51	\$109.71
541330ENG; 541513; 541990TAD	Systems Analyst X	BS	14	Contractor	Domestic				\$110.52	\$113.83

541330ENG; 541513; 541990TAD	Systems Analyst XI	BS	16	Contractor	Domestic				\$114.43	\$117.86
541330ENG; 541513; 541990TAD	Systems Analyst XII	BS	20	Contractor	Domestic				\$127.30	\$131.12
541330ENG; 541513; 541990TAD	Telemetry Engineer I	BS	3	Contractor	Domestic				\$90.37	\$93.08
541330ENG; 541513; 541990TAD	Telemetry Engineer II	BS	6	Contractor	Domestic				\$106.46	\$109.66
541330ENG; 541513; 541990TAD	Telemetry Engineer III	BS	10	Contractor	Domestic				\$120.39	\$124.00
541330ENG; 541513; 541990TAD	Telemetry Engineer IV	BS	16	Contractor	Domestic				\$140.13	\$144.33
541330ENG; 541513; 541990TAD	Telemetry Operator I	AS	3	Contractor	Domestic				\$57.33	\$59.05
541330ENG; 541513; 541990TAD	Telemetry Operator II	AS	6	Contractor	Domestic				\$62.40	\$64.27
541330ENG; 541513; 541990TAD	Telemetry Operator III	AS	10	Contractor	Domestic				\$68.63	\$70.69
541330ENG; 541513; 541990TAD	Telemetry Operator IV	AS	13	Contractor	Domestic				\$73.05	\$75.24
541330ENG; 541513; 541990TAD	AV Engineer I	BS	1	Customer	Domestic				\$71.87	\$74.02
541330ENG; 541513; 541990TAD	AV Engineer II	BS	5	Customer	Domestic				\$83.38	\$85.88
541330ENG; 541513; 541990TAD	AV Engineer III	BS	7	Customer	Domestic				\$97.68	\$100.61
541330ENG; 541513; 541990TAD	AV Engineer IV	BS	20	Customer	Domestic				\$110.34	\$113.65
541330ENG; 541513; 541990TAD	AV Programmer I	AS	2	Customer	Domestic				\$76.60	\$78.90
541330ENG; 541513; 541990TAD	AV Programmer II	AS	8	Customer	Domestic				\$90.69	\$93.41
541330ENG; 541513; 541990TAD	AV Programmer III	AS	14	Customer	Domestic				\$102.08	\$105.15
541330ENG; 541513; 541990TAD	AV/VTC CAD Operator I**	HS	3	Customer	Domestic				\$55.09	\$56.75
541330ENG; 541513; 541990TAD	AV/VTC CAD Operator II**	AS	8	Customer	Domestic				\$63.30	\$65.20
541330ENG; 541513; 541990TAD	AV/VTC Technician Installer I**	HS	1	Customer	Domestic				\$54.01	\$55.63
541330ENG; 541513; 541990TAD	AV/VTC Technician Installer II**	AS	2	Customer	Domestic				\$58.79	\$60.55
541330ENG; 541513; 541990TAD	AV/VTC Technician Installer III	AS	6	Customer	Domestic				\$64.88	\$66.83

541330ENG; 541513; 541990TAD	AV/VTC Technician Installer Lead	AS	12	Customer	Domestic				\$73.48	\$75.69
541330ENG; 541513; 541990TAD	Communications Engineer I	BS	1	Customer	Domestic				\$73.00	\$75.19
541330ENG; 541513; 541990TAD	Communications Engineer II	BS	5	Customer	Domestic				\$84.61	\$87.15
541330ENG; 541513; 541990TAD	Communications Engineer III	BS	10	Customer	Domestic				\$96.88	\$99.79
541330ENG; 541513; 541990TAD	Communications Engineer IV	BS	18	Customer	Domestic				\$109.96	\$113.26
541330ENG; 541513; 541990TAD	Cybersecurity Engineer I	BS	2	Customer	Domestic				\$92.65	\$95.43
541330ENG; 541513; 541990TAD	Cybersecurity Engineer II	BS	6	Customer	Domestic				\$102.07	\$105.13
541330ENG; 541513; 541990TAD	Cybersecurity Engineer III	BS	10	Customer	Domestic				\$115.13	\$118.58
541330ENG; 541513; 541990TAD	Cybersecurity Engineer IV	BS	18	Customer	Domestic				\$129.19	\$133.07
541330ENG; 541513; 541990TAD	Network Architect I	BS	1	Customer	Domestic				\$70.54	\$72.66
541330ENG; 541513; 541990TAD	Network Architect II	BS	5	Customer	Domestic				\$81.80	\$84.25
541330ENG; 541513; 541990TAD	Network Architect III	BS	10	Customer	Domestic				\$94.54	\$97.38
541330ENG; 541513; 541990TAD	Network Architect IV	BS	18	Customer	Domestic				\$110.22	\$113.53
541330ENG; 541513; 541990TAD	Network Engineer I	BS	1	Customer	Domestic				\$73.44	\$75.64
541330ENG; 541513; 541990TAD	Network Engineer II	BS	4	Customer	Domestic				\$82.53	\$85.01
541330ENG; 541513; 541990TAD	Network Engineer III	BS	8	Customer	Domestic				\$93.79	\$96.60
541330ENG; 541513; 541990TAD	Network Engineer IV	BS	18	Customer	Domestic				\$113.58	\$116.99
541330ENG; 541513; 541990TAD	System Admin/Information System Security Manager I	BS	3	Customer	Domestic				\$83.72	\$86.23
541330ENG; 541513; 541990TAD	System Admin/Information System Security Manager II	BS	6	Customer	Domestic				\$118.48	\$122.03
541330ENG; 541513; 541990TAD	System Admin/Information System Security Manager III	BS	10	Customer	Domestic				\$130.44	\$134.35
541330ENG; 541513; 541990TAD	System Admin/Information System Security Manager IV	BS	16	Customer	Domestic				\$134.61	\$138.65

