

LOGISTICS WORLDWIDE (LOGWORLD)
Federal Supply Schedule Industrial Groups 874V

CONTRACT No. GS-10F-0451R
Contract Period: August 2005- August 2010

Specializing in the Planning, Engineering & Implementation of Advanced
Material Handling, Information & Control Systems Supporting
Manufacturing & Distribution Excellence.

LOGISTICS WORLDWIDE (LOGWORLD)
Federal Supply Schedule Industrial Groups 874V

CONTRACT No. GS-10F-0451R
Contract Period: August 30, 2005 – August 30, 2010

Contractor:

St. Onge Company
1400 Williams Road
York, PA 17402
Telephone: (717) 840-8181
Fax Number: (717) 840-8182
<http://www.stonge.com>

Contract Administrator:

St. Onge Company
Tim Burnham, Director Government/Military Programs
1400 Williams Road
York, PA 17402
Telephone: (717) 840-8181
Fax Number: (717) 840-8182
Email: <mailto:tburnham@stonge.com>

Marketing and Technical POC:

St. Onge Company
Tim Burnham, Director Government/Military Programs
1400 Williams Road
York, PA 17402
Telephone: (717) 840-8181
Fax Number: (717) 840-8182
Email: <mailto:tburnham@stonge.com>

Business Size: Large

Prices shown herein are NET (discount deducted).

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!TM, a menu-driven database system. The Internet address for GSA-Advantage!TM is: <http://www.gsaadvantage.gov/>

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

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GENERAL CONTRACT INFORMATION

1a. Table of Awarded Special Item Numbers (SINs):
(Please refer to page #16 for a more detailed description)

874-501 Supply & Value Chain Management
874-503 Distribution & Transportation Logistics
874-504 Deployment Logistics
874-505 Logistics Training Services

- 1b. Lowest Priced Model Number and Lowest Price: Please refer to our rates on page #19
- 1c. Labor Category Descriptions: Please refer to page #23
2. Maximum Order: \$ 5,000,000 (For awarded SINs)
3. Minimum Order: \$ 100.00
4. Geographic Coverage: Domestic and International
5. Point (s) of Production: Same as company address
6. Discount from List Price: All Prices Herein are Net (discounts already deducted)
7. Quantity Discounts: None Offered
8. Prompt Payment Terms: Net 30 days
- 9a. Government Purchase Card **is** accepted at or below the micro purchase threshold.
- 9b. Government Purchase Card **is not** accepted above the micro - purchase threshold.
10. Foreign Items: None
- 11a. Time of Delivery: To Be Negotiated with Ordering Agency
- 11b. Expedited Delivery: To Be Negotiated with Ordering Agency
- 11c. Overnight and 2-Day Delivery: To Be Negotiated with Ordering Agency
- 11d. Urgent Requirement: To Be Negotiated with Ordering Agency
12. F.O.B. Point(s): Destination

- 13a. Ordering Address: St. Onge Company
ATTN: GSA ORDERS, Mr. Tim
Burnham
1400 Williams Road
York, PA 17402
- 13b. For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPAs), and sample BPA can be found at the GSA/FSS Schedule homepage (www.fss.gsa.gov/schedules)
14. Payment Address: St. Onge Company
ATTN: Accounts Receivable
1400 Williams Road
York, PA 17402
15. Warranty Provision: St. Onge standard commercial warranty
16. Export Packing Charges: Not Applicable
17. Terms & Conditions of Government Purchase Card Acceptance: Contact Contract Administrator
18. Terms and conditions of rental, maintenance, and repair: Not Applicable
19. Terms and conditions of installation (if applicable): Not Applicable
20. Terms and conditions of repair parts indicating date of parts, price lists and any discounts from list prices: Not Applicable
- 20a. Terms and conditions for any other services (if applicable): Not Applicable
21. List of service and distribution points (if applicable): Not Applicable
22. List of participating dealers (if applicable): Not Applicable
23. Preventative maintenance (if applicable) Not Applicable
- 24a. Special attributes such as environmental attributes (e.g., recycled content, energy efficiency, and/or reduced pollutants.): Not Applicable

- 24b. Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services and show where full details can be found (e.g. contractor s website or other location.) The EIT standards can be found at:
www.Section508.gov/ : Not Applicable
25. Data Universal Number System (DUNS) Number: 147413140
26. St. Onge Company *is* registered in the Central Contractor Registration (CCR) database.

