

GENERAL SERVICES ADMINISTRATION

**Federal Supply Service
Authorized Federal Supply Schedule Pricelist**

Schedule for Professional Engineering Services (PES)

Contract Number: GS-23F-0393K

Federal supply Class: 871

Contract Period: August 21, 2000 to August 20, 2015

Pricelist is current through Modification PO-0012, effective August 21, 2010

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

HONEYWELL TECHNOLOGY SOLUTIONS INC.

7000 Columbia Gateway Drive
Columbia, Maryland 21046
(410) 964-7000

Internet/Web Site: www.honeywell.com/htsi

Business Size: Large Business

DUNS Number: 04-101-4242

Contract Administration: Rosie Hartuni, Sr. Contracts Administrator

On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order is available through GSA *Advantage!*, a menu-drive database system. The INTERNET address for GSA *Advantage!* is: <http://www.gsaadvantage.gov> .

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CUSTOMER INFORMATION

1. Table of Awarded Special Item Numbers

SIN Reference	SIN Description
SIN 871-1	Strategic Planning for Technology Programs/Activities
SIN 871-1 (RC)	Strategic Planning for Technology Programs/Activities
SIN 871-2	Concept Development and Requirements Analysis
SIN 871-2 (RC)	Concept Development and Requirements Analysis
SIN 871-3	System Design, Engineering and Integration
SIN 871-3 (RC)	System Design, Engineering and integration
SIN 871-4	Test and Evaluation
SIN 871-4 (RC)	Test and Evaluation
SIN 871-5	Integrated Logistics Support
SIN 871-5 (RC)	Integrated Logistics Support
SIN 871-6	Acquisition and Life Cycle Management
SIN 871-6	Acquisition and Life Cycle Management

2. Maximum Order: \$1,000,000.00

3. Minimum Order: \$100.00

4. Geographic Coverage: The geographic scope of the contract is the 48 contiguous states and the District of Columbia; and OCONUS.

5. Point of Production: To be defined per task order.

6. Discounts:

Quantity Discount	Minimum	Maximum	Discount
Annual per agency, cumulative sales between	\$0	\$500,000	0%
Annual per agency, cumulative sales between	\$500,001	\$1,000,000	1%
Annual per agency, cumulative sales between	\$1,000,001	\$5,000,000	2%
Annual per agency, cumulative sales between	\$5,000,001	\$10,000,000	3%
Annual per agency, cumulative sales between	\$10,000,001	Or greater	4%

7. Other discounts: See above.

8. Prompt Payment: 1% 15 days.

9. Government purchase cards are accepted in accordance with Government purchase card regulations.

10. Contractor's Ordering Address:

To place an order for Honeywell Technology Solutions Inc. services, our address is:

Honeywell Technology Solutions Inc.
 Attn: Rosie Hartuni
 7000 Columbia Gateway Drive
 Columbia, MD 21046

Below are the telephone number(s) that can be used by ordering agencies to obtain technical and/or ordering assistance.

Rosie Hartuni, Sr. Contract Representative, (410) 964-7717

Andy Hanks, Director Business Development, (410) 964-7678

11. Payment addresses:

Honeywell Technology Solutions Inc. (HTSI)
C/O JP Morgan Chase Bank
23230 Network Place
Chicago, IL 60673-1232

12. Export Packing Charges: Not Applicable.

13. Terms and conditions of Government purchase card acceptance: In accordance with government purchase card regulations.

14. Year 2000 compliant: Not Applicable.

15. Environmental attributes: Not Applicable.

16. Data Universal Number System (DUNS): 04-101-4242

17. Notification of registration in Central Contractor Registration database: Yes.

ADMINISTRATIVE FAMILY

Administrative Support and Graphics Specialist

Minimum/General Experience: Requires a minimum of 2 years of experience in office administration and developing graphic/artistic presentations for publications and documents (preferably technical documentation). At minimum, 1 year of specialized experience using commercial automated word processing (e.g., WordPerfect or Word), graphics systems (Harvard, Freelance, etc.), and desktop publishing systems. Demonstrated ability to work independently or under only general direction.