541330ENG; 541513; 541990TAD	Systems Analyst I	BS	0	Customer	Domestic				\$70.29	\$72.40
541330ENG; 541513; 541990TAD	Systems Analyst II	BS	1	Customer	Domestic				\$72.19	\$74.36
541330ENG; 541513; 541990TAD	Systems Analyst III	BS	2	Customer	Domestic				\$74.72	\$76.96
541330ENG; 541513; 541990TAD	Systems Analyst IV	BS	3	Customer	Domestic				\$77.23	\$79.54
541330ENG; 541513; 541990TAD	Systems Analyst V	BS	5	Customer	Domestic				\$82.13	\$84.60
541330ENG; 541513; 541990TAD	Systems Analyst VI	BS	7	Customer	Domestic				\$86.77	\$89.38
541330ENG; 541513; 541990TAD	Systems Analyst VII	BS	8	Customer	Domestic				\$88.96	\$91.63
541330ENG; 541513; 541990TAD	Systems Analyst VIII	BS	10	Customer	Domestic				\$93.04	\$95.83
541330ENG; 541513; 541990TAD	Systems Analyst IX	BS	12	Customer	Domestic				\$96.85	\$99.75
541330ENG; 541513; 541990TAD	Systems Analyst X	BS	14	Customer	Domestic				\$100.49	\$103.50
541330ENG; 541513; 541990TAD	Systems Analyst XI	BS	16	Customer	Domestic				\$104.04	\$107.16
541330ENG; 541513; 541990TAD	Systems Analyst XII	BS	20	Customer	Domestic				\$115.74	\$119.22
541330ENG; 541513; 541990TAD	Telemetry Engineer I	BS	3	Customer	Domestic				\$82.16	\$84.63
541330ENG; 541513; 541990TAD	Telemetry Engineer II	BS	6	Customer	Domestic				\$96.80	\$99.70
541330ENG; 541513; 541990TAD	Telemetry Engineer III	BS	10	Customer	Domestic				\$109.46	\$112.75
541330ENG; 541513; 541990TAD	Telemetry Engineer IV	BS	16	Customer	Domestic				\$127.41	\$131.23
541330ENG; 541513; 541990TAD	Telemetry Operator I	AS	3	Customer	Domestic				\$52.12	\$53.69
541330ENG; 541513; 541990TAD	Telemetry Operator II	AS	6	Customer	Domestic				\$56.73	\$58.44
541330ENG; 541513; 541990TAD	Telemetry Operator III	AS	10	Customer	Domestic				\$62.40	\$64.27
541330ENG; 541513; 541990TAD	Telemetry Operator IV	AS	13	Customer	Domestic				\$66.42	\$68.41

III. LABOR DESCRIPTIONS

Service Contract Labor Standards (SCLS) Matrix

SCLS Eligible Contract Labor Category	SCLS Equivalent Code Title	WD Number
Administrative Support I	01111 General Clerk I	WD 2015-4603
Administrative Support II	01112 General Clerk II	WD 2015-4603
Administrative Support III	01113 General Clerk III	WD 2015-4603
AV/VTC CAD Operator I	30061 Drafter/CAD Operator I	WD 2015-4603
AV/VTC CAD Operator II	30061 Drafter/CAD Operator II	WD 2015-4603
AV/VTC Technician Installer I	13110 Video Teleconference Technician	WD 2015-4603
AV/VTC Technician Installer II	13110 Video Teleconference Technician	WD 2015-4603
Business Specialist I	01118 General Clerk IV	WD 2015-4603
Technical Specialist I	30081 Engineering Technician I	WD 2015-4603
Technical Specialist II	30082 Engineering Technician II	WD 2015-4603
Technical Specialist III	30083 Engineering Technician III	WD 2015-4603
Technical Specialist IV	30084 Engineering Technician IV	WD 2015-4603
Engineering Technician I	30081 Engineering Technician I	WD 2015-4603
Engineering Technician II	30082 Engineering Technician II	WD 2015-4603
Engineering Technician III	30083 Engineering Technician III	WD 2015-4603
Engineering Technician IV	30084 Engineering Technician IV	WD 2015-4603
Engineering Technician V	30085 Engineering Technician V	WD 2015-4603
Engineering Technician VI	30086 Engineering Technician VI	WD 2015-4603

The Service Contract Labor Standards (SCLS), formerly known as the Service Contract Act (SCA), is applicable to this contract and it includes SCLS applicable labor categories. The prices for the cited SCLS labor categories are based on the U.S. Department of Labor Wage Determination Number(s) identified in the SCLS matrix. The prices awarded are in line with the geographic scope of the contract (i.e. nationwide).

