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**FEDERAL SUPPLY SERVICE**

**PROFESSIONAL ENGINEERING SERVICES**

<b>SIN 871-1</b>	<b>STRATEGIC PLANNING FOR TECHNOLOGY PROGRAMS/ACTIVITIES</b>
<b>SIN 871-2</b>	<b>CONCEPT DEVELOPMENT AND REQUIREMENTS ANALYSIS</b>
<b>SIN 871-3</b>	<b>SYSTEM DESIGN, ENGINEERING AND INTEGRATION</b>
<b>SIN 871-4</b>	<b>TEST AND EVALUATION</b>
<b>SIN 871-5</b>	<b>INTEGRATED LOGISTICS SUPPORT</b>
<b>SIN 871-6</b>	<b>ACQUISITION AND LIFE CYCLE MANAGEMENT</b>
<b>SIN 871-7</b>	<b>INTRODUCTION OF NEW SERVICES</b>

**RESEARCH AND DEVELOPMENT SOLUTIONS, INC.**

**7921 Jones Branch Drive, Suite #401**

**McLean, VA 22102-3306**

**Voice: (703) 893-9533**

**Fax: (703) 893-0361**

**r.hsu.mclean@rdsi.com**

**Contract Number:**

**GS-23F-0265M**

**Period Covered by Contract:**

**8/7/2002-7/31/2007**

**General Services Administration  
Federal Supply Service**

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## Company Overview

RDSI is a nationwide engineering and support firm providing expertise in Electronic Warfare simulation and training systems, shipboard equipment installation, and equipment maintenance services since 1989. Our mission is to provide our customers with high-quality, innovative products and services at a competitive price point.

RDSI is a privately held, woman-owned, small disadvantaged business. In April 1992, the United States Small Business Administration (SBA) certified RDSI as a small business qualified to participate in the 8(a) procurement program for a period of nine years. RDSI successfully completed the 8(a) program in May 2001. RDSI remains an SBA certified small disadvantaged business (SDB).

Since inception, RDSI has specialized in providing Government and Industry clients professional and technical services in the fields of computer engineering, electrical and electronic engineering, mechanical engineering, system integration, simulation and stimulation, research and development, system installation and field service support, facilities operation and maintenance, and Electronic Warfare (EW) simulation and training.

RDSI is an Alteration and Installation Team (AIT) for the AN/BLQ-10. RDSI is responsible for ordering material, fabrication, staging, kitting, shipping, and installing on board SSN 688 submarines.

This broad technology base allows RDSI to provide program management support, system analysis and design, software design and development, facilities operation and maintenance, and system installation services for many Department of Defense (DoD) and Federal Government programs worldwide.

## Customer Information

1a. Special Item Numbers (SINs) Offered:

SIN 871-1	STRATEGIC PLANNING FOR TECHNOLOGY PRGRAMS/ACTIVITIES
SIN 871-2	CONCEPT DEVELOPMENT AND REQUIREMENTS ANALYSIS
SIN 871-3	SYSTEM DESIGN, ENGINEERING AND INTEGRATION
SIN 871-4	TEST AND EVALUATION
SIN 871-5	INTEGRATED LOGISTICS SUPPORT
SIN 871-6	ACQUISITION AND LIFE CYCLE MANAGEMENT
SIN 871-7	INTRODUCTION OF NEW SERVICES

1b. Part Item Price Lists: N/A

1c. Hourly Rate Price Lit: See Hourly rates listed

2. Maximum Order: The total dollar value of any order placed under this contract will be \$750,000.00 except for requirements exceeding the Maximum Order which will be processed in accordance with Clause I-FSS-125

3. Minimum Order: \$100

4. Geographic coverage (delivery area): The geographic scope of this contract is the 48 contiguous states, the District of Columbia, Alaska, Hawaii, the Commonwealth of Puerto Rico. Other various world-wide locations on a negotiated basis.

5. Point(s) of production (city, county, and State or foreign country): N/A

6. Discount of list prices or statement of net price: None

7. Quantity Discount: N/A

8. Prompt payment terms: None

9a. Government Commercial Credit Card: RDSI accepts the Government Purchase Card below the micro-purchase threshold.

9b. Government Commercial Credit Card: RDSI does not accept the Government Purchase Card above the micro-purchase threshold.

10. Foreign items: N/A

11a. Time of delivery:

The Contractor shall deliver to destination within the number of calendar days after receipt of order (ARO), as set forth below. Offerors shall insert in the "time of Delivery (ARO)" column, in the Schedule of Items, a definite number of calendar days within which delivery will be

made. In no case, shall the offered delivery time exceed the Contractor's normal commercial practice.

**ITEMS OR GROUPS OF ITEMS  
(SIN or Nomenclature)**

**DELIVERY TIME  
(Days ARO)**

To be negotiated

11b. Expedited Delivery: N/A

11c. Overnight and 2-day delivery: Schedule customers may require overnight or 2-day delivery. The offeror is request to annotate in its pricelist or by separate attachment the items that can be delivered overnight or within 2 days. Contractors offering such delivery service will be required to state in the Federal Supply Schedule (FSS) pricelist details concerning this service.

11d. Urgent Requirements: When the FSS 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 replay to the inquiry within 3 workdays after receipt. The contractor in writing shall confirm (telephonic replies). 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. Point(s). FOB Destination

13a. Ordering Address:

**Research and Development Solutions, Inc.**

7921 Jones Branch Drive, Suite 401

McLean, Virginia 22102

Tel: (703) 893-9533

Fax: (703) 893-0361

ATTN: Rita Hsu, GSA SALES

e-mail: r.hsu.mclea@rdsi.com

13b. Ordering procedures: For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA's), and a sample BPA can be found at the GSA/FSS Schedule homepage ([fss.gsa.gov/schedules](http://fss.gsa.gov/schedules)).

14. Payment Address:

**Research and Development Solutions, Inc.**

**Attn: Accounts Receivable**

7921 Jones Branch Drive, Suite 401

McLean, Virginia 22102

15. Warranty Provision:

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- (a) For the purpose of this contract, commitments, warranties and representations include, in addition to those agreed to for the entire schedule contract:
- (1) Time of delivery/installation quotations for individual orders.
  - (2) Technical representations and/or warranties of products concerning performance, total system performance and/or configuration, physical, design and/or functional characteristics and capabilities of a product/equipment service/software package submitted in response to requirements which result in orders under this schedule contract.
  - (3) Any representations and/or warranties concerning the products made in any literature, description, drawings and/or specifications furnished by the Contractor.
- (b) The above is not intended to enlarge the scope of this schedule contract for individual orders. Terms and conditions of any order is limited strictly to those specified in the schedule contract and pricelist and agreed to by GSA.

16. Export packing charges, if applicable: N/A

17. Terms and conditions of Government purchase card acceptance (any thresholds above the micro-purchase level): N/A

18. Terms and conditions of rental, maintenance, and repair: N/A

19. Terms and conditions of installation: N/A

20. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices: N/A

21. List of service and distribution points: N/A

22. List of participating dealers: N/A

23. Preventive maintenance: N/A

24. Special attributes: N/A

25. Data Universal Number System: 60-684-3167

26. Central Contractor Registration: Yes

## PROFESSIONAL ENGINEERING SERVICES LABOR CATEGORY DESCRIPTIONS

*RDSI* recognizes that experience and education are interchangeable. When determining the qualifications of an individual to fill one of the positions offered, substitutions for the education and experience requirements may be made as shown in the tables below.

**Table 1 - Additional Experience Exchange**

Required Education	Actual Education Obtained	Additional Years of Experience Credited for RDSI Team Members
HS/GED	AA/AS	4
HS/GED	BA/BS	8
BA/BS	MA/MS	4
BA/BS	Ph.D.	8
MA/MS	Ph.D.	4

**Note:** Additional educational achievements in excess of requirements can be substituted for experience requirements.

**Table 2 - Additional Education Exchange**

Required Education	Actual Education Obtained	Additional Years of Experience Credited for RDSI Team Members
None	HS/GED	2
HS/GED	Tech - Inst./Military Training	2
HS/GED	AA/AS	4
HS/GED	BA/BS	8
HS/GED	MA/MS	10
HS/GED	Ph.D.	No equivalency
AA/AS	BA/BS	4
AA/AS	MA/MS	8
AA/AS	Ph.D.	12
BA/BS	MA/MS	4
BA/BS	Ph.D.	10
MA/MS	Ph.D.	6

**Note:** Additional experience in excess of requirements can be substituted for educational requirements.

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**COMMERCIAL JOB TITLE:**

Minimum/General Experience:

Functional Responsibility:

Minimum Education:

**PRODUCT MANAGER**

Fifteen years information systems product management experience. This experience will include at least five years of experience in a management or supervisory capacity, plus at least five years experience in the functional area of the product to be managed.