Functional Responsibility: Directly supports Program Manager or Project Manager by maintaining personnel and other files, preparing correspondence and schedules, and coordinating travel. Assists in the preparation of presentation graphics and supports the development of contract deliverables and reports by developing and updating graphic presentation to improve the quality and enhance the usability of these documents. Responsible for integrating the graphics generated with automated tools into the deliverable documents.

Minimum Education: High School Diploma.

With an Associate's Degree in Computer Science, Information Systems, Engineering, Business, or other related discipline, 1 year general experience of which at least 1 year is specialized experience.

Data Entry Clerk

Minimum/General Experience: Requires 1 year of experience in data entry and verification. Typically required to work under close supervision and direction.

Functional Responsibility: Performs data entry via on-line data terminal, key-to-tape, key-to-disk, or similar device. Verifies data entered, where applicable.

Minimum Education: High School Diploma.

An Associate's Degree in Computer Science or related study will be considered equivalent to 6 months of general experience. Formal specialized training may be substituted on the basis of 1 month of training for 1 month of experience, but not to exceed 3 months.

Program Administration Specialist

Minimum/General Experience: Requires a minimum of 4 years of experience, of which at least 2 years must be specialized. Specialized experience in general contract administration. Works with limited supervision and direction. Required to use judgment and initiative in problem solving.

Functional Responsibility: Assists in the preparation of management plans and reports. Coordinates schedules to facilitate completion of proposals, contract deliverables, task order review, briefings/presentations, and IPR preparation. Performs analysis, development, and review of program administrative operating procedures.

Minimum Education: High School Diploma.

With an Associate's Degree in Computer Science, Business, 2 years of general experience of which at least 1 year must be specialized experience.

With a Bachelor's degree in any field, will require 1 year of general experience and 1 year of specialized experience.

BIOLOGIST FAMILY

Biologist 1-6

Performs analysis of origin, relationship, anatomy, physiology, reproduction functions, and other basic principles of plant and animal life, and the environmental and physical conditions affecting them.

Level	Education/ Experience	Knowledge	Responsibilities
Biologist 1	BS + 0 May be fresh-out or new to the field.	Knows fundamental concepts, practices and procedures of particular field of specialization.	<ul style="list-style-type: none"> Using established procedures and working under immediate supervision, performs assigned tasks. No administrative duties. Work is routine and instructions are usually detailed. Little evaluation, originality, or ingenuity is required.
Biologist 2 Intermediate	BS + 1 year of professional experience	Knows and applies the fundamental concepts, practices and procedures of particular field of specialization.	<ul style="list-style-type: none"> Under supervision, performs work that is varied and that may be somewhat difficult in character, but usually involves limited responsibility. No administrative duties. Some evaluation, originality of ingenuity is required.
Biologist 3 Senior	BS + 3 years of professional experience	Possesses and applies a broad knowledge of principles, practices, and procedures of particular field of specialization to the completion of difficult assignments.	<ul style="list-style-type: none"> Usually works with minimum supervision, conferring with superior on unusual matters. May be assisted by Entry/Junior or Intermediate Level personnel. Assignments are broad in nature, requiring originality and ingenuity. Has appreciable latitude for unreviewed action or decision.
Biologist 4 Lead	BS + 8 years of professional experience	Possesses and applies comprehensive knowledge of particular field of specialization to the completion of complex assignments. May cross fields.	<ul style="list-style-type: none"> Under general supervision, plans, conducts and supervises assignments. Reviews progress and evaluates results. Plans and assigns personnel for given projects or tasks. Recommends changes in procedures. Operates with substantial latitude for unreviewed action or decision. Reviews progress with management.
Biologist 5 Senior Staff Specialist	BS + 13 years of professional experience	Possesses and applies comprehensive knowledge of particular field of specialization to the completion of significant assignments. Has well-developed leadership qualities. Crosses fields.	<ul style="list-style-type: none"> Plans and conducts assignments, generally involving the larger and more important projects or more than one project. Reviews progress and evaluates results. May lead or direct projects. Assists with the review and evaluation of personnel performance. May act in liaison capacity with other departments, divisions, and organizations. Evaluates progress and results and recommends major changes in procedures. Operates with considerable latitude for unreviewed action or decision.
Biologist 6 Consulting Engineer/ Scientist	BS + 15 years of professional experience	Possesses and applies an advanced knowledge of particular field of specialization to the completion of projects of major complexity. Must have achieved recognized standing in professional field through original contribution.	<ul style="list-style-type: none"> Plans, conducts, and directs research and/or development work on complex projects necessitating the origination and application of new and unique approaches. Plans and directs projects and supplies technical inspiration, leadership, and consultation to professional coworkers. May represent the organization in outside discussions and technical forums. Generally works with wide latitude for unreviewed action or decision.