ADMINISTRATIVE SUPPORT

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.

Admin Support I - High School Diploma or equivalent

Admin Support II - High School Diploma or equivalent and 1 year of related experience

Admin Support III - High School Diploma or equivalent and 2 years of related experience

AUDIO VISUAL (AV) ENGINEER

GENERAL SUMMARY

Perform duties and responsibilities focused on increasing the quality and reliability of processes, products, or services provided by the supported customer.

PRINCIPAL DUTIES AND RESPONSIBILITIES

1. May design and conduct tests and analyze results of tests or outputs of small to enterprise level AV projects intended for Customer including room integration products and audio/video bridging products.
2. Provide expert engineering and/or scientific solutions for highly complex technical/scientific matters to include providing technical support to field engineers, technicians, technical support representatives and customers who are diagnosing, troubleshooting, repairing and debugging complex problems. Mathematical and statistical methods may be used.
3. Will make recommendations based on findings. Understand relevance of new and developing technologies as they relate to Audio Visual equipment and applicable hardware/software.
4. Contribute subject matter expertise and advice to the customer at a level that is typically attained via a related technical education.

AV Engineer I – Bachelor’s Degree and 1 year of related experience

AV Engineer II – Bachelor’s Degree and 5 years of related experience

AV Engineer III – Bachelor’s Degree and 7 years of related experience

AV Engineer IV – Bachelor’s Degree and 20 years of related experience

AV PROGRAMMER

GENERAL SUMMARY

Reviews, analyzes, develops, installs, and modifies customer integrated control solutions for complex

audio-visual systems.

PRINCIPAL DUTIES AND RESPONSIBILITIES

1. Analyzes and resolves problems associated with audio, video, switching, and control system issues. Detects, diagnoses, and reports related problems.
2. Capable of encoding and debugging programs and providing technical guidance to project teams.
3. Develops interactive courseware from script storyboards using various authoring systems.
4. Capable of performing interim and final testing of developed programs.
5. Responsible for control system programming, implementation, and testing for system integration projects.

AV Programmer I – Associate’s Degree and 2 years of related experience

AV Programmer II – Associate’s Degree and 8 years of related experience

AV Programmer III – Associate’s Degree and 14 years of related experience

AV/VTC CAD OPERATOR

GENERAL SUMMARY

Transforms initial product designs into working documents using computer aided design (CAD).

PRINCIPAL DUTIES AND RESPONSIBILITIES

1. Develops / reviews engineering sketches, drawings and designs to ensure adherence to produce design as-built documentation.
2. Collaborates with design originators to resolve discrepancies between original drawings and final CAD designs.

AV/VTC CAD Operator I – High School Diploma and 3 years of related experience

AV/VTC CAD Operator II – Associate’s Degree and 8 years of related experience

AV TECHNICIAN INSTALLER

GENERAL SUMMARY

Responsibilities include installing and adjusting audio-visual equipment, performing maintenance, and repairing high end video conferencing as well as other equipment.

PRINCIPAL DUTIES AND RESPONSIBILITIES

1. Works with engineers/managers on design, testing, installation and positioning of equipment.
2. Maintain accurate records of equipment inventory and troubleshoot equipment problems.

AV Technician Installer I – High School Diploma and 1 year of related experience

AV Technician Installer II – Associates Degree and 2 years of related experience

AV Technician Installer III – Associates Degree and 6 years of related experience

AV Technician Installer Lead– Associates Degree and 12 years of related experience

BUSINESS SPECIALIST

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.

Bus. Specialist I - High School Diploma or equivalent and 6 years of related experience

Bus. Specialist II - Bachelor's Degree or equivalent

Bus. Specialist III - Bachelor's Degree or equivalent and 2 years of related experience

Bus. Specialist IV - Bachelor's Degree or equivalent and 4 years of related experience

Bus. Specialist V - Bachelor's Degree or equivalent and 6 years of related experience

Bus. Specialist VI - Master's Degree or equivalent and 5 years of related experience

Bus. Specialist VII - Master's Degree or equivalent and 8 years of related experience

COMMUNICATIONS ENGINEER

GENERAL SUMMARY

Responsible for the research, design, development and production of communications equipment/systems.