Responsibilities will include planning and executing all product requirements. Prepares and maintains project schedules, budgets, personnel assignments, and action and milestone plans. Prepares and submits delivery order status reports and other required documentation as well as being the primary point of contact for the customer. Manages staffing, budget, prioritization, and other personnel matters.

Master's degree in management, related engineering field, or equivalent.

**COMMERCIAL JOB TITLE:**

Minimum/General Experience:

Functional Responsibility:

Minimum Education:

**PROGRAM MANAGER**

Thirteen years information systems project management experience. This experience will include three years of experience in a management or supervisory capacity, plus three years experience in the functional area of the program to be managed.

Responsibilities will include planning and executing all program requirements. Prepares and maintain project schedules, budgets, personnel assignments, and action and milestone plans. Prepares and submits delivery order status reports and other required documentation as well as being the primary point of contact for the customer. Manages staffing, budget, prioritization, and other personnel matters.

Bachelor's degree in management, related engineering field, or equivalent.

**COMMERCIAL JOB TITLE:**

Minimum/General Experience:

Functional Responsibility:

Minimum Education:

**PROJECT MANAGER**

Ten years information systems project manager experience. This experience will include three years of experience in a management or supervisory capacity, plus three years experience in the functional area of the project to be managed.

Responsibilities will include planning and executing all project requirements. Prepares and maintains project schedules, budgets, personnel assignments, and action and milestone plans. Prepares and submits delivery order status reports and required documentation as well as being the primary point of contact for the customer. Manages staffing, budget, prioritization, and other personnel matters.

Bachelor's degree in management, related engineering field, or equivalent

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**COMMERCIAL JOB TITLE:**

Minimum/General Experience:

Functional Responsibility:

Minimum Education:

**PRINCIPAL SOFTWARE ENGINEER**

Eight years experience in information system software development. This experience will include three years of experience in a management or supervisory capacity, plus three years experience in the functional area of the project.

Responsibilities will include providing oversight and technical leadership in assignments that will include complex processes, electrical/electronic components, equipment, applications, systems, software, networks, facilities, and process controls. Manages engineering and technical teams in various support areas such as research and development, software development and debugging, system layout and design, installation supervision, testing, and technical documentation development.

Bachelor's degree in higher mathematics, engineering, computer science, or equivalent.

**COMMERCIAL JOB TITLE:**

Minimum/General Experience:

Functional Responsibility:

Minimum Education:

**SENIOR SOFTWARE ENGINEER**

Five years experience in information system software development.

Responsibilities will include providing technical support in assignments that will include complex processes, electrical/electronic components, equipment, applications, systems, software, networks, facilities, and process controls. Supports engineering and technical teams in various areas such as research and development, software development and debugging, system layout and design, installation supervision, testing, and technical documentation development.

Bachelor's degree in higher mathematics, engineering, computer science, or equivalent.

**COMMERCIAL JOB TITLE:**

Minimum/General Experience:

Functional Responsibility:

Minimum Education:

**SOFTWARE ENGINEER**

Three years experience in information system software development.

Responsibilities will include providing supervised technical support in assignments that will include complex processes, electrical/electronic components, equipment, applications, systems, software, networks, facilities, and process controls. Supports engineering and technical teams in various areas such as research and development, software development and debugging, system layout and design, installation supervision, testing, and technical documentation development.

Bachelor's degree in higher mathematics, engineering, computer science, or equivalent.

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**COMMERCIAL JOB TITLE:**

Minimum/General Experience:

Functional Responsibility:

Minimum Education:

**PROGRAMMER**

One year experience in information system development, system analysis, and programming including contemporary computer programming languages.

Responsibilities will include providing supervised technical support that includes applications, software, networks, facilities, and process controls. Supports engineering and technical teams in various areas such as software development and debugging, system layout and design, installation supervision, testing, and technical documentation development. Develop and tests software programs.

Bachelor's degree in computer science, related field, or equivalent.

**COMMERCIAL JOB TITLE:**

Minimum/General Experience:

Functional Responsibility:

Minimum Education:

**PRINCIPAL SCIENTIST**

Ten years experience in information system development; and utility application software, hardware, and data communication system support.

Responsibilities will include research and development in assignments that include complex processes, electrical and/or electronic components, equipment, applications, systems, software, networks, facilities, and process controls. Manages engineering and technical teams in various support areas such as research and development, software development and debugging, system layout and design, installation supervision, testing, and technical documentation development.

Master's degree in higher mathematics, electronics engineering, computer science, or equivalent.

**COMMERCIAL JOB TITLE:****Minimum/General Experience:**

Functional Responsibility:

Minimum Education:

**PRINCIPAL ENGINEER**

Twelve years experience in a specific mechanical, electronic, electrical, or computer related discipline. This experience will include four years experience with Government or industrial processes, standards, methodologies, and tools as related to the assignment.

Responsibilities will include providing oversight and technical leadership in assignments that will include complex processes, electrical/electronic components, equipment, applications, systems, software, networks, facilities, and process controls. Manages engineering and technical teams in various support areas such as research and development, software development and debugging, system layout and design, fabrication drawing development and production, engineering studies, manufacturing, installation supervision, testing, and technical documentation development.

Bachelor's degree in electronic, electrical, mechanical, computer, software engineering, mathematics, physics, or other engineering discipline.

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**COMMERCIAL JOB TITLE:****SENIOR SYSTEM ANALYST**

Minimum/General Experience:

Ten years technical experience in software, hardware, and system development. This experience will include three years experience in system analysis with one year as a supervisor or technical lead of an analytical team.

Functional Responsibility:

Responsibilities include planning, directing, and monitoring team member assignments. Setting priorities, formulating schedules, evaluating the scope of work, and establishing procedures to resolve complex system problems. Prepares detailed specifications for hardware or software development. Provides technical documentation development support and analysis. Serves as liaison between functional and technical specialists. Performs analysis and evaluation in support of hardware/software project life cycles, parts availability or obsolescence, logistics requirements, and technical manual development. Performs staff supervision and management.

Minimum Education:

Bachelor's degree in engineering, computer science, or equivalent.

**COMMERCIAL JOB TITLE:****JUNIOR SYSTEM ANALYST**

Minimum/General Experience:

Three years technical experience in software, hardware, or system development.

Functional Responsibility:

Responsibilities include participation in all phases of study development and production, with emphasis on performing the less complex aspects of information gathering, analysis, and programming. Performs data collection from various sources including manuals, publications, and personal interviews. Collates collected data for assimilation into final tasking. Compiles data collected in compositions such as checklists, survey formats, various worksheets and reports, and analyzes compiled data. Applies standard business and data manipulation principles and methods to technical problems to arrive at automated solutions. Skilled in programming and using software packages. Designs and prepares technical reports and related documentation, and prepares charts and graphs to record results. Prepares and edits documentation incorporating information provided by client, specialist, analyst, programmer, and operations personnel. Duties including technical writing and editing, and formal presentation of technical information to technical and non-technical personnel.

Minimum Education:

Bachelor's degree in engineering, or computer science, or equivalent.

**COMMERCIAL JOB TITLE:****ENGINEER IV**

Minimum/General Experience:

Eight years experience in a specific mechanical, electronic, electrical, or computer related discipline. This experience will include three years experience with Government or industrial processes, standards, methodologies, and tools as related to the assignment.

Functional Responsibility:

Responsibilities will include technical leadership in assignments that include complex processes, electrical/electronic components, equipment, applications, systems, software, networks, facilities, and process controls. Leads engineering and technical teams in areas such as research and development, software development and debugging, system layout and design, fabrication drawing development and production, engineering studies, manufacturing, installation supervision, testing, and technical documentation development. Applies to applicable Government and corporate standards as required by assignment. Manages engineering teams and projects.

Minimum Education:

Bachelor's degree in electronic, electrical, mechanical, computer, software engineering, mathematics, physics, or other engineering discipline.

## COMMERCIAL JOB TITLE:

### ENGINEER III

Minimum/General Experience:

Five years experience in a specific mechanical, electronic, electrical, or computer related discipline. This experience will include two years experience with Government or industrial processes, standards, methodologies, and tools as related to the assignment.