OVERVIEW OF ST. ONGE SERVICES

St. Onge Company is a logistics engineering and project management company. We have been in business since 1983 and have grown to a staff of over 80 people. Our primary business is to assist our clients with all aspects of planning, development and implementing supply and value chain solutions. Our work is typically offered in a three-phased approach and encompasses efforts ranging from supply chain planning and “within the walls” engineering to work process definitions and standardization to specific material handling systems design including horizontal transportation, storage and retrieval, process/fabrication, system development and packaging/assembly line design.

St. Onge Company is an industry leader in providing logistics services and offers a team of experienced personnel who have a comprehensive knowledge of logistics management and support services. We use processes and methodologies that have been refined over time to reduce overall supply chain and life cycle costs. Our core competencies of management, planning, execution and continuous improvement are essential in meeting program requirements established by LOGWORLD.

We bring to each project a dedication to learning the intricacies of the client's operations, a belief in the power of creative thinking and, through our years of experience, a knowledge of best practices that spans both industries and continents. In our drive to thoroughly understand and meet the needs of our international clients, we have maintained a partnership of several years standing with Buck Consultants, International of Nijmegen, the Netherlands. A similar partnership is in place with Orient Logistics Engineering of Shanghai, China.

We specialize in enhancing the performance of government and commercial agencies supply and value chains. We help clients assess the best combination of resources to optimize the effectiveness and efficiency of their supply chain operations. We use analytical models, computer simulations, advanced technologies, benchmarks, case studies, business process reengineering, and best practices to reduce cost and improve customer satisfaction. Since our inception, we have worked for numerous industries and completed over 1000 assignments for 300 client companies where we were able to consistently link increased value to supply chain efficiencies.

St. Onge is experienced in all facets of supply chain optimization requirements. Our analyses embrace a multitude of distribution and transportation functions, systems, networks, initiatives and issues. For more than 20 years we have studied and analyzed worldwide transportation and distribution issues, practices and innovations. St. Onge understands the need for dramatic improvements in speed, reliability and efficiency in moving personnel and materiel and in the data and technologies supporting those movements. We have successfully been responsible for the design and engineering of systems to support packaging, staging and logistics activities related to the conveyance of supplies from the original equipment manufacturer to a consolidation area with the U.S. or foreign port of entry.

We offer extensive knowledge and experience in all aspects of deployment supply chain functions. Our expertise includes contingency planning, movement, storage,

accountability and sustainment of supplies and equipment in support of worldwide operations. We assess the management of deployment logistics programs, including developing alternatives and preferred program elements, identifying required resources and assisting with program execution. Our staff consistently provides meaningful, practical solutions for our client challenges.

As an extension of our standard project methodology, St. Onge Company provides an Operations Planning and Management (OPM) capability. OPM is designed to provide our clients with the structured work processes, management tools, and training required to sustain the recommended material handling solution throughout variable business conditions. This process is accomplished through a combination of detailed order analysis and on-the-floor assessment. The intent of the on-the-floor assessment is to identify the current state of practice as well as identify any and all barriers which may prevent the workforce from accomplishing their tasks in an efficient manner. OPM is a capability which can be applied to a single site as part of our standard methodology or as a corporate wide program designed to standardize operations across multiple sites.

To assist in the management of the structured work processes, St. Onge Company incorporates the application of Management Decision Support (DST) tools. DSTs are designed to provide management with the information necessary to evaluate the past success and future requirements in order to run their business at the maximum level of productivity.

While our professional offerings have expanded over the years, our roots lie in the analytical engineering of high performance manufacturing and distribution center facilities. We have incorporated this analytical approach within all of our work, drawing upon disciplines such as operations research and extensive data analysis. We are also familiar with and understand the latest in business theory and pride ourselves on having a forward-looking approach to our ultimately grounded in practical reality. Our extensive background and past performance successes guarantee that we can meet or exceed the contractual requirements of the Logistics Worldwide Federal Supply Schedule Contract. St. Onge Company has a consistently high performance record for all of its contracts which span a diverse range of services to the Government.

