

GSA SCHEDULE
AUTHORIZED FEDERAL SUPPLY SERVICE
MISSION ORIENTED BUSINESS INTEGRATED SERVICES
(MOBIS)

CONTRACT NUMBER GS-10F-0566N
CONTRACT PERIOD:
02 SEPTEMBER 2003 through 01 SEPTEMBER 2018

PRICE LIST
FOR
02 SEPTEMBER 2013
THROUGH
01 SEPTEMBER 2018

System Studies and Simulation, Inc.
615 Discovery Dr.
Huntsville, AL 35806
• 256-539-1700 x124 • Fax 256-539-8015
www.s3inc.com
Contract Administration: Jackie C. Hicks

(Version No. 2013-09-02r1)
(Incorporates Mods P005, P009, P0010)

Products and ordering information in this Authorized FSS Information Technology Schedule Pricelist are also available on the GSA Advantage! System. Agencies can browse GSA Advantage! by accessing the Federal Supply Service's Home Page via the Internet at GSAADvantage.gov.schedule title

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

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INFORMATION FOR ORDERING OFFICES

1. Ordering and Payment Address:

System Studies and Simulation, Inc. (S³, Inc.)
615 Discovery Drive
Huntsville, AL 35806
Phone: 256-539-1700
Fax: 256-704-0890
Web: S3inc.com

Ordering POC: Jackie C. Hicks jackie.hicks@s3inc.com or
contracts@s3inc.com

Payment POC: Scott Henry scott.henry@s3inc.com

Government credit cards are accepted up to and above the micro-purchase threshold.

2. Maximum order:

\$1,000,000.00

Orders Exceeding the maximum may be placed and accepted in accordance with the ordering procedures outlined at www.gsa.gov/schedules.

3. Minimum order: \$100.00

4. Geographic coverage (delivery area):

This offer of services is available in the 48 contiguous states, Alaska, Hawaii, the Commonwealth of Puerto Rico, and the District of Columbia. Foreign locations may be negotiated.

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

Customer agrees to sign proof of services delivered in order for contractor to bill purchase card. Thresholds are set above \$ 2,500 Any additional terms and conditions shall be negotiated with each order.

6. Points of production: N/A

7. Discount from list prices:

Prices may be discounted as circumstances warrant.

8. Quantity discounts: N/A

9. Prompt payment Terms: Net 30

10. Foreign items: None

11. Urgent requirements:

When the Federal Supply Schedule contract delivery period does not meet the bona fide urgent delivery requirements of an ordering agency, agencies are encouraged, if time permits, to contact the Contractor for the purpose of obtaining

accelerated delivery. The Contractor shall reply to the inquiry within 3 workdays after receipt. (Telephonic replies shall be confirmed by the Contractor in writing.) If the Contractor offers an accelerated delivery time acceptable to the ordering agency, any order(s) placed pursuant to the agreed upon accelerated delivery time frame shall be delivered within this shorter delivery time and in accordance with all other terms and conditions of the contract.

12. **F.O.B. points:** Destination
13. **Warranty Provision:** Contractor's standard commercial warranty
14. **Export Packing charges:** N/A
15. **Ordering Procedures:**

In addition to the information presented below, complete ordering procedures, information on Blanket Purchase Agreements (BPA's), and a sample BPA for supplies and services can be found at the GSA/FSS Schedule homepage (fss.gsa.gov/schedules).

I. Ordering Procedures for Services Requiring a Statement of Work (SOW)

Ordering activities shall use the procedures in [Federal Acquisition Regulation \(FAR\) 8.405-2](#) when ordering Schedule contract services priced at hourly rates. The applicable services will be identified in Schedule publications and contractors' Schedule pricelists. (Note: Ordering activities shall use the procedures in [FAR 8.405-1, Ordering Procedures for Supplies, and Services Not Requiring a Statement of Work \(SOW\)](#), when ordering Schedule contract supplies and fixed-price services for a specific task, where a Statement of Work is not required—e.g., installation, maintenance, and repair.)

When ordering services exceeding \$ 100,000 *using Department of Defense (DoD) funds*, ordering activities shall follow the [Defense Federal Acquisition Regulation Supplement \(DFARS\)](#), which has been amended to implement Section 803 of the National Defense Authorization Act for Fiscal Year 2002 (Public Law 107-107). DoD offices and non-DoD activities placing orders on behalf of DoD should refer to DFARS 208.404-70 for additional information regarding ordering procedures and documentation requirements.

When ordering services requiring a Statement of Work, ordering activities shall—

Prepare a Request for Quotation (RFQ) that includes:

- A Statement of Work. To the maximum extent practicable, agency requirements shall be performance-based work statements. All SOWs shall include the work to be performed, the location of the work, the period of performance, the deliverable schedule, the applicable performance standards, and any special requirements (e.g., security clearances, travel, and special knowledge).
- The evaluation criteria (e.g., project plan for performing the task, price, experience, and past performance).

A firm-fixed price order shall be requested, unless the ordering activity makes a determination that it is not possible at the time of placing the order to estimate accurately the extent or duration of the work or to anticipate cost with any reasonable degree of confidence. When such a determination is made, a labor-hour or time-and-materials quotation may be requested. The

firm-fixed price of the order should also include any travel costs or other direct charges related to performance of the services ordered, unless the order provides for reimbursement of travel costs at the rates provided in the Federal Travel or Joint Travel Regulations. A ceiling price must be established for labor-hour and time-and-materials orders.