Functional Responsibility:

Responsibilities will include providing comprehensive support for technical and engineering tasks. Provides input to technical teams, oversees research and development, evaluates complex processes and structural elements, performs routine evaluations and calculations, prepares and submits detailed engineering drawings, generates technical reports, and supports installation teams. Applies to applicable Government and corporate standards as required by assignment. May provide project supervision/management.

Minimum Education:

Bachelor's degree in electronic, electrical, mechanical, computer, software engineering, mathematics, physics, or other engineering discipline.

## COMMERCIAL JOB TITLE:

### ENGINEER II

Minimum/General Experience:

Three years experience in a specific mechanical, electronic, electrical, or computer related discipline. This experience will include one year experience with Government or industrial processes, standards, methodologies, and tools as related to the assignment.

Functional Responsibility:

Responsibilities will include providing support for assigned technical and engineering tasks. Provides input to technical teams, conducts research and development, evaluates complex processes and structural elements, performs routine evaluations and calculations, prepares and submits detailed engineering drawings, generates technical reports, and supports installation teams. Applies to applicable Government and corporate standards as required by assignment. May provide team supervision.

Minimum Education:

Bachelor's degree in electronic, electrical, mechanical, computer, software engineering, mathematics, physics, or other engineering discipline.

**COMMERCIAL JOB TITLE:**

**ENGINEER I**

Minimum/General Experience:

One year experience in a specific mechanical, electronic, electrical, or computer related discipline.

Functional Responsibility:

Responsibilities will include providing supervised support for assigned technical and engineering tasks. Provides input to technical teams, performs routine evaluations and calculations, submits detailed engineering drawings, generates technical report inputs, and supports installation teams. Applies to applicable corporate standards as required by assignment.

Minimum Education:

Bachelor's degree in electronic, electrical, mechanical, computer, software engineering, mathematics, physics, or other engineering discipline.

**COMMERCIAL JOB TITLE:**

**TECHNICIAN VI**

**Minimum/General Experience:**

Fifteen years experience in the installation and repair of electronic equipment. This experience will include six years experience in cable construction, system troubleshooting and repair, and system alignments.

Functional Responsibility:

Responsibilities will include performance and oversight of complex preventive maintenance tasks, multi-pin cable construction, system alignments, system troubleshooting and repair, system testing, identification of repair parts, ordering parts, and installing parts. Inspects system work for adherence to applicable Government and corporate standards as required by assignment. May supervise installation teams.

Minimum Education:

High School or General Equivalency Diploma, with related formal civilian or military technical training.

**COMMERCIAL JOB TITLE:**

**TECHNICIAN V**

Minimum/General Experience:

Twelve years experience in the installation and repair of electronic equipment. This experience will include four years experience in cable construction, system troubleshooting and repair, and system alignments.

Functional Responsibility:

Responsibilities will include performance and oversight of complex preventive maintenance tasks, multi-pin cable construction, system alignments, system troubleshooting and repair, system testing, identification of repair parts, ordering parts, and installing parts. Inspects system work for adherence to applicable Government and corporate standards as required by assignment. May supervise installation teams.

Minimum Education:

High School and General Equivalency Diploma, with related formal civilian or military technical training.

**COMMERCIAL JOB TITLE:**

**TECHNICIAN IV**

Minimum/General Experience:

Eight years experience in the installation and repair of electronic equipment. This experience will include two years experience in cable construction, system troubleshooting and repair, and system alignments.

Functional Responsibility:

Responsibilities will include performance and oversight of complex preventive maintenance tasks, multi-pin cable construction, system alignments, system troubleshooting and repair, system testing, identification of repair parts, ordering parts, and installing parts. Inspects system work for adherence to applicable Government and corporate standards as required by assignment. May supervise installation teams.

Minimum Education:

High School and General Equivalency Diploma, with related formal civilian or military technical training.

**COMMERCIAL JOB TITLE:**

**TECHNICIAN III**

**Minimum/General Experience:**

Four years experience in the installation and repair of electronic equipment. This experience will include one year experience in cable construction, system troubleshooting and repair, and system alignments.

Functional Responsibility:

Responsibilities will include performance of complex preventive maintenance tasks, multi-pin cable construction, system alignments, system troubleshooting and repair, system testing, identification of repair parts, ordering parts, and installing parts. Applies to applicable Government and corporate standards as required by assignment.

Minimum Education:

High School and General Equivalency Diploma, with related formal civilian or military technical training.

**COMMERCIAL JOB TITLE:**

**TECHNICIAN II**

Minimum/General Experience:

Two years experience in the installation and repair of electronic equipment. This experience will include one year experience in cable construction, system troubleshooting and repair, and system alignments.

Functional Responsibility:

Responsibilities will include performance of preventive maintenance tasks, multi-pin cable construction, system alignments, system troubleshooting and repair, system testing, identification of repair parts, ordering parts, and installing parts. Applies to applicable Government and corporate standards as required by assignment.

Minimum Education:

High School and General Equivalency Diploma, with related formal civilian or military technical training.

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**COMMERCIAL JOB TITLE:**

Minimum/General Experience:

Functional Responsibility:

Minimum Education:

**TECHNICIAN I**

One year experience in the installation and repair of electronic equipment.

Responsibilities will include supervised performance of preventive maintenance tasks, multi-pin cable construction, system alignments, system troubleshooting and repair, system testing, identification of repair parts, ordering parts, and installing parts. Applies to applicable Government and corporate standards as required by assignment.

Experience will include cable construction, electronic troubleshooting and system repair and alignment.

**COMMERCIAL JOB TITLE:**

Minimum/General Experience:

Functional Responsibility:

Minimum Education:

**CAD/CAM OPERATOR (DRAFTER)**

Four years experience in the generation of drawings, schematics, parts listings, and fabrication documents for simple to complex equipment using computer-aided design products.

Responsibilities will include generation of 2D and 3D graphics in support of the engineering and technical department. These drawings will include system installation and rip-out drawings, altered item drawings, and fabrication drawings.

High School and General Equivalency Diploma, technical training in drafting, computer-aided design, or a related field.

**COMMERCIAL JOB TITLE:**

Minimum/General Experience:

Functional Responsibility:

Minimum Education:

**SUBJECT MATTER EXPERT**

Fifteen years technical experience in a related field of expertise. This experience will include three years in subject matter system analysis, design, or programming closely related to the work being accomplished.

Responsibilities include providing technical support, technical advice on specialized applications, technical reports, or other related services. Applies principles, methods, and knowledge of the functional area of expertise to specific project tasks requirements. Augments project teams by providing technical knowledge and analysis for highly specialized applications and operational environments. Performs Quality Assurance (QA) inspection to ensure all specific Government and corporate standards and/or specifications have been applied.

Bachelor's degree in a discipline that is clearly related to the work to be accomplished, or equivalent.

**COMMERCIAL JOB TITLE:**

Minimum/General Experience:

**SENIOR TECHNICAL SPECIALIST**

Seven years technical experience in the information system development; utility application software, hardware, and data communication systems. This experience will include three years supervisory experience.

Functional Responsibility:

Responsibilities include providing specialized assistance on problems that require in-depth state-of-the-art knowledge of a specialized information system discipline. Augments project teams by providing technical knowledge and analysis of highly specialized and complex systems problems. Technical support may include designing databases, testing and evaluating operating system controls, implementing data communication networks, preparing technical reports, or other related services. Performs Quality Assurance (QA) inspection to ensure all specific Government and corporate standards and/or specifications. May perform functions as task leader.

Minimum Education:

Bachelor's degree in a discipline that is clearly related to the work to be accomplished, or equivalent.

**COMMERCIAL JOB TITLE:**

**SENIOR LOGISTICIAN**

Minimum/General Experience:

Eight years experience required including acquisition knowledge and development of system supply support documentation. This will include five years specialized experience in management of complex logistic acquisition efforts.

Functional Responsibility:

Responsibilities will include supervision of all acquisitions and logistic support for supply equipment and supply-related computer resources. Highly familiar with Government logistics policies and regulations. Provides support in the procurement and management processes for equipment spare parts and other associated logistics functions.

Minimum Education:

Bachelor's degree in business management or related technical field.

**COMMERCIAL JOB TITLE:**

**LOGISTICIAN**

Minimum/General Experience:

Two years experience in logistic support and planning for tasks or projects involving computer and electronic systems.