PRINCIPAL DUTIES AND RESPONSIBILITIES

1. Design and modify electrical communications systems for scientific, military, industrial or commercial use.
2. Encompasses modes of communication such as satellites, radio, internet and broadband technologies and wireless telephone services.
3. Develops and negotiates project budgets, timescales and specifications with clients and managers.
4. Performs site surveys; produces, tests and implements designs; and creates test procedures.
5. Ensures that objectives and deadlines are met; analyzes and interprets data; and provides technical support.

Communications Engineer I – Bachelor's Degree and 1 year of related experience

Communications Engineer II – Bachelor's Degree and 5 years of related experience

Communications Engineer III – Bachelor's Degree and 10 years of related experience

Communications Engineer IV – Bachelor's Degree and 18 years of related experience

CYBERSECURITY ENGINEER

GENERAL SUMMARY

Plans, designs, implements, manages, monitors and upgrades security measures for the protection of the organizations data, systems and networks.

PRINCIPAL DUTIES AND RESPONSIBILITIES

1. Troubleshoots security and network problems.
2. Responds to all system and/or network security breaches.
3. Ensures that the organization's data and infrastructure are protected by enabling the appropriate security controls.

4. Participates in the change management process.
5. Tests and identifies network and system vulnerabilities.
6. Performs daily administrative tasks, reporting and communication with the relevant departments in the organization.

Cybersecurity Engineer I – Bachelor’s Degree and 2 years of related experience
Cybersecurity Engineer II – Bachelor’s Degree and 6 years of related experience
Cybersecurity Engineer III – Bachelor’s Degree and 10 years of related experience
Cybersecurity Engineer IV – Bachelor’s Degree and 18 years of related experience

ENGINEER/ANALYST

GENERAL SUMMARY

Under supervision performs a variety of engineering/analytical tasks that are broad in nature and are concerned with design and implementation, project management, or lifecycle support, including personnel, hardware, software and support facilities and/or equipment. Performs with some latitude unreviewed actions and decisions.

PRINCIPAL DUTIES AND RESPONSIBILITIES

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

Eng/Analyst I - Bachelor’s Degree and 5 years of related experience
Eng/Analyst II - Bachelor’s Degree and 6 years of related experience
Eng/Analyst III - Bachelor’s Degree and 7 years of related experience
Eng/Analyst IV - Bachelor’s Degree and 8 years of related experience
Eng/Analyst V - Bachelor’s Degree and 10 years of related experience

JR. ENGINEER/ANALYST

GENERAL SUMMARY

Under supervision, assists in defining and executing engineering/analytical activities within a project. These activities may consist of planning, performance management, capacity planning, testing and validation, benchmarking, engineering, analysis, and development and staffing of an engineering management plan.

PRINCIPAL DUTIES AND RESPONSIBILITIES

1. Performs engineering/analytical planning, performance management, capacity planning, testing and validation, benchmarking.
2. Development and staffing of an engineering management plan.
3. Supports project engineers/managers, as required.
4. Analyzes and develops technical documentation detailing the integration and system performance.
5. May perform other duties as assigned.

Jr Eng/Analyst I - Bachelor’s Degree

Jr Eng/Analyst II - Bachelor's Degree and 1 year of related experience
Jr Eng/Analyst III - Bachelor's Degree and 2 years of related experience
Jr Eng/Analyst IV - Bachelor's Degree and 3 years of related experience

MANAGER

GENERAL SUMMARY

Directs the performance of a variety of related projects that may be organized by technology, program, or client. Oversees the technology development and/or application, marketing, and resource allocation within program client base.

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. Confers with project manager to provide technical advice and to assist with problem resolution.
7. May perform other duties as assigned.

Manager I - Bachelor's Degree or equivalent and 8 years of related experience
Manager II - Bachelor's Degree or equivalent and 9 years of related experience
Manager III - Bachelor's Degree or equivalent and 10 years of related experience
Manager IV - Bachelor's Degree or equivalent and 11 years of related experience
Manager V - Bachelor's Degree or equivalent and 12 years of related experience
Manager VI - Master's Degree or equivalent and 9 years of related experience
Manager VII - Master's Degree or equivalent and 11 years of related experience

NETWORK ARCHITECT

GENERAL SUMMARY

Design and implement computer and information networks, such as local area networks (LAN), wide area networks (WAN), intranets, extranets, and other data communications networks.

PRINCIPAL DUTIES AND RESPONSIBILITIES

1. Perform network modeling, analysis, and planning, including analysis of capacity needs for network infrastructures.
2. May design network and computer security measures.
3. May research and recommend network and data communications hardware and software.

Network Architect I- Bachelor's Degree and 1 year of related experience
Network Architect II- Bachelor's Degree and 5 years of related experience
Network Architect III- Bachelor's Degree and 10 years of related experience

Network Architect IV- Bachelor's Degree and 18 years of related experience

NETWORK ENGINEER

GENERAL SUMMARY

Assists in the installation and maintenance of network communications.