Ordering activities may consider socioeconomic status when identifying contractors for consideration or competition for award of an order or a Blanket Purchase Agreement (BPA). At a minimum, ordering activities should consider, if available, at least one small business, veteran-owned small business, service disabled veteran-owned small business, HUBZone small business, women-owned small business, or small disadvantaged business Schedule contractor. [GSA Advantage!®](#) and [Schedules e-Library](#) contain information on small business representations of Schedule contractors.

- A requirement for pricing information that ties the offered prices to the Schedule contract prices and seeks additional price reductions where appropriate.

Transmit the RFQ to GSA Schedule Contractors

The RFQ may be posted to [e-Buy](#), GSA's electronic RFQ system.

- Orders at, or below, the micro-purchase threshold. The ordering activity may place orders with any GSA Schedule contractor that can meet the agency's needs. The ordering activity should attempt to distribute orders among Schedule contractors.
- Orders exceeding the micro-purchase threshold, but not exceeding the maximum order threshold.

The ordering activity shall provide the RFQ (including the SOW and evaluation criteria) to at least three Schedule contractors that offer services that meet the agency's needs.

The ordering activity should request that contractors submit firm-fixed prices to perform the services identified in the SOW.

Note: Each Schedule contractor has a maximum order threshold, which will vary by special item number. The maximum order threshold represents the point where, given the dollar value of the potential order, the ordering activity shall seek a [price reduction](#).

- Orders exceeding the maximum order threshold or when establishing a BPA. In addition to meeting the requirements, above, for orders exceeding the micro-purchase threshold, but not exceeding the maximum order threshold, the ordering activity shall:

Provide the RFQ (including the SOW and evaluation criteria) to an appropriate number of additional Schedule contractors that offer services that will meet the needs of the ordering activity. When determining the appropriate number of additional Schedule contractors, the ordering activity may consider the complexity, scope, and estimated value of the requirement, and the market search results.

- Distribution of the RFQ. The ordering activity shall provide the RFQ (including the SOW and the evaluation criteria) to any Schedule contractor that requests a copy.

Evaluate Responses and Place the Order or Establish the BPA

The ordering activity shall evaluate all responses received using the evaluation criteria in the RFQ.

GSA has already determined that the hourly rates for services contained in the Schedule contractor's pricelist are fair and reasonable. However, the ordering activity is responsible for considering the level of effort and the mix of labor proposed to perform a specific task being ordered, and for determining that the total firm-fixed price or ceiling price is fair and reasonable.

The ordering activity should then place the order, or establish the BPA, with the Schedule contractor that represents the best value (see FAR 8.404(d)).

After award, the ordering activity should provide timely notification to unsuccessful offerors. If an unsuccessful offeror requests information on an award that was based on factors other than price alone, a brief explanation of the basis for the award shall be provided.

Documentation

At a minimum, the ordering activity shall document:

- The Schedule contracts considered, noting the contractor from which the service was purchased;
- A description of the service purchased;
- The amount paid;
- If applicable, the circumstances and rationale for restricting consideration of Schedule contractors to fewer than required in these ordering procedures (see FAR 8.405-6);
- The evaluation methodology used in selecting the contractor to receive the order;
- The rationale for any tradeoffs in making the selection;
- The fair and reasonable price determination; and
- If applicable, the rationale for using other than a firm-fixed price order or a performance-based order.

II. Ordering Procedures for Supplies, and Services Not Requiring a Statement of Work (SOW)

Ordering activities shall use the procedures in [Federal Acquisition Regulation \(FAR\) 8.405-1](#) when ordering Schedule contract supplies and fixed-price services for a specific task, where a Statement of Work (SOW) is not required—e.g., installation, maintenance, and repair. (Note: Ordering activities shall use the procedures in [FAR 8.405-2, Ordering Procedures for Services Requiring a Statement of Work \(SOW\)](#), when ordering Schedule contract services priced at hourly rates.)

When ordering services exceeding \$ 100,000 *using Department of Defense (DoD) funds*, ordering activities shall follow the [Defense Federal Acquisition Regulation Supplement \(DFARS\)](#), which has been amended to implement Section 803 of the National Defense Authorization Act for Fiscal Year 2002 (Public Law 107-107). DoD offices and non-DoD activities placing orders on behalf of DoD should refer to DFARS

208.404-70 for additional information regarding ordering procedures and documentation requirements.

Orders at, or below, the micro-purchase threshold

The ordering activity may place orders with any GSA Schedule contractor that can meet the agency's needs. The ordering activity should attempt to distribute orders among Schedule contractors.

Orders exceeding the micro-purchase threshold, but not exceeding the maximum order threshold

Note: Each Schedule contract has a maximum order threshold, which will vary by special item number. The maximum order threshold represents the point where, given the dollar value of the potential order, the ordering activity shall seek a [price reduction](#).

To ensure a best value determination is made, as required by FAR 8.404(d), the ordering activity shall:

- Survey at least three Schedule contractors through the [GSA Advantage!®](#) online shopping service *or* review the catalogs or pricelists of at least three Schedule contractors, and seek additional price reductions where appropriate;
- Select the best value; and
- Place the order directly with the Schedule contractor.