CONSULTANT FAMILY

Consultant Staff – Level 1

Minimum/General Experience: Highly educated, experienced, and renowned scientists, analysts, and engineers available to solve customer's most difficult and forward-looking problems. These professionals, subject matter experts in their respective concentrations of engineering, science, and finance, apply sound analysis, business, and scientific expertise and practices to solve a wide variety of customer problems. These may include conducting re-engineering efforts of complex financial processes and systems; applying advanced scientific technologies in systems, experiments, and demonstrations; and introducing into systems the application of leading edge technological developments. Must have 8 years of experience. Equivalent experience may be substituted for an advanced degree. Expert in the one of the following areas: business, business management, financial management, systems management, operations research, computer science, engineering, physics, math, behavioral science, or related areas. May have published articles or books in field of expertise and/or made presentations at professional conferences.

Functional Responsibility: Assists in developing programs and implementing creative and innovative solutions to the customer's problems. Researches and analyzes customer requirements. Applies expert knowledge to determine the accuracy and reasonableness of the data. Documents and summarizes the results and also develops and recommends creative and innovative solutions to the customer's problems.

Minimum Education: Bachelor's Degree

Consultant Staff - Level 2

Minimum/General Experience: Highly educated, experienced, and renowned scientists, analysts, and engineers available to solve customer's most difficult and forward-looking problems. These professionals, subject matter experts in their respective concentrations of engineering, science, and finance, apply sound analysis, business, and scientific expertise and practices to solve a wide variety of customer problems. These may include conducting re-engineering efforts of complex financial processes and systems; applying advanced scientific technologies in systems, experiments, and demonstrations; and introducing into systems the application of leading edge technological developments. Must have 10 years of experience. Equivalent experience may be substituted for an advanced degree. Expert in the one of the following areas: business, business management, financial management, systems management, operations research, computer science, engineering, physics, math, behavioral science, or related areas. May have published articles or books in field of expertise and/or made presentations at professional conferences.

Functional Responsibility: Assists in developing programs and implementing creative and innovative solutions to the customer's problems. Researches and analyzes customer requirements. Applies expert knowledge to determine the accuracy and reasonableness of the data. Documents and summarizes the results and also develops and recommends creative and innovative solutions to the customer's problems.

Minimum Education: Bachelor's Degree

Consultant Staff - Level 3

Minimum/General Experience: Highly educated, experienced, and renowned scientists, analysts, and engineers available to solve customer's most difficult and forward-looking problems. These professionals, subject matter experts in their respective concentrations of engineering, science, and finance, apply sound analysis, business, and scientific expertise and practices to solve a wide variety of customer problems. These may include conducting re-engineering efforts of complex financial processes and systems; applying advanced scientific technologies in systems, experiments, and demonstrations; and introducing into systems the application of leading edge technological developments. Must have 15 years of experience. Equivalent experience may be substituted for an advanced degree. Expert in the one of the following areas: business, business management, financial management, systems management, operations research, computer science, engineering, physics, math, behavioral science, or related areas. May have published articles or books in field of expertise and/or made presentations at professional conferences.

Functional Responsibility: Assists in developing programs and implementing creative and innovative solutions to the customer's problems. Researches and analyzes customer requirements. Applies expert knowledge to determine the accuracy and reasonableness of the data. Documents and summarizes the results and also develops and recommends creative and innovative solutions to the customer's problems.

Minimum Education: Bachelor's Degree

CHEMIST FAMILY

Chemist 1-6

Conducts analyses and experiments on organic and inorganic substances to evaluate their chemical and physical properties and to investigate their applications to medicine and industry. Conducts experiments to improve upon or to duplicate various materials and substances, and engages in research to develop new methods of processing or production. Examines potential new uses for chemical by-products. Applies engineering sciences to the design, development, or operation of processes and equipment used in the production of metals from ores. Conducts research to develop or improve metals and alloys and to develop new uses or applications for metals and alloys.