Functional Responsibility:

Responsibilities will include material procurement and managing tasks related to equipment purchases, technical orders, system resource allocations, parts sparring, and supporting documentation. Generates material handling, warehouse location, material issue, and work order support documentation. Assists a management team by providing inspection documentation for Government auditors.

Minimum Education:

High School and General Equivalency Diploma.

**COMMERCIAL JOB TITLE:**

**SENIOR TRAINING ANALYST**

Minimum/General Experience:

Eight years experience in technical training and system development. This experience will include two years experience in training system material development.

Functional Responsibility:

Responsibilities will include training program development oversight and preparing training and educational systems and documentation. Supervises the development of in-house training and safety programs. Manages records of training activities, supervises employee

Minimum Education:

training progress, and evaluates program effectiveness. Performs instructor duties.

Bachelor's degree in education, related technical field, or equivalent.

**COMMERCIAL JOB TITLE:**

Minimum/General Experience:

Functional Responsibility:

**TECHNICAL/TRAINING ANALYST**

Four years experience in technical training system development.

Responsibilities will include supervised preparation of training and educational systems and documentation. Supports development of in-house training and safety programs. Maintains records of training activities, employee training progress, and program effectiveness. Performs instructor duties.

Minimum Education:

High School and General Equivalency Diploma with instructor training school.

**COMMERCIAL JOB TITLE:**

Minimum/General Experience:

Functional Responsibility:

**PROGRAM MANAGER ASSISTANT**

Three years experience in providing assistance to a program manager in the management of program related tasks.

Responsibilities will include providing program planning and management assistance. Assists the program manager in preparing program management schedules, budgets, delivery, and status reports, and technical documentation. May provide limited liaison with the customer.

Minimum Education:

Associate's degree in business management or a related technical field, or equivalent.

**COMMERCIAL JOB TITLE:**

Minimum/General Experience:

Functional Responsibility:

**ADMINISTRATOR III**

Five years experience in general office tasks.

Responsibilities will include general clerical and administrative tasks including typing correspondence, maintaining files, routing documentation, making travel arrangements, and taking meeting minutes. May supervise administrative staff members. Prepares budget and cost spreadsheets. Performs receptionist duties, operates photocopier machines, and maintains office budgets and cost spreadsheets.

Minimum Education:

High School and General Equivalency Diploma.

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**COMMERCIAL JOB TITLE:**

Minimum/General Experience:

Functional Responsibility:

Minimum Education:

**ADMINISTRATOR II**

Three years experience in general office tasks.

Responsibilities will include supervised general clerical and administrative tasks including typing correspondence, maintaining files, routing documentation, making travel arrangements, and taking meeting minutes. Prepares budget and cost spreadsheets. Performs receptionist duties, operates photocopier machinery, and maintains office supply inventories.

High School and General Equivalency Diploma.

**COMMERCIAL JOB TITLE:**

Minimum/General Experience:

Functional Responsibility:

Minimum Education:

**ADMINISTRATOR I**

One year experience in general office tasks.

Responsibilities will include supervised general clerical and administrative tasks including typing correspondence, and maintaining files. Performs receptionist duties and operates photocopier machinery.

High School and General Equivalency Diploma.

**COMMERCIAL JOB TITLE:**

Minimum/General Experience:

Functional Responsibility:

Minimum Education:

**WORD PROCESSOR III**

Five years experience in preparing and assembling documents of a business or technical nature. This experience includes three years experience with ADP operations terminology and keyboard machines including word processor and spreadsheet operations.

Operates word processing equipment to enter, store, retrieve, change, and present text or tabulations. Prepares and assembles material in accordance with applicable Government or corporate standards. May supervise word-processing staff.

High School and General Equivalency Diploma.

**COMMERCIAL JOB TITLE:**

Minimum/General Experience:

Functional Responsibility:

Minimum Education:

**WORD PROCESSOR II**

Three years experience in preparing and assembling documents of a business or technical nature. This experience includes one year experience with ADP operations terminology and keyboard machines including word processor and spreadsheet operations.

Operates word processing equipment to enter, store, retrieve, change, and present text or tabulations. Prepares and assembles material in accordance with applicable Government or corporate standards.

High School and General Equivalency Diploma.

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**COMMERCIAL JOB TITLE:**

Minimum/General Experience:

Functional Responsibility:

Minimum Education:

**WORD PROCESSOR I**

One year experience in preparing documents of a business or technical nature. This experience includes three months experience with computer-based word processing systems.

Operates word processing equipment to enter, store, retrieve, change, and present text or tabulations.

High School and General Equivalency Diploma.

**COMMERCIAL JOB TITLE:**

Minimum/General Experience:

Functional Responsibility:

Minimum Education:

**CLERK**

One year experience in general office tasks.

Responsibilities will include supervised general clerical and administrative tasks including typing and assembling documents from rough drafts. Receives and distributes incoming correspondence. Maintains correspondence filing and tracking system for easy retrieval. May supervise mailroom operations.

High School and General Equivalency Diploma.

**COMMERCIAL JOB TITLE:**

Minimum/General Experience:

Functional Responsibility:

Minimum Education:

**TECHNICAL WRITER/EDITOR**

Eight years experience in writing, editing, and preparing business and technical documentation to include independent and creative writing.

Responsibilities will include management of documentation development and to include technical writing, editing, editorial consultation, copy design and editing, proofreading; and overall documentation review. Checks documents for spelling, grammar, organization, consistency and content. Prepares documentation in accordance with applicable Department of Defense (DoD) Federal Information Processing (FIP), Government Printing Office (GPO), and commercial or corporate standards. Manages and supervises the technical documentation development team.

Bachelor's degree in English or equivalent experience.

**COMMERCIAL JOB TITLE:**

Minimum/General Experience:

Functional Responsibility:

Minimum Education:

**TECHNICAL WRITER**

Four years experience in writing, editing, and preparing business and technical documentation.

Responsibilities will include documentation development to include technical writing, supervised editorial consultation, copy design, and proofreading. Checks documents for spelling, grammar, organization, consistency and content. Prepares documentation in accordance with applicable Department of Defense (DoD) Federal Information Processing (FIP), Government Printing Office (GPO), and commercial or corporate standards.

Bachelor's degree in English or equivalent experience.

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**COMMERCIAL JOB TITLE:**

Minimum/General Experience:

Functional Responsibility:

Minimum Education:

**PRINCIPAL FINANCIAL ANALYST**

Ten years experience in gathering, processing, and evaluating of automated financial data and reports. This experience will include six years experience in ADP operations and terminology, and preparing word processing and spreadsheet financial statements.

Responsibilities will include planning and executing all program related automated financial requirements. Develops and maintains databases and for business related programs related financial and operating functions. Prepares and manages program schedules, budgets, personnel assignments, action and milestone plan. Oversees staffing, budget, prioritization, and other financial information matters.

Bachelor's degree in business, finance, accounting, or equivalent.

**COMMERCIAL JOB TITLE:**

Minimum/General Experience:

Functional Responsibility:

Minimum Education:

**SENIOR FINANCIAL ANALYST**

Five years experience in gathering, processing, and evaluating of automated financial data and reports. This experience will include two years experience with ADP operations and terminology, and preparing word processing and spreadsheet financial statements.

Responsibilities will include planning and executing all program related automated financial requirements. Assists in the development and maintenance of databases and for business related programs related financial and operating functions. Prepares program schedules, budgets, personnel assignments, and action and milestone plans.

Bachelor's degree in business, finance, accounting, or equivalent.

**COMMERCIAL JOB TITLE:**

Minimum/General Experience:

Functional Responsibility:

Minimum Education:

**FINANCIAL ANALYST**

Three years experience in gathering, processing, and evaluating of automated financial data and reports. This experience will include one year experience with ADP operations and terminology, and preparing word processing and spreadsheet financial statements.

Responsibilities will include gathering, inputting, and processing of financial data for automated financial program requirements. Assists team leader in the evaluating and developing database for financial and operating information.

Bachelor's degree in business, finance, accounting, or equivalent.

**COMMERCIAL JOB TITLE:**

Minimum/General Experience:

Functional Responsibility:

**ACCOUNTING TECHNICIAN III**

Five years experience in gathering, entering, and processing of automated accounting information and data. This position will include three years experience with ADP operations and accounting terminology.