When determining "best value," the ordering activity may consider, among other factors, the following:

- Price, including any additional price reductions offered;
- Past performance;
- Special features of the supply or service required for effective program performance;
- Trade-in considerations;
- Probable life of the item selected compared with that of a comparable item;
- Warranty considerations;
- Maintenance availability;
- Environmental and energy efficiency considerations;
- Delivery terms; and
- Socioeconomic status.

Ordering activities may consider socioeconomic status when identifying contractors for consideration or competition for award of an order or a Blanket Purchase Agreement (BPA). At a minimum, ordering activities should consider, if available, at least one small business, veteran-owned small business, service disabled veteran-owned small business, HUBZone small business, women-owned small business, or small disadvantaged business Schedule contractor. [GSA Advantage!®](#) and [Schedules e-Library](#) contain information on small business representations of Schedule contractors.

Orders exceeding the maximum order threshold or when establishing a BPA

In addition to following the ordering procedures, above, for orders exceeding the micro-purchase threshold, but not exceeding the maximum order threshold, the ordering activity shall:

- Review the pricelists of additional Schedule contractors (the *GSA Advantage!*® online shopping service can be used to facilitate this review);
- Based upon the initial evaluation, seek price reductions from the Schedule contractors considered to offer the best value; and
- Place the order, or establish the BPA, with the Schedule contractor that provides the best value. If further price reductions are not offered, an order may still be placed.

Documentation

At a minimum, the ordering activity shall document:

- The Schedule contracts considered, noting the contractor from which the supply or service was purchased;
- A description of the supply or service purchased;
- The amount paid; and
- If applicable, the circumstances and rationale for restricting consideration of Schedule contractors to fewer than required in these ordering procedures (see FAR 8.405-6).
-

- 16. Service Contract Act Applicability:** The Service Contract Act (SCA) is applicable to this contract as it applies to the entire MOBIS Schedule and all services provided. While no specific labor categories have been identified as being subject to SCA due to exemptions for professional employees (FAR 22.1101, 22.1102, and 29 CFR 541.300), this Contract still maintains the provisions and protections for SCA eligible labor categories. If and / or when the Contractor adds SCA labor categories / employees to the contract through the modification process, the Contractor must inform the Contracting Officer and establish a SCA matrix identifying the GSA labor category titles, the occupational code, SCA labor category titles, and the applicable WD number. Failure to do so may result in cancellation of the contract.

SIN DESCRIPTIONS

Description of SIN's Offered/Awarded:

874-1/1RC Consulting Services: Shall provide expert advice, assistance, guidance or counseling in support of agency's mission-oriented business efforts. Services covered by this SIN include:

- Management or strategy consulting, including research, evaluations, studies, analyses, scenarios/simulations, reports, business policy and regulation development assistance, strategy formulation, and expert witness services
- Facilitation and related decision support services
- Survey services, using a variety of methodologies, including survey planning, design, and development; survey administration; data validation and analysis; reporting, and stakeholder briefings
- Advisory and assistance services in accordance with FAR 37.203

874-4/4RC Training Services: Instructor Led Training, Web Based Training and Education Courses, Course Development and Test Administration Learning Management, Internships - Proposed courses shall be commercially-available off-the-shelf training and/or educational courses that are delivered via an Instructor-led (i.e. traditional classroom setting or conference/seminar) and/or web-based (i.e. Internet/Intranet, software packages and computer applications) system. Courses shall have a defined course title, length of time (i.e. hours, days, semesters, etc.), description of material to be taught (i.e. syllabi, table of contents, etc.), and whether materials are included in the price. (i.e. books, pamphlets, software, etc.).

874-6/6RC Acquisition Management Support: Contractors shall provide professional support services to agencies in conducting federal acquisition management activities. Services covered by this SIN are: acquisition planning assistance, including market research and recommending procurement strategy; acquisition document development, including cost/price estimates, quality assurance surveillance plans, statements of work, synopses, solicitations, price negotiation memoranda, etc.; expert assistance in supporting proposal evaluations, including price/cost analysis or technical proposal analysis; contract administration support services, including assistance with reviewing contractor performance, developing contract modifications, and investigating reports of contract discrepancies; contract close-out assistance; Competitive Sourcing support, including OMB Circular A-76 studies, strategic sourcing studies, privatization studies, public-private partnerships, and Federal Activities Inventory Reform (FAIR) Act studies. Inherently Governmental services as identified in FAR 7.503 or by the ordering agency are prohibited under MOBIS. It is the responsibility of the Contracting Officer placing the order to make this determination. Ordering activities must require prospective contractors to identify potential conflicts of interest and address those, prior to task order award.

874-7/7RC Integrated Business Program Support Services: Contractors shall provide services to assist agencies in managing their mission-oriented business projects or programs and achieving mission performance goals. Services covered by this SIN include:

- All phases of program or project management, from planning to closeout

- Operational/administrative business support services in order to carry out program objectives

NOTE 1: Program support services where the preponderance of work is specifically covered under other GSA Schedules are not permitted under this SIN; please refer to the Scope of Work in Part I of the MOBIS solicitation for further information.

NOTE 2: Administrative support services are authorized under this SIN; however, they must be provided in conjunction with other professional business services covered under this Schedule and must be performed under the supervision of the contractor's Project or Program Manager. Personal services as defined in FAR are prohibited under MOBIS.