We are not a “turnkey” contractor. We feel that we play a vital role in engineering the “best” solution without a bias to particular processes, equipment or vendor selected. After the network analysis and the initial design phase, we move into the detailed design and specification phase where selected vendors competitively bid to a well-defined and specified system. As bids are received, we actively support the evaluation and negotiation process between the client and selected vendors. This second phase is crucial in the development of documentation, training, performance, acceptance field service, and warranty requirements as well as the development of the Functional Systems Design Document and control system specifications. We then move into the third phase, which is the monitoring of vendor/system performance and/or the actual site management of contractors. Beyond the three phase design, procurement and implementation work, we also perform operations planning management projects which both define best practices and standards within an operation, as well as train management and line associates in those best practices if so desired by our clients.

The prime objective for all supply chains is to provide customers with what they want, when they want it, in the right condition, every single time. Distribution and inventory management plays a central role in every supply chain’s need to satisfy its customers. We also realize that improved service, reduced costs and enhanced performance are the goals of all logistics operations. Using these areas for competitive advantage requires real focus on proper planning and continuous improvement.

The St. Onge leadership team will successfully accomplish the performance of agency tasks by effectively implementing all of the elements of management (planning, organizing, directing, controlling, communicating, and decision making). The team will assess customer requirements and assemble the best and most experienced team of professionals to successfully perform all assigned tasks, as scheduled and within budget.

INSTRUCTIONS FOR PREPARING TO ORDER SERVICES PRICED ON GSA SCHEDULE AT HOURLY RATES

GSA provides a streamlined, efficient process for ordering the services you need. GSA has already determined that the St. Onge Company meets the technical requirements and that our prices offered are fair and reasonable. Agencies may use written orders; electronic data interchange (EDI) orders, blanket purchase agreement orders, individual purchase orders, or task orders under this contract.

If it is determined that your agency needs an outside source to provide LOGWORLD services, follow these simple steps:

Step 1. Develop a Statement of Work (SOW)

In the SOW, include the following information:

- Work to be performed,
- Location of work,
- Period of performance;
- Delivery schedule, and
- Special standards and any special requirements, where applicable.

Step 2. Select Contractor and Place Order

If the order is under \$2,500, select the contractor best suited for your needs and place the order.

Step 3. Prepare a Request for Proposal (RFP)

- If the order is over \$2,500, prepare an RFP;
- Include the SOW;
- Request fixed price, ceiling price, or, if not possible, labor hour or time and materials order;
- If preferred, request a performance plan from contractors and information on past experience; and include information on the basis for selection.

Step 4. Submit to at least Three Firms

Step 5. Evaluate Offers, Select Best Value Firm, and Place Order

ORDERING PROCEDURES FOR SERVICES

The following ordering procedures were developed to assist our customer agencies in the purchase of services that are priced at hourly rates.

Procedures for Services Priced on GSA Schedules at Hourly Rates

The GSA has determined that the rates for services contained in our price list on the Federal Supply Schedule are fair and reasonable. However, the ordering office using this contract is responsible for considering the level of effort and mixes of labor proposed to perform specific tasks being ordered and for making a determination that the total firm-fixed price (FFP) or ceiling price is fair and reasonable. Delivery orders may be placed by either the Federal agency or the GSA Federal Supply Service. These ordering procedures take precedence over FAR 8.404.