PRINCIPAL DUTIES AND RESPONSIBILITIES

1. Configures various network devices and services.
2. Troubleshoots the network issues within established guidelines.
3. May assist network architecture design, feasibility, and cost studies.
4. Knowledge of Internet, computer, routers, switches, firewall, and other network equipment.

Network Engineer I – Bachelor's Degree and 1 Year of related experience

Network Engineer II – Bachelor's Degree and 4 Years of related experience

Network Engineer III– Bachelor's Degree and 8 Years of related experience

Network Engineer IV– Bachelor's Degree and 18 Years of related experience

PROGRAM ANALYST

GENERAL SUMMARY

Performs professional analytical work in decision support services, estimating, research, evaluating, design, testing, analysis, operations, planning, application, or standardization of mission-oriented business systems.

PRINCIPAL DUTIES AND RESPONSIBILITIES

1. Applies intensive and diversified knowledge of analytical principles and practices in broad areas. Makes decisions independently on problems and methods, and represents the organization in meetings to resolve important questions and to plan and coordinate work.
2. May use advanced technology and the modification and extension of best analysis practices and methods.
3. May produce documents, reports, and schedules. May provide training. Designs or modifies documentation to meet the requirements of the customer.

Program Analyst I - Bachelor's Degree or equivalent and 3 years of related experience.

Program Analyst II - Bachelor's Degree or equivalent and 5 years of related experience.

Program Analyst III - Bachelor's Degree or equivalent and 7 years of related experience.

PROJECT 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.
4. Supervises staff operations or provides oversight of contracted projects.

Project Manager I - Bachelor's Degree or equivalent and 5 years of related experience
Project Manager II - Bachelor's Degree or equivalent and 7 years of related experience
Project Manager III - Bachelor's Degree or equivalent and 8 years of related experience
Project Manager IV - Bachelor's Degree or equivalent and 9 years of related experience
Project Manager V - Bachelor's Degree or equivalent and 10 years of related experience
Project Manager VI - Bachelor's Degree or equivalent and 11 years of related experience
Project Manager VII - Master's Degree or equivalent and 8 years of related experience
Project Manager VIII - Master's Degree or equivalent and 11 years of related experience
Project Manager IX – Master's Degree or equivalent and 26 years of related experience

SR. ENGINEER / ANALYST

GENERAL SUMMARY

Performs a variety of engineering/analytical tasks, either independently or under supervision, which are broad in nature and are concerned with the design and implementation, project management, and lifecycle support, including personnel, hardware, software and support facilities and/or equipment. Supervises team through project completion.

PRINCIPAL DUTIES AND RESPONSIBILITIES

1. Plans and performs engineering or analytical research, design development, and other assignments in conformance with design, engineering, and customer specifications.
2. Supervises team through project completion.
3. Responsible for major technical/engineering or analytical projects of higher complexity and importance than those normally assigned to lower level staff.
4. Coordinates the activities of engineers, analysts, and technicians assigned to specific projects.
5. May perform other duties as assigned.

Sr Eng/Analyst I - Bachelor's Degree and 9 years of related experience
Sr Eng /Analyst II - Bachelor's Degree and 10 years of related experience
Sr Eng/Analyst III - Bachelor's Degree and 11 years of related experience
Sr Eng/Analyst IV - Bachelor's Degree and 12 years of related experience
Sr Eng/Analyst V - Bachelor's Degree and 13 years of related experience
Sr Eng/Analyst VI - Bachelor's Degree and 14 years of related experience
Sr Eng/Analyst VII - Bachelor's Degree and 15 years of related experience
Sr Eng/Analyst VIII - Master's Degree and 12 years of related experience
Sr Eng/Analyst IX - Master's Degree and 13 years of related experience
Sr Eng/Analyst X - Master's Degree and 14 years of related experience
Sr Eng/Analyst XI – Master's Degree and 16 years of related experience
Sr Eng/Analyst XII – Master's Degree and 20 years of related experience

SUBJECT MATTER EXPERT

GENERAL SUMMARY

Lead and provide technical direction on discipline-related projects; provide guidance and direction for accomplishment of multiple, complex and interrelated projects; design and implement programs, projects or tasks; lead/manage multi-task projects of high complexity while providing primary interface with client management personnel regarding strategic issues; ensure completion of programs, projects, or tasks within estimated time frames and budget constraints; coordinate with all parties to tasks; review works

products for completeness, and adherence to customer requirements; brief and lead strategic level client meetings.

PRINCIPAL DUTIES AND RESPONSIBILITIES

1. Provides expert consulting in a specialized subject matter.
2. Plans and performs required research, evaluation, development, integration planning and other tasks in specific areas.
3. Provides highly specialized guidance with regard to area of expertise. Coordinates and guides the activities of staff assigned to specific tasks.
4. Able to communicate effectively with customers and understand requirements.

SME I- Master's degree in related discipline plus four (4) years of related experience

SME II- Master's degree in related discipline plus eight (8) years of related experience

SME III- Master's degree in related discipline plus ten (10) years of related experience

SYSTEM ADMIN / INFORMATION SYSTEMS SECURITY MANAGER (SA/ISSM)

GENERAL SUMMARY

Develops and manages Information Systems cyber security, database protection and software development.