PRICE LISTS

I. The following Price Lists is for Labor Categories associated with SIN's 874-1/1RC, 874-4/4RC, 874-6/6RD, and 874-7/7RC:

System Studies & Simulation, Inc. (S ³) MOBIS GS-10F-0566N Labor Categories under SINs 874-1/1RC, 874-4/4RC, 875-6/6RC, and 874-7/7RC	Option Period 2 – Contractor Site				
	Yr 11 9/2/13- 9/1/14	Yr 12 9/2/14- 9/1/15	Yr 13 9/2/15- 9/1/16	Yr 14 9/2/16- 9/1/17	Yr 15 9/2/17- 9/1/18
Sr Subject Matter Expert	\$ 241.27	\$ 246.10	\$ 253.24	\$ 260.58	\$ 268.14
Subject Matter Expert	\$ 189.11	\$ 192.89	\$ 198.48	\$ 204.24	\$ 210.16
Sr System Manager	\$ 168.63	\$ 172.00	\$ 176.99	\$ 182.12	\$ 187.40
Sr System Manager	\$ 161.23	\$ 164.45	\$ 169.22	\$ 174.13	\$ 179.18
Sr Project Manager	\$ 156.02	\$ 159.14	\$ 163.76	\$ 168.51	\$ 173.40
Sr Staff Engineer	\$ 145.29	\$ 148.20	\$ 152.50	\$ 156.92	\$ 161.47
Sr Project Analyst	\$ 144.24	\$ 147.12	\$ 151.39	\$ 155.78	\$ 160.30
Sr Principal Investigator	\$ 138.74	\$ 141.51	\$ 145.61	\$ 149.83	\$ 154.18
Project Manager	\$ 137.27	\$ 140.02	\$ 144.08	\$ 148.26	\$ 152.56
Sr Task Leader	\$ 132.93	\$ 135.59	\$ 139.52	\$ 143.57	\$ 147.73
Program Manager	\$ 130.48	\$ 133.09	\$ 136.95	\$ 140.92	\$ 145.01
Principal Investigator	\$ 124.63	\$ 127.12	\$ 130.81	\$ 134.60	\$ 138.50
Sr Military Analyst	\$ 122.96	\$ 125.42	\$ 129.06	\$ 132.80	\$ 136.65
Staff Engineer	\$ 115.06	\$ 117.36	\$ 120.76	\$ 124.26	\$ 127.86
Sr Pilot Specialist	\$ 114.25	\$ 116.54	\$ 119.92	\$ 123.40	\$ 126.98
Task Leader	\$ 113.57	\$ 115.84	\$ 119.20	\$ 122.66	\$ 126.22
Sr Scientist	\$ 111.44	\$ 113.67	\$ 116.97	\$ 120.36	\$ 123.85
Sr Engineer	\$ 110.37	\$ 112.58	\$ 115.84	\$ 119.20	\$ 122.66
Sr Analyst	\$ 107.61	\$ 109.76	\$ 112.94	\$ 116.22	\$ 119.59
Sr Specialist	\$ 99.53	\$ 101.52	\$ 104.46	\$ 107.49	\$ 110.61
Jr Task Leader	\$ 92.78	\$ 94.64	\$ 97.38	\$ 100.20	\$ 103.11
Military Analyst	\$ 91.57	\$ 93.40	\$ 96.11	\$ 98.90	\$ 101.77
Scientist	\$ 83.31	\$ 84.98	\$ 87.44	\$ 89.98	\$ 92.59
Analyst	\$ 80.92	\$ 82.54	\$ 84.93	\$ 87.39	\$ 89.92
Engineer	\$ 79.16	\$ 80.74	\$ 83.08	\$ 85.49	\$ 87.97
Specialist	\$ 76.66	\$ 78.19	\$ 80.46	\$ 82.79	\$ 85.19
Sr Administrator	\$ 74.62	\$ 76.11	\$ 78.32	\$ 80.59	\$ 82.93
Sr Technician	\$ 73.55	\$ 75.02	\$ 77.20	\$ 79.44	\$ 81.74
Technician	\$ 63.52	\$ 64.79	\$ 66.67	\$ 68.60	\$ 70.59
Illustrator	\$ 60.30	\$ 61.51	\$ 63.29	\$ 65.13	\$ 67.02
Jr Military Analyst	\$ 58.98	\$ 60.16	\$ 61.90	\$ 63.70	\$ 65.55
Administrator	\$ 57.64	\$ 58.79	\$ 60.49	\$ 62.24	\$ 64.04
Jr Specialist	\$ 54.68	\$ 55.77	\$ 57.39	\$ 59.05	\$ 60.76
Jr Scientist	\$ 53.04	\$ 54.10	\$ 55.67	\$ 57.28	\$ 58.94
Jr Engineer	\$ 52.95	\$ 54.01	\$ 55.58	\$ 57.19	\$ 58.85
Jr Analyst	\$ 47.72	\$ 48.67	\$ 50.08	\$ 51.53	\$ 53.02
Jr Technician	\$ 43.21	\$ 44.07	\$ 45.35	\$ 46.67	\$ 48.02
Jr Administrator	\$ 39.73	\$ 40.52	\$ 41.70	\$ 42.91	\$ 44.15
Clerical	\$ 29.87	\$ 30.47	\$ 31.35	\$ 32.26	\$ 33.20
Jr Clerical	\$ 21.43	\$ 21.86	\$ 22.49	\$ 23.14	\$ 23.81