Responsibilities will include general accounting tasks including gathering accounting data, maintaining files, and distributing and routing

Minimum Education:

of automated accounting data and reports. Prepares accounting, budget and cost spreadsheets. Operates computerized programs and equipment to enter, store, retrieve, change, and report accounting data. Prepares financial statements in accordance with business entity cost accounting standards.

Associate's degree in business management, accounting, or equivalent.

**COMMERCIAL JOB TITLE:**

Minimum/General Experience:

**ACCOUNTING TECHNICIAN II**

Three years experience in gathering, entering, and processing of automated accounting information and data. This position will include two years experience with ADP operations and accounting terminology.

Functional Responsibility:

Responsibilities will include general accounting tasks including gathering accounting data, maintaining files, and distributing and routing of automated accounting data and reports. Prepares accounting, budget and cost spreadsheets. Operates computerized programs and equipment to enter, store, retrieve, change, and report accounting data. Prepares financial statements in accordance with business entity cost accounting standards.

Minimum Education:

Associate's degree in business management, accounting, or equivalent.

**COMMERCIAL JOB TITLE:**

Minimum/General Experience:

**ACCOUNTING TECHNICIAN I**

One year experience in gathering, entering, and processing of automated accounting information and data.

Functional Responsibility:

Responsibilities will include general accounting tasks including gathering accounting data, maintaining files, and distributing and routing of automated accounting data and reports. Operates computerized programs and equipment to enter, store, retrieve, change, and report accounting data.

Minimum Education:

Associate's degree in business management, accounting, or equivalent.

**Professional Engineering Services Labor Rates**

GSA POSITION TITLE	HOULY RATE for Contractor Facilities									
	8/7/2002	8/7/2003	8/7/2004	8/7/2005	8/7/2006	8/1/2007	8/1/2008	8/1/2009	8/1/2010	8/1/2011
	to	to	to	to	to	to	to	to	to	to
	8/6/2003	8/6/2004	8/6/2005	8/6/2006	7/31/2007	7/31/2008	7/31/2009	7/31/2010	7/31/2011	7/31/2012
Base Period	Option Year 1	Option Year 2	Option Year 3	Option Year 4	Option Year 5	Option Year 6	Option Year 7	Option Year 8	Option Year 9	
Product Manager	\$107.04	\$111.05	\$115.49	\$120.11	\$124.92	\$129.91	\$135.11	\$140.52	\$146.13	\$151.98
Program Manager	\$98.22	\$101.89	\$105.97	\$110.21	\$114.62	\$119.21	\$123.98	\$128.94	\$134.09	\$139.46
Project Manager	\$92.62	\$96.08	\$99.92	\$103.92	\$108.08	\$112.40	\$116.90	\$121.58	\$126.44	\$131.50
Principal Software Engineer	\$101.25	\$105.04	\$109.24	\$113.61	\$118.15	\$122.88	\$127.80	\$132.91	\$138.22	\$143.75
Senior Software Engineer	\$92.62	\$96.08	\$99.92	\$103.92	\$108.08	\$112.40	\$116.90	\$121.58	\$126.44	\$131.50
Software Engineer	\$90.00	\$93.37	\$97.10	\$100.98	\$105.02	\$109.22	\$113.59	\$118.12	\$122.85	\$127.77
Programmer	\$55.66	\$57.75	\$60.06	\$62.46	\$64.96	\$67.55	\$70.25	\$73.07	\$75.99	\$79.03
Principal Scientist	\$101.25	\$105.04	\$109.24	\$113.61	\$118.15	\$122.88	\$127.80	\$132.91	\$138.22	\$143.75
Principal Engineer	\$90.56	\$93.94	\$97.71	\$101.62	\$105.68	\$109.90	\$114.30	\$118.87	\$123.63	\$128.58
Senior System Analyst	\$101.25	\$105.04	\$109.24	\$113.61	\$118.15	\$122.88	\$127.80	\$132.91	\$138.22	\$143.75
Junior System Analyst	\$64.81	\$67.23	\$69.92	\$72.72	\$75.63	\$78.65	\$81.80	\$85.07	\$88.47	\$92.01
Engineer IV	\$88.17	\$91.47	\$95.13	\$98.93	\$102.89	\$107.01	\$111.29	\$115.74	\$120.37	\$125.19
Engineer III	\$82.66	\$85.76	\$89.19	\$92.76	\$96.47	\$100.33	\$104.34	\$108.51	\$112.85	\$117.37
Engineer II	\$76.41	\$79.27	\$82.44	\$85.75	\$89.18	\$92.75	\$96.46	\$100.32	\$104.33	\$108.50
Engineer I	\$49.37	\$51.21	\$53.26	\$55.39	\$57.61	\$59.91	\$62.30	\$64.80	\$67.39	\$70.08
Technician VI	\$80.95	\$83.98	\$87.34	\$90.83	\$94.46	\$98.24	\$102.17	\$106.26	\$110.51	\$114.93
Technician V	\$67.61	\$70.14	\$72.95	\$75.87	\$78.90	\$82.05	\$85.34	\$88.75	\$92.30	\$95.99
Technician IV	\$61.71	\$64.02	\$66.58	\$69.25	\$72.02	\$74.90	\$77.89	\$81.01	\$84.25	\$87.62
Technician III	\$52.24	\$54.19	\$56.36	\$58.61	\$60.96	\$63.39	\$65.92	\$68.56	\$71.30	\$74.15
Technician II	\$45.85	\$47.56	\$49.47	\$51.44	\$53.50	\$55.64	\$57.86	\$60.18	\$62.58	\$65.09
Technician I	\$38.81	\$40.26	\$41.87	\$43.54	\$45.29	\$47.10	\$48.99	\$50.94	\$52.98	\$55.09
CAD/CAM Operator (Drafter)	\$58.79	\$60.99	\$63.43	\$65.96	\$68.61	\$71.35	\$74.20	\$77.18	\$80.26	\$83.47
Subject Matter Expert I	\$99.29	\$103.00	\$107.12	\$111.41	\$115.87	\$120.51	\$125.33	\$130.34	\$135.56	\$140.99
Senior Technical Specialist II	\$103.45	\$107.32	\$111.61	\$116.08	\$120.72	\$125.55	\$130.56	\$135.79	\$141.23	\$146.87
Senior Logistician	\$85.60	\$88.81	\$92.36	\$96.05	\$99.89	\$103.89	\$108.05	\$112.37	\$116.87	\$121.55
Logistician	\$54.09	\$56.11	\$58.35	\$60.69	\$63.11	\$65.64	\$68.26	\$70.99	\$73.83	\$76.79
Senior Training Analyst	\$70.83	\$73.48	\$76.42	\$79.47	\$82.65	\$85.95	\$89.40	\$92.97	\$96.69	\$100.56
Technical/Training Analyst	\$67.11	\$69.62	\$72.40	\$75.29	\$78.30	\$81.44	\$84.70	\$88.09	\$91.61	\$95.27
Program Manager Assistant	\$65.75	\$68.21	\$70.94	\$73.78	\$76.73	\$79.80	\$82.99	\$86.31	\$89.77	\$93.36
Administrator III	\$69.81	\$72.42	\$75.31	\$78.32	\$81.46	\$84.72	\$88.11	\$91.63	\$95.29	\$99.10
Administrator II	\$67.91	\$70.45	\$73.28	\$76.21	\$79.26	\$82.43	\$85.74	\$89.17	\$92.74	\$96.45
Administrator I	\$43.50	\$45.13	\$46.93	\$48.81	\$50.76	\$52.80	\$54.91	\$57.11	\$59.39	\$61.77
Word Processor III	\$43.90	\$45.55	\$47.37	\$49.27	\$51.24	\$53.29	\$55.42	\$57.64	\$59.94	\$62.33
Word Processor II	\$37.05	\$38.43	\$39.97	\$41.57	\$43.23	\$44.96	\$46.75	\$48.62	\$50.56	\$52.59
Word Processor I	\$30.56	\$31.71	\$32.98	\$34.29	\$35.67	\$37.10	\$38.58	\$40.13	\$41.74	\$43.40
Clerk	\$30.56	\$31.71	\$32.98	\$34.29	\$35.67	\$37.10	\$38.58	\$40.13	\$41.74	\$43.40
Technical Writer/Editor	\$58.09	\$60.27	\$62.68	\$65.19	\$67.79	\$70.50	\$73.33	\$76.26	\$79.31	\$82.48
Technical Writer	\$45.85	\$47.56	\$49.47	\$51.44	\$53.50	\$55.64	\$57.86	\$60.18	\$62.58	\$65.09
Principal Financial Analyst	\$105.75	\$109.71	\$114.09	\$118.66	\$123.41	\$128.35	\$133.49	\$138.82	\$144.38	\$150.15
Senior Financial Analyst	\$69.81	\$72.42	\$75.31	\$78.32	\$81.46	\$84.72	\$88.11	\$91.63	\$95.29	\$99.10
Financial Analyst	\$40.89	\$42.42	\$44.12	\$45.89	\$47.72	\$49.63	\$51.61	\$53.68	\$55.82	\$58.05
Accounting Technician III	\$32.30	\$33.51	\$34.84	\$36.24	\$37.69	\$39.19	\$40.76	\$42.38	\$44.08	\$45.85
Accounting Technician II	\$27.83	\$28.88	\$30.03	\$31.23	\$32.48	\$33.78	\$35.12	\$36.53	\$37.98	\$39.50
Accounting Technician I	\$25.61	\$26.56	\$27.63	\$28.74	\$29.89	\$31.08	\$32.33	\$33.63	\$34.97	\$36.37