PRINCIPAL DUTIES AND RESPONSIBILITIES

1. Prepares and presents IS security standards, best practices, architecture and systems to ensure security across the enterprise.
2. Implements procedures and methods for auditing and addressing non-compliance to information security standards.
3. Maintains and supports the integrity of the operating system environment and various computer systems.
4. Administers, installs and troubleshoots a variety of operating systems.
5. Performs systems maintenance tasks, such as system back-up, recovery and file maintenance.
6. Schedules, installs, and tests system software upgrades.
7. Configures software and resolves technical problems.
8. Monitors and maintains software licensing and maintenance agreements.

SA/ISSM I- Bachelor's Degree and 3 years of related experience

SA/ISSM II- Bachelor's Degree and 6 years of related experience

SA/ISSM III- Bachelor's Degree and 10 years of related experience

SA/ISSM IV- Bachelor's Degree and 16 years of related experience

SYSTEMS ANALYST

GENERAL SUMMARY

Formulate and apply mathematical modeling and other optimizing methods to develop and interpret information that assists management with decision making, policy formulation, or other managerial functions.

PRINCIPAL DUTIES AND RESPONSIBILITIES

1. May collect and analyze data and develop decision support software, services, or products.
2. May develop and supply optimal time, cost, or logistics networks for program evaluation, review, or implementation.

System Analyst I - Bachelor's Degree

System Analyst II - Bachelor's Degree and 1 year of related experience

System Analyst III - Bachelor's Degree and 2 years of related experience

System Analyst IV - Bachelor's Degree and 3 years of related experience

System Analyst V - Bachelor's Degree and 5 years of related experience

System Analyst VI - Bachelor's Degree and 7 years of related experience

System Analyst VII - Bachelor's Degree and 8 years of related experience

System Analyst VIII - Bachelor's Degree and 10 years of related experience

System Analyst IX - Bachelor's Degree and 12 years of related experience

System Analyst X - Bachelor's Degree and 14 years of related experience

System Analyst XI - Bachelor's Degree and 16 years of related experience

System Analyst XII - Bachelor's Degree and 20 years of related experience

TECHNICAL SPECIALIST

GENERAL SUMMARY

Assists in collecting and organizing information required for preparation of user's manuals, training materials, installation guides, proposals, and other reports and deliverables.

PRINCIPAL DUTIES AND RESPONSIBILITIES

Edits functional descriptions, system specifications, user's manuals, special reports, or any other customer deliverables and documents.

Tech Specialist I - High School Diploma or equivalent and 2 years of related experience

Tech Specialist II - Bachelor's Degree or equivalent

Tech Specialist III - Bachelor's Degree or equivalent and 1 year of related experience

Tech Specialist IV - Bachelor's Degree or equivalent and 2 years of related experience

ENGINEERING TECHNICIAN

GENERAL SUMMARY

Assists in collecting and organizing information required for preparation of user's manuals, training materials, installation guides, proposals, and other reports and deliverables.

PRINCIPAL DUTIES AND RESPONSIBILITIES

Edits functional descriptions, system specifications, user's manuals, special reports, or any other customer deliverables and documents.

Engineering Technician I - High School Diploma or equivalent and 0 years of related experience

Engineering Technician II - High School Diploma or equivalent and 1 years of related experience

Engineering Technician III - High School Diploma or equivalent and 2 years of related experience

Engineering Technician IV - High School Diploma or equivalent and 3 years of related experience

Engineering Technician V – Associated Degree or equivalent and 3 years of related experience

Engineering Technician VI - Associated Degree or equivalent and 5 years of related experience

TELEMETRY ENGINEER

GENERAL SUMMARY

Designs, installs, and adapts equipment used to monitor and control systems, machinery and processes.

PRINCIPAL DUTIES AND RESPONSIBILITIES

1. Measures output performance, analyzes issues with production quality and recommends solutions.
2. Troubleshoots control systems and implements improvements to increase efficiency, reduce costs, and improve reliability.

Telemetry Engineer I- Bachelor's of Engineering Degree and 3 years of related experience

Telemetry Engineer II- Bachelor's of Engineering Degree and 6 years of related experience

Telemetry Engineer III- Bachelor's of Engineering Degree and 10 years of related experience

Telemetry Engineer IV- Bachelor's of Engineering Degree and 16 years of related experience

TELEMETRY OPERATOR

GENERAL SUMMARY

Operate, install, adjust, and maintain integrated computer/communications systems, consoles, simulators, and other data acquisition, test, and measurement instruments and equipment, which are used to launch, track, position, and evaluate air and space vehicles.