System Studies & Simulation, Inc. (S³) MOBIS GS-10F-0566N Labor Categories under SINs 874-1/1RC, 874-4/4RC, 875-6/6RC, and 874-7/7RC	Option Period 2 – Government Site				
	Yr 11 9/2/13- 9/1/14	Yr 12 9/2/14- 9/1/15	Yr 13 9/2/15- 9/1/16	Yr 14 9/2/16- 9/1/17	Yr 15 9/2/17- 9/1/18

Sr Subject Matter Expert	\$ 207.70	\$ 211.85	\$ 217.99	\$ 224.31	\$ 230.81
Subject Matter Expert	\$ 162.78	\$ 166.04	\$ 170.86	\$ 175.81	\$ 180.91
Sr System Manager	\$ 145.19	\$ 148.09	\$ 152.38	\$ 156.80	\$ 161.35
Sr System Manager	\$ 138.80	\$ 141.58	\$ 145.69	\$ 149.92	\$ 154.27
Sr Project Manager	\$ 134.29	\$ 136.98	\$ 140.95	\$ 145.04	\$ 149.25
Sr Staff Engineer	\$ 125.07	\$ 127.57	\$ 131.27	\$ 135.08	\$ 139.00
Sr Project Analyst	\$ 124.19	\$ 126.67	\$ 130.34	\$ 134.12	\$ 138.01
Sr Principal Investigator	\$ 119.44	\$ 121.83	\$ 125.36	\$ 129.00	\$ 132.74
Project Manager	\$ 118.18	\$ 120.54	\$ 124.04	\$ 127.64	\$ 131.34
Sr Task Leader	\$ 114.43	\$ 116.72	\$ 120.10	\$ 123.58	\$ 127.16
Program Manager	\$ 112.35	\$ 114.60	\$ 117.92	\$ 121.34	\$ 124.86
Principal Investigator	\$ 107.27	\$ 109.42	\$ 112.59	\$ 115.86	\$ 119.22
Sr Military Analyst	\$ 105.87	\$ 107.99	\$ 111.12	\$ 114.34	\$ 117.66
Staff Engineer	\$ 99.08	\$ 101.06	\$ 103.99	\$ 107.01	\$ 110.11
Sr Pilot Specialist	\$ 98.37	\$ 100.34	\$ 103.25	\$ 106.24	\$ 109.32
Task Leader	\$ 97.76	\$ 99.72	\$ 102.61	\$ 105.59	\$ 108.65
Sr Scientist	\$ 95.95	\$ 97.87	\$ 100.71	\$ 103.63	\$ 106.64
Sr Engineer	\$ 95.02	\$ 96.92	\$ 99.73	\$ 102.62	\$ 105.60
Sr Analyst	\$ 92.65	\$ 94.50	\$ 97.24	\$ 100.06	\$ 102.96
Sr Specialist	\$ 85.69	\$ 87.40	\$ 89.93	\$ 92.54	\$ 95.22
Jr Task Leader	\$ 79.88	\$ 81.48	\$ 83.84	\$ 86.27	\$ 88.77
Military Analyst	\$ 78.82	\$ 80.40	\$ 82.73	\$ 85.13	\$ 87.60
Scientist	\$ 71.73	\$ 73.16	\$ 75.28	\$ 77.46	\$ 79.71
Analyst	\$ 69.65	\$ 71.04	\$ 73.10	\$ 75.22	\$ 77.40
Engineer	\$ 68.14	\$ 69.50	\$ 71.52	\$ 73.59	\$ 75.72
Specialist	\$ 66.00	\$ 67.32	\$ 69.27	\$ 71.28	\$ 73.35
Sr Administrator	\$ 64.23	\$ 65.51	\$ 67.41	\$ 69.36	\$ 71.37
Sr Technician	\$ 63.32	\$ 64.59	\$ 66.46	\$ 68.39	\$ 70.37
Technician	\$ 54.70	\$ 55.79	\$ 57.41	\$ 59.07	\$ 60.78
Illustrator	\$ 51.92	\$ 52.96	\$ 54.50	\$ 56.08	\$ 57.71
Jr Military Analyst	\$ 50.77	\$ 51.79	\$ 53.29	\$ 54.84	\$ 56.43
Administrator	\$ 49.65	\$ 50.64	\$ 52.11	\$ 53.62	\$ 55.17
Jr Specialist	\$ 47.07	\$ 48.01	\$ 49.40	\$ 50.83	\$ 52.30
Jr Scientist	\$ 45.66	\$ 46.57	\$ 47.92	\$ 49.31	\$ 50.74
Jr Engineer	\$ 45.55	\$ 46.46	\$ 47.81	\$ 49.20	\$ 50.63
Jr Analyst	\$ 41.10	\$ 41.92	\$ 43.14	\$ 44.39	\$ 45.68
Jr Technician	\$ 37.18	\$ 37.92	\$ 39.02	\$ 40.15	\$ 41.31
Jr Administrator	\$ 34.21	\$ 34.89	\$ 35.90	\$ 36.94	\$ 38.01
Clerical	\$ 25.72	\$ 26.23	\$ 26.99	\$ 27.77	\$ 28.58
Jr Clerical	\$ 18.46	\$ 18.83	\$ 19.38	\$ 19.94	\$ 20.52