When ordering services, ordering offices shall ----

1. Prepare a Request for Quote (RFQ):

- A. Prepare a performance-based statement of work (SOW) that outlines the work to be performed, location of work, period performance, deliverables schedule, applicable standards, acceptable criteria and any special requirements (i.e., security clearances, travel, special knowledge).
- B. Include, along with the SOW, a request for contractors to submit either a FFP or a ceiling price to perform the services described in the SOW. The FFP shall be based on the hourly rates in the Federal Supply Schedule contract and shall consider the mix of labor categories and level of effort required to perform the services described in the statement of work.
- C. The FFP of the order may include any other incidental costs related to performance of the services ordered.
- D. A firm-fixed price order shall be requested unless the ordering office makes a determination that it is not possible to estimate accurately the extent or duration of work or to anticipate cost with any reasonable degree of confidence. When such a determination is made, a labor hour quote may be requested. A ceiling price must be established for labor hour and time-and-material orders.
- E. Reimbursements of travel costs at the rates provided in the Federal Travel or Joint Travel Regulation rates, or as a fixed-price incidental line item.
- F. If necessary, contractors may be requested to submit a project plan and/or information on the contractor's experience and past performance on similar tasks.
- G. Include information on the selection criteria and intended use of past performance factors.

Ordering offices should strive to minimize the contractor's cost associated with responding to RFQs. Tailor the RFQ to the minimum level necessary to make a best value selection. Oral presentations should be considered whenever possible.

2. Transmit the Request for Quote to Contractors

A. Evaluate catalogs and price lists to identify the contractors that appear to offer the best value.

B. Provide the RFQ to at least three (3) contractors if the order exceeds the micro-purchase level. If the order exceeds the maximum purchase threshold, send the RFQ to more than three contractors.

3. Evaluate quotes and select the contractor to receive an order

A. Evaluate contractors based on the factors identified in the RFQ.

B. Select the contractor that represents the best value to meet the Government's needs.

BLANKET PURCHASE AGREEMENT

Blanket Purchase Agreements (BPAs) for recurring services are encouraged when the following ordering procedures are followed.

A. All BPAs should define the services to be provided, delivery or performance time frames, billing procedures, and individual authorized to purchase under the BPA. The ordering office should establish discounts based on the projected volume of the orders,

B. State in the RFQ if a single BPA or multiple BPAs will be required and the basis for selecting the contractor to be awarded the BPAs.

1. Single BPAs are established when the ordering office can define the tasks to be ordered and determine a FFP or ceiling price for individual services or tasks to be performed. Authorized users may place the order directly under the established BPA. The best value contractor should be awarded the BPA.

2. If Multiple BPAs are needed by the ordering office, first determine which contractors are technically qualified before established the BPAs. Pricing can be established at this time or at the time the task orders are placed. The contractor that represents the best value should be awarded a BPA.

SUPPLEMENTAL INFORMATION

A. FAR 8.402 contemplates that GSA may occasionally find it necessary to establish special ordering procedures for individual Federal Supply Schedules or for some Special Item Numbers (SINs) within a Schedule. GSA has established special ordering procedures for services that are priced Federal Schedule contract at hourly rates. These special ordering procedures take precedence over the procedures in FAR 8.404.

B. When the ordering office's requirement involves both products as well as professional services; the ordering office should total the prices for the products and the firm-fixed price for the services and select the contractor that represents the greatest value in terms of meeting the ordering office's total needs.

C. The ordering office, should document orders purchased from the contractor and the amount paid. If other than a FFP order is placed, such documentation should include the basis for the determination to use a labor hour order. For agency requirements in excess of the micro-purchase threshold, the order file should document the evaluation of contractor's quotes that formed the basis for the selection of the contractor that received the order and the rationale for any trade-offs made in making the selection.

I-FSS-125 Requirements Exceeding the Maximum Order (August 1997).

(a) In accordance with FAR 8.404, before placing an order that exceeds the maximum order threshold, ordering offices shall:

- (1) Review additional Federal Supply Schedule, contractor's catalogs and/or price lists or use the GSA Advantage! on-line shopping service.
- (2) Based on the initial evaluation, generally seek price reductions from the schedule contractor(s) appearing to provide the best value; and
- (3) After price reductions have been sought, place the order with the schedule contractor that provides the best value and results in the lowest overall cost alternative. See FAR 8.804(a). If further price reductions are not offered, an order may still be placed if the ordering office determines it is appropriate.

(b) Vendors may:

- (1) Offer a new lower price for the requirement (the price reduction clause is not applicable to orders placed over the maximum order in FAR 52.216-19);
- (2) Offer the lowest price available under the contract; or
- (3) Decline the order (The order must be returned in accordance with FAR 52.216-19).