PRINCIPAL DUTIES AND RESPONSIBILITIES

1. May record and interpret test data.

Telemetry Operator I-Associate's Degree and 3 years of related experience

Telemetry Operator II-Associate's Degree and 6 years of related experience

Telemetry Operator III-Associate's Degree and 10 years of related experience

Telemetry Operator IV-Associate's Degree and 13 years of related experience

Substitution/Equivalency

Allowable substitution is quantified in the Substitution Chart below.

GED or vocational degree = high school diploma

High School diploma and Two (2) additional years related experience =AS/AA degree

AS/AA degree and Six (6) years additional related experience = BS/BA

BS/BA and Four (4) years additional related experience = MS/MA

Substitution Chart

Labor Category	Min Edu	PPL	PhD	Masters	Bachelors	Associates	High School
Admin Support I**	High School	0	N/A	N/A	N/A	N/A	0
Admin Support II**	High School	1	N/A	N/A	N/A	N/A	1
Admin Support III**	High School	2	N/A	N/A	N/A	0	2
AV Engineer I	Bachelors	1	N/A	N/A	1	N/A	N/A
AV Engineer II	Bachelors	5	N/A	1	5	N/A	N/A
AV Engineer II	Bachelors	7	N/A	3	7	N/A	N/A
AV Engineer IV	Bachelors	20	N/A	16	20	N/A	N/A
AV Programmer I	Associates	2	N/A	N/A	N/A	2	4
AV Programmer II	Associates	8	N/A	N/A	2	8	10
AV Programmer III	Associates	14	N/A	4	8	14	16
AV/VTC CAD Operator I	High School	3	N/A	N/A	N/A	1	3
AV/VTC CAD Operator II	Associates	8	N/A	N/A	2	8	10
AV/VTC Technician Installer I	High School	1	N/A	N/A	N/A	N/A	1
AV/VTC Technician Installer II	Associates	2	N/A	N/A	N/A	2	4
AV/VTC Technician Installer III	Associates	6	N/A	N/A	0	6	8
AV/VTC Technician Installer Lead	Associates	12	N/A	2	6	12	14
Bus. Specialist I	High School	6	N/A	N/A	N/A	4	6
Bus. Specialist II	Bachelors	0	N/A	N/A	0	6	8
Bus. Specialist III	Bachelors	2	N/A	N/A	2	8	10
Bus. Specialist IV	Bachelors	4	N/A	0	4	10	12
Bus. Specialist V	Bachelors	6	N/A	2	6	12	14
Bus. Specialist VI	Masters	5	N/A	5	9	15	17
Bus. Specialist VII	Masters	8	N/A	8	12	18	20
Communications Engineer I	Bachelors	1	N/A	N/A	1	N/A	N/A
Communication Engineer II	Bachelors	5	N/A	1	5	N/A	N/A
Communication Engineer III	Bachelors	10	N/A	6	10	N/A	N/A
Communication Engineer IV	Bachelors	18	N/A	14	18	N/A	N/A
Cybersecurity Engineer I	Bachelors	2	N/A	N/A	2	N/A	N/A
Cybersecurity Engineer II	Bachelors	6	N/A	2	6	N/A	N/A
Cybersecurity Engineer III	Bachelors	10	N/A	6	10	N/A	N/A
Cybersecurity Engineer IV	Bachelors	18	N/A	14	18	N/A	N/A
Eng/Analyst I	Bachelors	5	N/A	1	5	N/A	N/A
Eng/Analyst II	Bachelors	6	N/A	2	6	N/A	N/A
Eng/Analyst III	Bachelors	7	N/A	3	7	N/A	N/A
Eng/Analyst IV	Bachelors	8	N/A	4	8	N/A	N/A
Eng/Analyst V	Bachelors	10	N/A	6	10	N/A	N/A
Jr. Eng/Analyst I	Bachelors	0	N/A	N/A	0	N/A	N/A
Jr. Eng/Analyst II	Bachelors	1	N/A	N/A	1	N/A	N/A
Jr. Eng/Analyst III	Bachelors	2	N/A	N/A	2	N/A	N/A
Jr. Eng/Analyst IV	Bachelors	3	N/A	N/A	3	N/A	N/A
Manager I	Bachelors	8	N/A	4	8	14	16