GSA POSITION TITLE	HOULY RATE for Contractor Depot Facility									
	8/7/2002	8/7/2003	8/7/2004	8/7/2005	8/7/2006	8/1/2007	8/1/2008	8/1/2009	8/1/2010	8/1/2011
	to	to	to	to	to	to	to	to	to	to
	8/6/2003	8/6/2004	8/6/2005	8/6/2006	7/31/2007	7/31/2008	7/31/2009	7/31/2010	7/31/2011	7/31/2012
Base Period	Option Year 1	Option Year 2	Option Year 3	Option Year 4	Option Year 5	Option Year 6	Option Year 7	Option Year 8	Option Year 9	
Product Manager	\$75.84	\$78.67	\$81.81	\$85.09	\$88.49	\$92.03	\$95.71	\$99.54	\$103.52	\$107.66
Program Manager	\$73.61	\$76.36	\$79.41	\$82.58	\$85.88	\$89.32	\$92.89	\$96.60	\$100.46	\$104.48
Project Manager	\$66.25	\$68.73	\$71.48	\$74.34	\$77.32	\$80.41	\$83.62	\$86.96	\$90.44	\$94.06
Principal Software Engineer	\$69.45	\$72.04	\$74.92	\$77.91	\$81.03	\$84.27	\$87.64	\$91.14	\$94.78	\$98.57
Senior Software Engineer	\$56.14	\$58.23	\$60.57	\$62.99	\$65.52	\$68.14	\$70.86	\$73.70	\$76.65	\$79.71
Software Engineer	\$47.89	\$49.69	\$51.67	\$53.74	\$55.88	\$58.11	\$60.44	\$62.85	\$65.37	\$67.98
Programmer	\$39.47	\$40.95	\$42.58	\$44.29	\$46.06	\$47.91	\$49.83	\$51.82	\$53.89	\$56.05
Principal Scientist	\$66.36	\$68.85	\$71.60	\$74.46	\$77.45	\$80.55	\$83.77	\$87.12	\$90.60	\$94.22
Principal Engineer	\$71.30	\$73.96	\$76.93	\$80.00	\$83.20	\$86.53	\$89.99	\$93.60	\$97.34	\$101.23
Senior System Analyst	\$75.84	\$78.67	\$81.81	\$85.09	\$88.49	\$92.03	\$95.71	\$99.54	\$103.52	\$107.66
Junior System Analyst	\$49.92	\$51.78	\$53.86	\$56.01	\$58.25	\$60.59	\$63.01	\$65.54	\$68.16	\$70.88
Engineer IV	\$61.95	\$64.27	\$66.84	\$69.52	\$72.30	\$75.19	\$78.20	\$81.34	\$84.59	\$87.97
Engineer III	\$51.91	\$53.86	\$56.01	\$58.25	\$60.59	\$63.01	\$65.54	\$68.16	\$70.88	\$73.72
Engineer II	\$48.00	\$49.80	\$51.79	\$53.87	\$56.02	\$58.26	\$60.60	\$63.02	\$65.55	\$68.17
Engineer I	\$43.18	\$44.80	\$46.59	\$48.46	\$50.39	\$52.41	\$54.50	\$56.69	\$58.95	\$61.31
Technician VI	\$62.44	\$64.78	\$67.37	\$70.06	\$72.87	\$75.78	\$78.81	\$81.96	\$85.25	\$88.66
Technician V	\$49.07	\$50.90	\$52.94	\$55.05	\$57.26	\$59.55	\$61.93	\$64.41	\$66.98	\$69.67
Technician IV	\$45.28	\$46.97	\$48.85	\$50.80	\$52.84	\$54.95	\$57.15	\$59.43	\$61.81	\$64.28
Technician III	\$39.26	\$40.73	\$42.35	\$44.05	\$45.82	\$47.65	\$49.56	\$51.54	\$53.61	\$55.75
Technician II	\$36.74	\$38.11	\$39.64	\$41.23	\$42.87	\$44.59	\$46.37	\$48.23	\$50.15	\$52.16
Technician I	\$29.44	\$30.54	\$31.76	\$33.03	\$34.34	\$35.72	\$37.15	\$38.63	\$40.18	\$41.79
CAD/CAM Operator (Drafter)	\$39.47	\$40.95	\$42.58	\$44.29	\$46.06	\$47.91	\$49.83	\$51.82	\$53.89	\$56.05
Subject Matter Expert I	\$66.64	\$69.13	\$71.89	\$74.76	\$77.76	\$80.87	\$84.10	\$87.46	\$90.96	\$94.60
Senior Technical Specialist II	\$69.45	\$72.04	\$74.92	\$77.91	\$81.03	\$84.27	\$87.64	\$91.14	\$94.78	\$98.57
Senior Logistician	\$57.47	\$59.62	\$62.00	\$64.49	\$67.07	\$69.76	\$72.55	\$75.45	\$78.47	\$81.62
Logistician	\$39.26	\$40.73	\$42.35	\$44.05	\$45.82	\$47.65	\$49.56	\$51.54	\$53.61	\$55.75
Senior Training Analyst	\$49.74	\$51.60	\$53.67	\$55.81	\$58.04	\$60.37	\$62.78	\$65.30	\$67.91	\$70.62
Technical/Training Analyst	\$36.27	\$37.63	\$39.13	\$40.70	\$42.32	\$44.02	\$45.79	\$47.62	\$49.53	\$51.51
Program Manager Assistant	\$36.74	\$38.11	\$39.64	\$41.23	\$42.87	\$44.59	\$46.37	\$48.23	\$50.15	\$52.16
Administrator III	\$39.08	\$40.54	\$42.16	\$43.85	\$45.61	\$47.43	\$49.33	\$51.30	\$53.36	\$55.49
Administrator II	\$29.46	\$30.56	\$31.79	\$33.06	\$34.38	\$35.76	\$37.19	\$38.67	\$40.22	\$41.83
Administrator I	\$24.22	\$25.13	\$26.13	\$27.18	\$28.27	\$29.40	\$30.57	\$31.80	\$33.08	\$34.40
Word Processor III	\$29.46	\$30.56	\$31.79	\$33.06	\$34.38	\$35.76	\$37.19	\$38.67	\$40.22	\$41.83
Word Processor II	\$24.22	\$25.13	\$26.13	\$27.18	\$28.27	\$29.40	\$30.57	\$31.80	\$33.08	\$34.40
Word Processor I	\$23.59	\$24.48	\$25.46	\$26.47	\$27.53	\$28.63	\$29.78	\$30.96	\$32.20	\$33.49
Clerk	\$22.16	\$22.99	\$23.91	\$24.87	\$25.87	\$26.90	\$27.98	\$29.10	\$30.26	\$31.47
Technical Writer/Editor	\$35.84	\$37.19	\$38.67	\$40.22	\$41.83	\$43.50	\$45.24	\$47.04	\$48.93	\$50.88
Technical Writer	\$30.78	\$31.93	\$33.21	\$34.53	\$35.91	\$37.35	\$38.84	\$40.40	\$42.01	\$43.69
Principal Financial Analyst	\$55.23	\$57.30	\$59.59	\$61.97	\$64.46	\$67.03	\$69.72	\$72.51	\$75.41	\$78.42
Senior Financial Analyst	\$39.08	\$40.54	\$42.16	\$43.85	\$45.61	\$47.43	\$49.33	\$51.30	\$53.36	\$55.49
Financial Analyst	\$33.94	\$35.21	\$36.62	\$38.08	\$39.61	\$41.20	\$42.84	\$44.56	\$46.34	\$48.20
Accounting Technician III	\$37.27	\$38.67	\$40.22	\$41.83	\$43.50	\$45.24	\$47.04	\$48.93	\$50.88	\$52.92
Accounting Technician II	\$19.24	\$19.96	\$20.76	\$21.59	\$22.45	\$23.35	\$24.29	\$25.26	\$26.26	\$27.31
Accounting Technician I	\$15.23	\$15.80	\$16.43	\$17.09	\$17.78	\$18.48	\$19.22	\$19.99	\$20.79	\$21.62