LABOR CATEGORY DESCRIPTIONS

LABOR CATEGORY	EDUCATION + EXPERIENCE	LABOR CATEGORY DESCRIPTION
Sr Subject Matter Expert	PHD + 15 MS + 18 Bachelors + 25 None + 33	Must have a Doctorate and 15 years of experience or a master's degree from an accredited school with 18 years' experience to include positions of Government or Industry Senior Leadership in major program development, acquisition, operations research, problem resolution, or organizational theory and behavior. Must be a broadly recognized and accepted authority in a highly specialized area of subject matter expertise related to the specific task assignment. In lieu of a graduate degree, may have a bachelor's degree and an additional 7 years of relevant technical experience in the field of subject matter expertise In lieu of a degree, must have 33 years' experience in the field of subject matter expertise.
Subject Matter Expert	MS + 15 Bachelors + 19 None + 27	Must have a graduate degree in engineering, science, or math related to weapon system disciplines from an accredited college or university and 15 years of experience in performing weapon system engineering or assessments for related programs, including 10 years of hands-on experience in one or more functional areas such as system engineering, system analysis, modeling and simulation., and/or test and evaluation for relevant missile research and development programs; Must have a bachelor's degree in an engineering or related field from an accredited college or university and an additional 4 years of relevant technical experience; In lieu of a bachelor's degree, must an additional 8 years of relevant experience for a total of 27 years.
Sr System Manager	MS + 15 Bachelors + 19 None + 27	Must have a graduate degree in management, business, or technical field from an accredited school and 15 years' experience performing weapon system program management and systems integration. Experience must include 5 years of hands-on senior level experience in one or more functional areas of DoD/service or as a systems program management and integration officer, a bachelor's degree and an additional 4 years of relevant experience or a bachelor's degree and 10 years relevant senior management experience directly related to requirements for a total of 19 years. In lieu of a degree, must have a total of 27 years of relevant experience, 10 of which must be in senior management.

Sr Program Manager	MS + 15 Bachelors + 19 None + 27	Must have a graduate degree from an accredited school; Must have 15 years of relevant experience, including 10 years' experience in senior positions in Government programs or areas related to the Defense Acquisition Process; or A bachelor's degree and an additional 4 years' experience for a total of 19 years; and Must have demonstrated the ability to independently manage several moderate programs or one large and complex program with knowledge of the organization, direction, and requirements of the contract effort; and Must be knowledgeable of the program acquisition life cycle process in the DoD 5000 series directives, the Federal Acquisition Regulation series, and DoD regulations; or In lieu of a degree, must have a total of 27 years of relevant experience.
Sr Project Manager	MS + 12 Bachelors + 17 None + 24	Must have a graduate degree from an accredited school; Must have 12 years of relevant experience, including 10 years' experience in senior positions in Government programs or areas related to the Defense Acquisition Process; or A bachelor's degree and an additional 5 years' experience for a total of 17 years; and Must have demonstrated the ability to independently manage several moderate programs or one large and complex program with knowledge of the organization, direction, and requirements of the contract effort; and Must be knowledgeable of the program acquisition life cycle process in the DoD 5000 series directives, the Federal Acquisition Regulation series, and DoD regulations; or In lieu of a degree, must have a total of 24 years of relevant experience.
Sr Staff Engineer	MS + 12 Bachelors + 16 None + 24	Must have a graduate degree in engineering from an accredited college or university in an Accreditation Board for Engineering and Technology (ABET) accredited program of study and 12 years of relevant technical experience, or a bachelor's degree and 16 years relevant technical experience; In lieu of a degree, must have 24 years of relevant technical experience.
Sr Project Analyst	MS + 15 Bachelors + 19 None + 20	Must have a graduate degree from an accredited school in the physical sciences, computer science, mathematics, operations research, management, business, or related technical/management field and 15 years of combined engineering and technical experience; or a bachelor's degree and 19 years combined relevant experience. Must be able to independently perform the technical aspects of project tasks. In lieu of a degree, 20 years of combined relative experience is required.
Sr Principal Investigator	MS + 15 Bachelors + 23 None + 27	Must have a graduate degree from an accredited school in the physical sciences, computer science, or mathematics and 15 years of relevant technical experience, or a bachelor's degree and 23 years relevant technical experience; and must be able to independently manage the technical, personnel, and financial aspects of a small/medium program or several technical tasks; and must be able to independently organize and conduct analyses/research at the task level. In lieu of a bachelor's degree, must have an additional 8 years of relevant experience for a total of 27 years.