Manager II	Bachelors	9	N/A	5	9	15	17
Manager III	Bachelors	10	N/A	6	10	16	18
Manager IV	Bachelors	11	N/A	7	11	17	19
Manager V	Bachelors	12	N/A	8	12	18	20
Manager VI	Masters	9	N/A	9	13	19	21
Manager VII	Masters	11	N/A	11	15	21	23
Network Architect I	Bachelors	1	N/A	N/A	1	7	9
Network Architect II	Bachelors	5	N/A	1	5	11	13
Network Architect III	Bachelors	10	N/A	6	10	16	18
Network Architect	Bachelors	18	N/A	14	18	24	26
Network Engineer I	Bachelors	1	N/A	N/A	1	N/A	N/A
Network Engineer II	Bachelors	4	N/A	0	4	N/A	N/A
Network Engineer III	Bachelors	8	N/A	4	8	N/A	N/A
Network Engineer IV	Bachelors	18	N/A	14	18	N/A	N/A
Program Analyst I	Bachelors	3	N/A	N/A	3	9	11
Program Analyst II	Bachelors	5	N/A	1	5	11	13
Program Analyst III	Bachelors	7	N/A	3	7	13	15
Project Manager I	Bachelors	5	N/A	1	5	11	13
Project Manager II	Bachelors	7	N/A	3	7	13	15
Project Manager III	Bachelors	8	N/A	4	8	14	16
Project Manager IV	Bachelors	9	N/A	5	9	15	17
Project Manager V	Bachelors	10	N/A	6	10	16	18
Project Manager VI	Bachelors	11	N/A	7	11	17	19
Project Manager VII	Masters	8	N/A	8	12	18	20
Project Manager VIII	Masters	11	N/A	11	15	21	23
Project Manager IX	Masters	26	N/A	26	30	36	38
Sr. Eng/Analyst I	Bachelors	9	N/A	5	9	N/A	N/A
Sr. Eng/Analyst II	Bachelors	10	N/A	6	10	N/A	N/A
Sr. Eng/Analyst III	Bachelors	11	N/A	7	11	N/A	N/A
Sr. Eng/Analyst IV	Bachelors	12	N/A	8	12	N/A	N/A
Sr. Eng/Analyst V	Bachelors	13	N/A	9	13	N/A	N/A
Sr. Eng/Analyst VI	Bachelors	14	N/A	10	14	N/A	N/A
Sr. Eng/Analyst VII	Bachelors	15	N/A	11	15	N/A	N/A
Sr. Eng/Analyst VIII	Masters	12	N/A	12	16	N/A	N/A
Sr. Eng/Analyst IX	Masters	13	N/A	13	17	N/A	N/A
Sr. Eng/Analyst X	Masters	14	N/A	14	18	N/A	N/A
Sr. Eng/Analyst XI	Masters	16	N/A	16	20	N/A	N/A
Sr. Eng/Analyst XII	Masters	20	N/A	20	24	N/A	N/A
SME I	Masters	4	N/A	4	8	14	16
SME II	Masters	8	N/A	8	12	18	20
SME III	Masters	10	N/A	10	14	20	22
System Admin/Information Systems Security Manager I	Bachelors	3	N/A	N/A	3	9	11
System Admin/Information Systems Security Manager II	Bachelors	6	N/A	2	6	12	14
System Admin/Information Systems Security Manager III	Bachelors	10	N/A	6	10	16	18
System Admin/Information Systems Security Manager IV N/A	Bachelors	16	N/A	12	16	22	24
Systems Analyst I	Bachelors	0	N/A	N/A	0	6	8
Systems Analyst II	Bachelors	1	N/A	N/A	1	7	9

System Analyst III	Bachelors	2	N/A	N/A	2	8	10
Systems Analyst IV	Bachelors	3	N/A	N/A	3	9	11
Systems Analyst V	Bachelors	5	N/A	1	5	11	13
Systems Analyst VI	Bachelors	7	N/A	3	7	13	15
Systems Analyst VII	Bachelors	8	N/A	4	8	14	16
Systems Analyst VIII	Bachelors	10	N/A	6	10	16	18
Systems Analyst IX	Bachelors	12	N/A	8	12	18	20
Systems Analyst X	Bachelors	14	N/A	10	14	20	22
Systems Analyst XI	Bachelors	16	N/A	12	16	22	24
Systems Analyst XII	Bachelors	20	N/A	16	20	26	28
Technical Specialist I**	High School	2	N/A	N/A	N/A	0	2
Technical Specialist II**	Bachelors	0	N/A	N/A	0	6	8
Technical Specialist III**	Bachelors	1	N/A	N/A	1	7	9
Technical Specialist IV**	Bachelors	2	N/A	N/A	2	8	10
Engineering Technician I**	High School	0	N/A	N/A	N/A	N/A	0
Engineering Technician II**	High School	1	N/A	N/A	N/A	N/A	1
Engineering Technician III**	High School	2	N/A	N/A	N/A	0	2
Engineering Technician IV**	High School	3	N/A	N/A	N/A	1	3
Engineering Technician V**	Associates	3	N/A	N/A	N/A	3	5
Engineering Technician VI**	Associates	5	N/A	N/A	N/A	5	7
Telemetry Engineer I	Bachelors	3	N/A	N/A	3	N/A	N/A
Telemetry Engineer II	Bachelors	6	N/A	2	6	N/A	N/A
Telemetry Engineer III	Bachelors	10	N/A	6	10	N/A	N/A
Telemetry Engineer IV	Bachelors	16	N/A	12	16	N/A	N/A
Telemetry Operator I	Associates	3	N/A	N/A	N/A	3	5
Telemetry Operator II	Associates	6	N/A	N/A	0	6	8
Telemetry Operator III	Associates	10	N/A	0	4	10	12
Telemetry Operator IV	Associates	13	N/A	3	7	13	15