GSA POSITION TITLE	HOULY RATE for Government Facilities									
	8/7/2002	8/7/2003	8/7/2004	8/7/2005	8/7/2006	8/1/2007	8/1/2008	8/1/2009	8/1/2010	8/1/2011
	to	to	to	to	to	to	to	to	to	to
	8/6/2003	8/6/2004	8/6/2005	8/6/2006	7/31/2007	7/31/2008	7/31/2009	7/31/2010	7/31/2011	7/31/2012
Base Period	Option Year 1	Option Year 2	Option Year 3	Option Year 4	Option Year 5	Option Year 6	Option Year 7	Option Year 8	Option Year 9	
Product Manager	\$84.77	\$87.94	\$91.46	\$95.12	\$98.92	\$102.88	\$107.00	\$111.28	\$115.73	\$120.36
Program Manager	\$64.17	\$66.57	\$69.24	\$72.01	\$74.89	\$77.88	\$81.00	\$84.24	\$87.61	\$91.11
Project Manager	\$52.90	\$54.87	\$57.07	\$59.35	\$61.73	\$64.20	\$66.76	\$69.44	\$72.21	\$75.10
Principal Software Engineer	\$81.08	\$84.11	\$87.47	\$90.97	\$94.61	\$98.39	\$102.33	\$106.42	\$110.68	\$115.11
Senior Software Engineer	\$65.53	\$67.98	\$70.70	\$73.54	\$76.48	\$79.54	\$82.72	\$86.03	\$89.48	\$93.06
Software Engineer	\$55.30	\$57.37	\$59.66	\$62.04	\$64.53	\$67.11	\$69.80	\$72.59	\$75.49	\$78.51
Programmer	\$46.08	\$47.80	\$49.72	\$51.70	\$53.77	\$55.92	\$58.15	\$60.48	\$62.90	\$65.42
Principal Scientist	\$77.50	\$80.40	\$83.61	\$86.95	\$90.43	\$94.05	\$97.81	\$101.73	\$105.79	\$110.02
Principal Engineer	\$61.69	\$64.00	\$66.56	\$69.23	\$72.00	\$74.88	\$77.87	\$80.99	\$84.23	\$87.60
Senior System Analyst	\$77.47	\$80.37	\$83.58	\$86.92	\$90.40	\$94.02	\$97.78	\$101.70	\$105.76	\$109.99
Junior System Analyst	\$50.79	\$52.69	\$54.79	\$56.99	\$59.27	\$61.65	\$64.11	\$66.67	\$69.34	\$72.11
Engineer IV	\$69.11	\$71.69	\$74.55	\$77.54	\$80.64	\$83.86	\$87.21	\$90.70	\$94.33	\$98.10
Engineer III	\$64.80	\$67.22	\$69.91	\$72.71	\$75.62	\$78.64	\$81.79	\$85.06	\$88.46	\$92.00
Engineer II	\$59.90	\$62.14	\$64.63	\$67.21	\$69.90	\$72.70	\$75.61	\$78.63	\$81.78	\$85.05
Engineer I	\$38.71	\$40.15	\$41.76	\$43.42	\$45.16	\$46.96	\$48.84	\$50.79	\$52.83	\$54.94
Technician VI	\$63.44	\$65.82	\$68.45	\$71.18	\$74.02	\$76.99	\$80.07	\$83.27	\$86.60	\$90.06
Technician V	\$53.01	\$54.99	\$57.20	\$59.48	\$61.86	\$64.34	\$66.91	\$69.59	\$72.37	\$75.26
Technician IV	\$48.37	\$50.17	\$52.18	\$54.26	\$56.44	\$58.69	\$61.04	\$63.48	\$66.02	\$68.67
Technician III	\$40.94	\$42.47	\$44.17	\$45.93	\$47.77	\$49.69	\$51.67	\$53.74	\$55.88	\$58.11
Technician II	\$35.94	\$37.29	\$38.78	\$40.34	\$41.95	\$43.63	\$45.38	\$47.19	\$49.08	\$51.04
Technician I	\$30.42	\$31.56	\$32.83	\$34.14	\$35.51	\$36.93	\$38.40	\$39.94	\$41.54	\$43.20
CAD/CAM Operator (Drafter)	\$46.08	\$47.80	\$49.72	\$51.70	\$53.77	\$55.92	\$58.15	\$60.48	\$62.90	\$65.42
Subject Matter Expert I	\$77.82	\$80.73	\$83.96	\$87.32	\$90.81	\$94.44	\$98.22	\$102.15	\$106.24	\$110.49
Senior Technical Specialist II	\$81.08	\$84.11	\$87.47	\$90.97	\$94.61	\$98.39	\$102.33	\$106.42	\$110.68	\$115.11
Senior Logistician	\$67.09	\$69.60	\$72.38	\$75.27	\$78.28	\$81.42	\$84.67	\$88.06	\$91.58	\$95.24
Logistician	\$42.39	\$43.98	\$45.74	\$47.56	\$49.47	\$51.44	\$53.50	\$55.64	\$57.86	\$60.18
Senior Training Analyst	\$58.73	\$60.93	\$63.36	\$65.89	\$68.53	\$71.27	\$74.12	\$77.09	\$80.17	\$83.37
Technical/Training Analyst	\$50.31	\$52.20	\$54.28	\$56.46	\$58.71	\$61.06	\$63.50	\$66.04	\$68.69	\$71.43
Program Manager Assistant	\$42.39	\$43.98	\$45.74	\$47.56	\$49.47	\$51.44	\$53.50	\$55.64	\$57.86	\$60.18
Administrator III	\$45.62	\$47.32	\$49.22	\$51.18	\$53.23	\$55.35	\$57.57	\$59.87	\$62.26	\$64.76
Administrator II	\$34.42	\$35.70	\$37.13	\$38.61	\$40.16	\$41.77	\$43.43	\$45.17	\$46.97	\$48.85
Administrator I	\$29.48	\$30.58	\$31.81	\$33.09	\$34.41	\$35.79	\$37.23	\$38.71	\$40.26	\$41.87
Word Processor III	\$34.42	\$35.70	\$37.13	\$38.61	\$40.16	\$41.77	\$43.43	\$45.17	\$46.97	\$48.85
Word Processor II	\$29.48	\$30.58	\$31.81	\$33.09	\$34.41	\$35.79	\$37.23	\$38.71	\$40.26	\$41.87
Word Processor I	\$26.77	\$27.77	\$28.88	\$30.03	\$31.23	\$32.48	\$33.78	\$35.12	\$36.53	\$37.98
Clerk	\$23.96	\$24.86	\$25.86	\$26.89	\$27.97	\$29.09	\$30.25	\$31.46	\$32.72	\$34.02
Technical Writer/Editor	\$45.53	\$47.23	\$49.12	\$51.08	\$53.13	\$55.25	\$57.47	\$59.76	\$62.15	\$64.64
Technical Writer	\$35.94	\$37.29	\$38.78	\$40.34	\$41.95	\$43.63	\$45.38	\$47.19	\$49.08	\$51.04
Principal Financial Analyst	\$56.51	\$58.62	\$60.97	\$63.40	\$65.93	\$68.57	\$71.31	\$74.16	\$77.13	\$80.21
Senior Financial Analyst	\$45.62	\$47.32	\$49.22	\$51.18	\$53.23	\$55.35	\$57.57	\$59.87	\$62.26	\$64.76
Financial Analyst	\$42.39	\$43.98	\$45.74	\$47.56	\$49.47	\$51.44	\$53.50	\$55.64	\$57.86	\$60.18
Accounting Technician III	\$23.49	\$24.37	\$25.35	\$26.36	\$27.42	\$28.52	\$29.66	\$30.84	\$32.08	\$33.37
Accounting Technician II	\$21.09	\$21.88	\$22.75	\$23.66	\$24.61	\$25.60	\$26.62	\$27.69	\$28.80	\$29.94
Accounting Technician I	\$16.85	\$17.48	\$18.17	\$18.90	\$19.66	\$20.45	\$21.27	\$22.11	\$23.00	\$23.92