(c) A delivery order that exceeds the maximum order may be placed with the contractor selected in accordance with FAR 8.804. The order will be placed under the contract.

SPECIAL ITEM NUMBER (SIN) DESCRIPTIONS

874-501 Supply and Value Chain Management Services:

Services including, but not limited to, the planning, development, management, operation, and maintenance of logistics systems. These systems deal with: acquisition support, movement and maintenance of resources (including the material requirements determination and acquisition planning, storage, movement, distribution, maintenance, evacuation and disposition of material and equipment), asset or property visibility and management; and operation and maintenance of the infrastructures that support these activities. Contractors may provide assistance and guidance in support of an agency's assessment of the best combination of channels to create value for its customers. Services may include vendor-managed inventory systems; the operation of private and/or Government-owned warehouses, stockrooms, or other storage facilities; shipping and receiving; staging and storage; packing and crating (excluding household goods); and design, re-engineering, and operation and maintenance of distribution and material handling equipment systems.

The following is representative, but not all-inclusive of the types of services that may be ordered as specified in the individual task orders:

- System assessment and consultation
- Material requirements planning
- Inventory management and operation
- Asset or property visibility and consultation
- Fulfillment systems and operations
- Configuration and platform design
- Vendor/acquisition management design and consultation
- Information processing systems analysis, design, implementation
- Receiving, staging, packing and shipping design
- Operation and maintenance of distribution and or material handling equipment consultation
- Design and installation of material handling systems
- System modernization consultation
- Expansion and consolidation studies
- Warehouse and location management systems
- Logistics Strategic Planning services
- Logistics Systems Engineering services
- Global Integrated Supply Chain Solutions – planning and implementation
- Supply Chain Logistics services, solutions, and support
- Logistics Business Process Re-engineering
- Logistics Decision support solutions
- Logistics Performance Measures

874-503 Distribution and Transportation Logistics Services:

Services including, but not limited to moving and storage, transportation system development and management, carrier management and routing, and freight forwarding (excluding household goods and small package services). These services may include planning and design, implementation, or operation of systems or facilities for the movement of goods, supplies, equipment or people by road, air, water, rail, or pipeline. Commercial passenger airline services covered by the Airline City Pair Program are excluded.

The following is representative, but not all-inclusive of the types of services that may be ordered as specified in the individual task orders:

- Distribution system analysis, development and management
- Location modeling and distribution network analysis
- Tracking system analysis, design, operations and management
- Strategy Development
- Network optimization and simulation
- Routing, operations and cost modeling
- Information and decision support systems

874-504 Deployment Logistics Services:

Services including, but not limited to, contingency planning; inventory and property planning, movement, storage, and accountability; and communications and logistics systems to permit rapid deployment and management of supplies and equipment. Contractors may provide expert advice, assistance, guidance, or operational support to identify and utilize existing regional or global resources, identify alternative capabilities, and plan for effective integration of public and private sector support or resources.

The following is representative, but not all-inclusive of the types of services that may be ordered as specified in the individual task orders:

- Contingency planning
- Material and property requirements planning, movement, storage and accountability systems
- Asset management and visibility design and consultation
- Regional and global resource capability identification and integration
- Public and private sector resource management
- Communication and logistics systems design, planning, and operation
- Medical and emergency unit storage and restocking management

874-505 Logistics Training Services:

Services including, but not limited to, training in system operations and automated tools for supply and value chain management, property and inventory management, distribution and transportation management and maintenance of equipment and facilities supporting these activities.

The following is representative, but not all-inclusive of the types of services that may be ordered as specified in the individual task orders:

- Active Operations Assessment
- Material Flow Definition
- Material Handling Equipment Requirements
- Work Process Definition
- Performance Measurement
- Training Material Development
- On-Site Implementation & Coaching
- Flexible Staffing Methodologies
- Asset Utilization
- Receiving & Putaway Direction