Project Manager	MS + 15 Bachelors + 19 None + 27	Must have a Master of Science or Master of Arts degree in a defense-related discipline from an accredited college or university and 15 years of experience in increasingly responsible management positions in one or more military or defense industry functional areas. Experience can be in uniform or civilian status and may include a combination of operations, logistics, technical, or administrative responsibilities. Five years of experience must be in a senior management or senior military-technical position, with oversight of subordinate staff, and include complex problem-solving and integration of multiple tasks; In lieu of a master's degree, must have a Bachelor of Science or Bachelor of Arts degree in a defense-related discipline and an additional 4 years of relevant senior management experience directly related to the requirements of the applicable statement of work, for a total of 19 years. Education must also include satisfactory completion of a military service senior tactical school (General staff level or civilian equivalency). In lieu of any degree, must have 27 years of relevant experience.
Sr Task Leader	MS + 10 Bachelors + 14 None + 22	Must have a graduate degree from an accredited school and 10 years relevant experience in senior positions in Government programs or areas related to the Defense Acquisition Process, or a bachelor's degree and 14 years relevant technical experience; and must be able to independently manage the technical, personnel, and financial aspect of a small/medium program or several technical tasks. In lieu of a degree, must have a total of 22 years relevant technical experience.
Program Manager	MS + 12 Bachelors + 17	Must have a graduate degree from an accredited school and 12 years of relevant experience in senior positions in Government programs or areas related to the Defense Acquisition Process, or a bachelor's degree and 17 years relevant technical experience; and Seven years of experience must be in a senior management or senior military-technical position, with oversight of subordinate staff, and include complex problem-solving and integration of multiple tasks.
Principal Investigator	MS + 12 Bachelors + 16 None + 24	Must have a graduate degree from an accredited school in engineering, the physical sciences, computer science, or mathematics; and 12 years relevant technical experience, or a bachelor's degree and 16 years relevant technical experience; and Must be able to independently manage the technical, personnel, and financial aspects of a small/medium program or several technical tasks; and must be able to independently organize and conduct analysis/ research at the task level. In lieu of a bachelor's degree, must have an additional 8 years of relevant experience for a total of 24 years.

Sr Military Analyst	Bachelors + 15 None + 23	Must have a Bachelor of Science or Bachelor of Arts degree from an accredited college or university and 15 years' experience in increasingly responsible positions in one or more military or defense industry functional area. Ten years of experience must be on active military service and may include a combination of operations, logistics, technical, or administrative responsibilities. Education must also include satisfactory completion of a military service senior tactical school (general staff level equivalency). In lieu of senior tactical school completion, must have served for at least two years on a division-level staff, or higher, or possess a master's degree from an accredited college or university in a discipline directly related to the requirements of the applicable statement of work. Must be able to independently organize and conduct research/analysis at the task level and direct others in the same. In lieu of a degree, must have an additional 8 years of relevant technical experience.
Staff Engineer	MS + 10 Bachelors + 14 None + 22	Must have a graduate degree in engineering from an accredited college or university in an Accreditation Board for Engineering and Technology (ABET) accredited program of study and 10 years of relevant technical experience, or a bachelor's degree and 14 years relevant technical experience; or no degree and 22 years of relevant technical experience.
Sr Pilot Specialist	MS + 10 Bachelors + 14 None + 22	Must have a graduate degree from an accredited college or university and 10 years of relevant technical experience, or a bachelor's degree and 14 years technical experience directly related to the technical requirements of the statement of work; and must be able to independently manage the technical, personnel, and financial aspect of a technical task; and must be able to independently flow down task requirements through input processes – output to develop a customer product. In lieu of a degree, must have an additional 8 years total relevant experience.
Task Leader	MS + 8 Bachelors + 12 None + 20	Must have a graduate degree from an accredited school and 8 years relevant experience in senior positions in Government programs or areas related to the Defense Acquisition Process, or a bachelor's degree and 12 years relevant technical experience; and must be able to independently manage the technical, personnel, and financial aspects of a small/medium program or several technical tasks. In lieu of a degree, must have a total of 20 years relevant technical experience.
Sr Scientist	MS + 8 Bachelors + 12 None + 20	Must have a graduate degree from an accredited college or university in the physical sciences, computer science, or mathematics; and 8 years of relevant technical experience, or a bachelor's degree and 12 years of relevant technical experience; and must be able to independently manage the technical, personnel, and financial aspects of a technical task; and must be able to independently flow down task requirements through input processes – output to develop a customer product. In lieu of a degree, must have 20 years of relevant technical experience.

Sr Engineer	MS + 8 Bachelors + 12 None + 20	Must have a graduate degree in engineering from an accredited college or university in an Accreditation Board for Engineering and Technology (ABET) accredited program of study and 8 years of relevant technical experience, or a bachelor's degree and 12 years relevant technical experience; and must be able to independently manage the technical, personnel, and financial aspects of a technical task; and must be able to independently flow down task requirements through input processes – output to develop a customer product. In lieu of a degree, must have 20 years of relevant technical experience.
Sr Analyst	Bachelors + 10 None + 18	Must have a college degree in business, management, or related field from an accredited school; and must have at least 10 years' experience in one of the following specialty areas: logistics, program acquisition/planning, weapon system fielding, data/configuration management, information systems/technologies. In lieu of a stated degree, must have at least 18 years of experience in one of the specialty areas.
Sr Specialist	Bachelors + 10 None + 18	Must have a degree in business, management, or related field from an accredited college or university and 10 years of relevant technical experience in one of the following specialty areas: logistics, program acquisition/planning, weapon system fielding, data/configuration management, information systems/technologies, platform instruction/training. In lieu of the stated degree, must have at least 18 years of specialty experience.
Jr Task Leader	MS + 6 None + 14	Must have a graduate degree from an accredited school and 6 years relevant experience in senior positions in Government programs or areas related to the Defense Acquisition Process, must be able to independently manage the technical, personnel, and financial aspects of a small/medium program or several technical tasks. In lieu of a degree, must have a total of 14 years relevant technical experience.
Military Analyst	Bachelors + 12 None + 20	Must have a Bachelor of Science or Bachelor of Arts degree from an accredited college or university and 12 years' experience in active military service. At least six years of experience must be directly related to requirements of the applicable statement of work. Must have satisfactorily completed a military branch qualification school (company grade). Must be able to carry out complex military research and analysis directed by supervisors. In lieu of a degree, must have an additional 8 years relevant experience.
Scientist	MS + 3 Bachelors + 7 None + 15	Must have a graduate degree from an accredited college or university in the physical sciences, computer science, or mathematics and 3 years of relevant technical experience, or a bachelor's degree and 7 years of relevant technical experience; and must be able to perform independent technical analysis. In lieu of a degree, must have 15 years of relevant technical experience.