GSA POSITION TITLE	HOULY RATE for Government Facilities - Low Cost Area									
	8/7/2002	8/7/2003	8/7/2004	8/7/2005	8/7/2006	8/1/2007	8/1/2008	8/1/2009	8/1/2010	8/1/2011
	to	to	to	to	to	to	to	to	to	to
	8/6/2003	8/6/2004	8/6/2005	8/6/2006	7/31/2007	7/31/2008	7/31/2009	7/31/2010	7/31/2011	7/31/2012
Base Period	Option Year 1	Option Year 2	Option Year 3	Option Year 4	Option Year 5	Option Year 6	Option Year 7	Option Year 8	Option Year 9	
Product Manager	\$71.13	\$73.80	\$76.75	\$79.82	\$83.01	\$86.33	\$89.78	\$93.38	\$97.11	\$100.99
Program Manager	\$68.76	\$71.33	\$74.18	\$77.15	\$80.23	\$83.44	\$86.78	\$90.25	\$93.86	\$97.62
Project Manager	\$58.19	\$60.37	\$62.78	\$65.30	\$67.91	\$70.62	\$73.45	\$76.39	\$79.44	\$82.62
Principal Software Engineer	\$64.87	\$67.30	\$69.99	\$72.80	\$75.71	\$78.74	\$81.89	\$85.17	\$88.58	\$92.12
Senior Software Engineer	\$52.44	\$54.40	\$56.58	\$58.84	\$61.20	\$63.64	\$66.18	\$68.83	\$71.58	\$74.44
Software Engineer	\$44.74	\$46.41	\$48.27	\$50.20	\$52.21	\$54.29	\$56.47	\$58.72	\$61.07	\$63.51
Programmer	\$36.87	\$38.25	\$39.78	\$41.38	\$43.03	\$44.76	\$46.54	\$48.41	\$50.34	\$52.36
Principal Scientist	\$61.99	\$64.31	\$66.88	\$69.56	\$72.34	\$75.23	\$78.24	\$81.38	\$84.63	\$88.01
Principal Engineer	\$57.25	\$59.39	\$61.77	\$64.24	\$66.81	\$69.49	\$72.27	\$75.16	\$78.16	\$81.29
Senior System Analyst	\$71.13	\$73.80	\$76.75	\$79.82	\$83.01	\$86.33	\$89.78	\$93.38	\$97.11	\$100.99
Junior System Analyst	\$46.63	\$48.37	\$50.30	\$52.32	\$54.41	\$56.59	\$58.85	\$61.21	\$63.65	\$66.19
Engineer IV	\$58.19	\$60.37	\$62.78	\$65.30	\$67.91	\$70.62	\$73.45	\$76.39	\$79.44	\$82.62
Engineer III	\$48.49	\$50.30	\$52.32	\$54.41	\$56.59	\$58.85	\$61.21	\$63.65	\$66.19	\$68.84
Engineer II	\$45.12	\$46.80	\$48.68	\$50.62	\$52.65	\$54.75	\$56.95	\$59.22	\$61.59	\$64.05
Engineer I	\$40.34	\$41.85	\$43.52	\$45.27	\$47.08	\$48.97	\$50.92	\$52.96	\$55.07	\$57.28
Technician VI	\$58.68	\$60.88	\$63.31	\$65.84	\$68.48	\$71.22	\$74.07	\$77.04	\$80.12	\$83.32
Technician V	\$45.84	\$47.55	\$49.46	\$51.43	\$53.49	\$55.62	\$57.85	\$60.16	\$62.56	\$65.07
Technician IV	\$42.30	\$43.88	\$45.64	\$47.46	\$49.36	\$51.33	\$53.39	\$55.52	\$57.75	\$60.06
Technician III	\$36.67	\$38.04	\$39.57	\$41.16	\$42.80	\$44.52	\$46.30	\$48.16	\$50.08	\$52.09
Technician II	\$34.32	\$35.61	\$37.04	\$38.52	\$40.06	\$41.67	\$43.33	\$45.07	\$46.87	\$48.75
Technician I	\$27.50	\$28.53	\$29.67	\$30.85	\$32.09	\$33.38	\$34.71	\$36.10	\$37.55	\$39.05
CAD/CAM Operator (Drafter)	\$36.87	\$38.25	\$39.78	\$41.38	\$43.03	\$44.76	\$46.54	\$48.41	\$50.34	\$52.36
Subject Matter Expert I	\$62.25	\$64.58	\$67.16	\$69.84	\$72.64	\$75.54	\$78.56	\$81.71	\$84.98	\$88.38
Senior Technical Specialist II	\$64.87	\$67.30	\$69.99	\$72.80	\$75.71	\$78.74	\$81.89	\$85.17	\$88.58	\$92.12
Senior Logistician	\$53.69	\$55.69	\$57.91	\$60.23	\$62.64	\$65.15	\$67.75	\$70.46	\$73.29	\$76.22
Logistician	\$36.67	\$38.04	\$39.57	\$41.16	\$42.80	\$44.52	\$46.30	\$48.16	\$50.08	\$52.09
Senior Training Analyst	\$46.46	\$48.20	\$50.12	\$52.13	\$54.21	\$56.38	\$58.63	\$60.98	\$63.42	\$65.95
Technical/Training Analyst	\$33.88	\$35.15	\$36.56	\$38.02	\$39.54	\$41.13	\$42.77	\$44.49	\$46.26	\$48.12
Program Manager Assistant	\$34.32	\$35.61	\$37.04	\$38.52	\$40.06	\$41.67	\$43.33	\$45.07	\$46.87	\$48.75
Administrator III	\$36.51	\$37.88	\$39.39	\$40.97	\$42.60	\$44.31	\$46.08	\$47.93	\$49.85	\$51.84
Administrator II	\$27.52	\$28.55	\$29.69	\$30.87	\$32.11	\$33.40	\$34.73	\$36.12	\$37.57	\$39.07
Administrator I	\$22.63	\$23.47	\$24.41	\$25.39	\$26.40	\$27.46	\$28.56	\$29.71	\$30.89	\$32.13
Word Processor III	\$27.52	\$28.55	\$29.69	\$30.87	\$32.11	\$33.40	\$34.73	\$36.12	\$37.57	\$39.07
Word Processor II	\$22.63	\$23.47	\$24.41	\$25.39	\$26.40	\$27.46	\$28.56	\$29.71	\$30.89	\$32.13
Word Processor I	\$22.04	\$22.86	\$23.78	\$24.73	\$25.72	\$26.74	\$27.81	\$28.93	\$30.08	\$31.29
Clerk	\$20.70	\$21.48	\$22.33	\$23.23	\$24.16	\$25.13	\$26.13	\$27.18	\$28.27	\$29.40
Technical Writer/Editor	\$33.48	\$34.73	\$36.12	\$37.57	\$39.07	\$40.64	\$42.26	\$43.95	\$45.71	\$47.53
Technical Writer	\$28.75	\$29.83	\$31.02	\$32.26	\$33.55	\$34.89	\$36.29	\$37.75	\$39.25	\$40.82
Principal Financial Analyst	\$51.60	\$53.53	\$55.67	\$57.89	\$60.21	\$62.61	\$65.12	\$67.72	\$70.43	\$73.25
Senior Financial Analyst	\$36.51	\$37.88	\$39.39	\$40.97	\$42.60	\$44.31	\$46.08	\$47.93	\$49.85	\$51.84
Financial Analyst	\$31.70	\$32.89	\$34.20	\$35.57	\$37.00	\$38.47	\$40.01	\$41.61	\$43.27	\$45.01
Accounting Technician III	\$34.82	\$36.12	\$37.57	\$39.07	\$40.64	\$42.26	\$43.95	\$45.71	\$47.53	\$49.44
Accounting Technician II	\$17.97	\$18.64	\$19.39	\$20.17	\$20.98	\$21.82	\$22.68	\$23.59	\$24.54	\$25.52
Accounting Technician I	\$14.23	\$14.76	\$15.35	\$15.97	\$16.61	\$17.28	\$17.96	\$18.68	\$19.43	\$20.21