LABOR CATEGORY DESCRIPTIONS

Commercial Job Title: PRINCIPAL
Minimum/General Experience: Fifteen years of management experience with government or private sector experience in project management.
Functional Responsibility: Includes all the characteristics of the Senior Systems Engineer. In addition, makes decisions and recommendations that are recognized as authoritative and have an important impact on extensive engineering activities. Initiates and maintains extensive contacts with key engineers and officials of other organizations and companies, requiring skill in persuasion and negotiation of critical issues. At this level, individuals will have demonstrated creativity, foresight, and mature engineering judgment in anticipation and solving unprecedented engineering problems, determining program objectives and requirements, organizing programs and projects, and developing standards and guides for diverse engineering activities. An engineer at this level is either in charge of programs so extensive and complex as to require staff and resources of sizeable magnitude (research and development, a department of government responsible for extensive engineering programs, or the major component of an organization responsible for the engineering required to meet the objectives of the organization) or is an individual researcher or consultant who is recognized as a national and/or international authority.
Minimum Education: Normally requires an advanced degree or an equivalent combination of education and experience.

Commercial Job Title: SENIOR SYSTEMS ENGINEER
Minimum/General Experience: Twelve years of management experience or project management experience in leading increasingly complex technical projects.
Functional Responsibility: Includes all the characteristics of the Senior Project Manager. In addition, supports project teams in analysis, documentation and management of design requirements. Configures and maintains requirements databases, and analyzes/implements requirements changes. Identifies customer requirements. Works with design teams to derive and allocate lower level requirements. An understanding of the systems engineering process, experience in requirements management, and expert usage of relational database application for requirements management.
Minimum Education: Normally requires an advanced degree or an equivalent combination of education and experience.

Commercial Job Title: SENIOR PROJECT MANAGER

Minimum/General Experience: Ten of relevant experience with significant management experience with projects of increasing size and difficulty.

Functional Responsibility: Includes all the characteristics of the Project Manager. In addition, has full technical responsibility for interpreting, organizing, executing and coordinating assignments. Plans total project scope, schedule and assignment of work to team members on very large, important, and complex projects. Plans and develops engineering projects concerned with unique or controversial problems which have an important effect on major organization programs. Applies intensive and diversified knowledge of engineering principles and practices in broad areas of assignments and related fields. Makes decisions independently on engineering problems and methods, and represents the organization in conferences to resolve important questions and to plan and coordinate work. In a supervisory capacity, is responsible for an important segment of a very extensive and highly diversified engineering program or the entire engineering program when the program is of moderate scope.

Minimum Education: Normally requires an advanced degree or an equivalent combination of education and experience.

Commercial Job Title: PROJECT MANAGER

Minimum/General Experience: Eight years of relevant experience with experience in managing large, complex technical efforts involving multiple facets of an engineering discipline

Functional Responsibility: Includes all the characteristics of the Senior Engineer. In addition, plans total project scope, schedule and assignment of work to team members. Applies intensive and diversified knowledge of engineering principals and practices in broad areas of assignments and related fields. Makes decisions independently on engineering problems and methods, and represents the organization in conferences to resolve important questions and to plan and coordinate work. Requires the use of advanced materials handling techniques and the modification and extension of theories and precepts and practices to solve problems. Devises new approaches to problems encountered. The knowledge and expertise required for this level of work usually results from progressive professional experience.

Minimum Education: Normally requires an advanced degree or an equivalent combination of education and experience.

Commercial Job Title: SENIOR ENGINEER

Minimum/General Experience: Five years of experience with experience in managing large efforts involving multiple facet of an engineering discipline

Functional Responsibility: Includes all the characteristics of the Engineer. In addition, under the direction of the project manager, plans and conducts work requiring judgment in the independent evaluation of data, selects and applies engineering techniques, procedures and criteria in evaluating equipment, systems, flows, and operations making major modifications and adaptations of standard techniques, procedures, and criteria to the overall project. Devises new approaches to problems encountered. Performs work which involves conventional engineering practice but may include a variety of complex features such as conflicting design requirements, unsuitability of conventional materials, and difficult coordination requirements. Work requires a broad knowledge of precedents in the specialty area and a good knowledge of related specialties.

Minimum Education: Normally requires an advanced degree or an equivalent combination of education and experience.

Commercial Job Title: ENGINEER

Minimum/General Experience: Three years of experience or an equivalent combination of education and experience.