Analyst	Bachelors + 5 None + 13	Must have a college degree in business, management, or related field from an accredited school; and must have at least 5 years' experience in one of the following specialty areas: logistics, program acquisition/planning, weapon system fielding, data/configuration management, information systems/technologies. In lieu of a stated degree, must have 13 years of experience in one of the specialty areas.
Engineer	Bachelors + 5 None + 13	Must have a bachelor's degree from an accredited school in engineering in an ABET accredited program of study and 5 years of relevant technical experience; and must be able to perform independent technical analysis. In lieu of a degree, must have 13 years of relevant technical experience.
Specialist	Bachelors + 5 None + 13	Must have a degree in business, management, or related field from an accredited college or university and 5 years of relevant technical experience in one of the following specialty areas: logistics, program acquisition/planning, weapon system fielding, data/configuration management, information systems/technologies, platform instruction/training. In lieu of the stated degree, must have at least 13 years of specialty experience.
Sr Administrator	Bachelors + 5 None + 13	Must have a bachelor's degree from an accredited college or university and 5 years relevant experience. In lieu of a bachelor's degree, must have at least 13 years' experience in administrative functions; and must be able to perform and supervise others in one or more of the following functional areas: accounting, human resources, industrial security, and contract administration.
Sr Technician	HS/GED + 10	Must have a high school diploma/GED and trade school equivalent on-the-job training in electronics, circuit design and test, and/or computer-aided mechanical design and test; must have at least 10 years' experience as a technician; and must be capable of building and testing mechanical and/or electronic systems, subsystems, and components
Technician	HS/GED + 5	Must have a high school diploma/GED and trade school or equivalent on-the-job training in electronics, circuit design and test, and/or computer-aided mechanical design and test; must be have at least 5 years' experience as a technician; and must be capable of developing and testing mechanical and/or electronic systems, subsystems, and components under the direction of senior technical staff members.
Illustrator	HS/GED + 4	Must have a high school diploma/GED as a minimum and 4 years of experience as an illustrator. Must be capable of using PC or Macintosh-based computer software tools to create illustrations, charts, drawings, and graphs.

Jr Military Analyst	Bachelors + 8 None + 16	Must have a Bachelor of Science or a Bachelor of Arts degree from an accredited college or university and 8 years' experience in active military service. At least four years of experience must be directly related to requirements of the applicable statement of work. Must have satisfactorily completed a military branch qualification school (company grade). In lieu of a degree, must have 16 years of related experience.
Administrator	Bachelors + 0 None + 8	Must have a bachelor's degree from an accredited college or university. In lieu of a bachelor's degree, must have at least 8 years' experience in administrative functions; and must be able to perform and supervise others in one or more of the following functional areas: accounting, human resources, industrial security, and contract administration.
Jr Specialist	Bachelors + 0 None + 8	Must have a degree in business, management, or related field from an accredited college or university and some knowledge of the following specialty areas: logistics, program acquisition/planning, weapon system fielding, data/configuration management, information systems/technologies, platform instruction/training. In lieu of the stated degree, must have at least 8 years of specialty experience.
Jr Scientist	Bachelors + 0 None + 8	Must have a bachelor's or graduate degree from an accredited college or university in the physical sciences, computer science, or mathematics; and must be able to perform technical analysis with supervision. In lieu of a degree, must have 8 years of relevant technical experience.
Jr Engineer	Bachelors + 0 None + 8	Must have a bachelor's or graduate degree from an accredited college or university in engineering from an ABET accredited program of study; and must be able to perform independent technical analysis with supervision. In lieu of a degree, must have 8 years of relevant technical experience
Jr Analyst	Bachelors + 0 None + 8	Must have a graduate degree in management, business or related field from an accredited school; Some knowledge of one of the following specialty areas: logistics, program acquisition/planning, weapon system fielding, data/configuration management, information systems/technologies. In lieu of a stated degree, must have at least 8 years of specialty experience.
Jr Technician	HS/GED + 1	Must have a high school diploma/GED and trade school or equivalent on-the-job training in electronics, circuit design and test, and/or computer-aided mechanical design and test; must have at least 1 year experience as a technician; and must be capable of developing and testing mechanical and/or electronic systems, subsystems, and components under the direction of senior technical staff personnel.

Jr Administrator	HS/GED + 2	Must have a high school degree/GED and 2 years of experience in administrative functions
Clerical	HS/GED	Must have a high school degree/GED. Must be proficient with the basic office functions, including computer operation, technical typing and word processing, basic graphics generation (using drawing applications), technical document preparation (report and viewgraph preparation with multiple commercial software applications).
Jr Clerical	HS/GED	Must have a high school degree/GED. Must have some proficiency with the basic office functions, including: computer operation, typing and word processing, machine copying, telephone and facsimile use, and filing.