Functional Responsibility: Includes all the characteristics of the Systems Engineer. In addition, under the direction of the project manager, independently evaluates data, selects and applies engineering techniques, procedures and criteria in evaluating equipment, systems, flows, and operations using judgment in making minor adaptations and modifications to the overall project. Assignments have clear and specified objectives and require the investigation of a limited number of variables. The Engineer performs work which involves conventional types of plans, investigations, flows or equipment with relatively few complex features for which there are precedents.

Minimum Education: Normally requires a Bachelor's degree in engineering or other technical specialty.

Commercial Job Title: PROJECT ANALYST

Minimum/General Experience: One year of experience or an equivalent combination of education and experience.

Functional Responsibility: Using prescribed methods, performs specific and limited portions of a broader assignment of the project engineer. Applies standard practices and techniques in specific situations, adjusts and correlates data, recognizes discrepancies in results, and follows operations through a series of related detailed steps or processes.

Minimum Education: Normally requires a Bachelor's degree in engineering or other technical specialty.

Commercial Job Title: AUDIO VISUAL AND MULTI-MEDIA SPECIALIST

Minimum/General Experience: Two year of experience or an equivalent combination of education and experience.

Functional Responsibility: Specialized experience includes complete engineering project development from inception to deployment, demonstrated ability to provide technical guidance and direction in multiple tasks across several functional areas and use of different technologies. Must have proven expertise in applying simulation and modeling concepts, and related information, or engineering technologies. General experience includes experience as a model developer on large-scale simulation systems, with knowledge of target computer equipment and an ability to develop complex software to satisfy design objectives. As an analyst using large-scale simulation for work process and flow, information technology, industrial and related systems, with knowledge of target computer equipment, and ability to use complex software to satisfy analysis objectives. Knowledge of state-of-the-art storage and retrieval methods is required, as well as the ability to formulate specifications for computer programmers to use in coding, testing, and debugging of computer programs.

Minimum Education: Normally requires a Bachelor's degree or an equivalent combination of education and experience.

Commercial Job Title: DESIGN SUPPORT AND CAD

Minimum/General Experience: Two years of experience or an equivalent combination of education and experience.

Functional Responsibility: The Design Support Specialist works closely with designing originators in preparing drawing so unusual, complex, or original designs that require a high degree of precision. Performs unusually difficult assignments requiring considerable initiative, resourcefulness and drafting experience. Exercises independent judgment in selecting and interpreting data based on knowledge of the design intent. Provides advice and guidance to project analyst and engineers for small to large and complex projects. Specialized experience includes progressive experience in preparing specifications and drawings using Computer Aided Drafting (CAD) hardware and other related engineering design software. This may include being able to apply knowledge of accepted target industry design practices, material usage, and other applicable specifications and requirements. May also need to work from actual models to obtain or define requirements and specifications. General experience includes developing standards and guidelines for tasks being performed; Interface with government personnel.

Minimum Education: Normally requires a Bachelor's degree or an equivalent combination of education and experience.

RATES FOR SERVICES

Labor Categories					
Labor Category	Base Year 1	Base Year 2	Base Year 3	Base Year 4	Base Year 5
Design Support and CAD	\$55.00	\$57.04	\$59.15	\$61.33	\$63.60
Audio Visual and Multimedia Specialist	\$105.94	\$109.86	\$113.92	\$118.14	\$122.51
S1 - Project Analyst	\$96.53	\$100.10	\$103.81	\$107.65	\$111.63
S2 - Engineer	\$111.32	\$115.44	\$119.71	\$124.14	\$128.73
S3 - Senior Engineer	\$132.72	\$137.63	\$142.72	\$148.00	\$153.48
S4 - Project Manager	\$152.49	\$158.13	\$163.98	\$170.05	\$176.34
S5 - Senior Project Manager	\$165.00	\$171.11	\$177.44	\$184.00	\$190.81
S6 - Senior Systems Engineer	\$180.41	\$187.09	\$194.01	\$201.19	\$208.63
S7 - Principal	\$225.00	\$233.33	\$241.96	\$250.91	\$260.19