Level	Education/ Experience	Knowledge	Responsibilities
Chemist 1	BS + 0 May be fresh-out or new to the field.	Knows fundamental concepts, practices, and procedures of particular field of specialization.	<ul style="list-style-type: none"> Using established procedures and working under immediate supervision, performs assigned tasks. No administrative duties. Work is routine and instructions are usually detailed. Little evaluation, originality, or ingenuity is required.
Chemist 2 Intermediate	BS + 1 year of professional experience	Knows and applies the fundamental concepts, practices, and procedures of particular field of specialization.	<ul style="list-style-type: none"> Under supervision, performs work that is varied and that may be somewhat difficult in character, but usually involves limited responsibility. No administrative duties. Some evaluation, originality, or ingenuity is required.
Chemist 3 Senior	BS + 3 years of professional experience	Possesses and applies a broad knowledge of principles, practices, and procedures of particular field of specialization to the completion of difficult assignments.	<ul style="list-style-type: none"> Usually works with minimum supervision, conferring with superior on unusual matters. May be assisted by Entry/Junior or Intermediate Level personnel. Assignments are broad in nature, requiring originality and ingenuity. Has appreciable latitude for unreviewed action or decision.
Chemist 4 Lead	BS + 8 years of professional experience	Possesses and applies comprehensive knowledge of particular field of specialization to the completion of complex assignments. May cross fields.	<ul style="list-style-type: none"> Under general supervision, plans, conducts, and supervises assignments. Reviews progress and evaluates results. Plans and assigns personnel for given projects or tasks. Recommends changes in procedures. Operates with substantial latitude for unreviewed action or decision. Reviews progress with management.
Chemist 5 Senior Staff Specialist	BS + 13 years of professional experience	Possesses and applies comprehensive knowledge of particular field of specialization to the completion of significant assignments. Has well-developed leadership qualities. Crosses fields.	<ul style="list-style-type: none"> Plans and conducts assignments, generally involving the larger and more important projects or more than one project. Reviews progress and evaluates results. May lead or direct projects. Assists with the review and evaluation of personnel performance. May act in liaison capacity with other departments, divisions, and organizations. Evaluates progress and results and recommends major changes in procedures. Operates with considerable latitude for unreviewed action or decision.
Chemist 6 Consulting Engineer/ Scientist	BS + 15 years of professional experience	Possesses and applies an advanced knowledge of particular field of specialization to the completion of projects of major complexity. Must have achieved recognized standing in professional field through original contribution.	<ul style="list-style-type: none"> Plans, conducts, and directs research and/or development work on complex projects necessitating the origination and application of new and unique approaches. Plans and directs projects and supplies technical inspiration, leadership, and consultation to professional coworkers. May represent the organization in outside discussions and technical forums. Generally works with wide latitude for unreviewed action or decision.

DOCUMENTATION FAMILY

Documentation Specialist 1/Program Administration Specialist

Minimum/General Experience: Requires a minimum of 4 years of experience, of which at least 2 years must be specialized. Specialized experience in general contract administration. Works with limited supervision and direction. Required to use judgment and initiative in problem solving.

Functional Responsibility: Assists in the preparation of management plans and reports. Coordinates schedules to facilitate completion of proposals, contract deliverables, task order review, briefings/presentations, and IPR preparation. Performs analysis, development, and review of program administrative operating procedures.

Minimum Education: High School Diploma.

With an Associate's Degree in Computer Science, Business, 2 years of general experience of which at least 1 year must be specialized experience. With a Bachelor's Degree in any field, requires 1 year of general and 1 year of specialized experience.

Documentation Specialist 2/Documentation Specialist Support

Minimum/General Experience: This position requires a minimum of 3 years of experience of which at least 2 years must be specialized. Specialized experience includes preparing technical documentation, which is to include researching for applicable Government and industry documentation standards. General experience includes technical writing and documentation experience pertaining to all aspects of ADP. Demonstrated ability to work independently or under only general direction.

Functional Responsibility: Gathers, analyzes, and composes technical information. Conducts research and ensures the use of proper technical terminology. Translates technical information into clear, readable documents to be used by technical and non-technical personnel.

Minimum Education: Associate's Degree in a related field.

With a Bachelor's Degree (in the fields described above), 2 years of general experience of which at least 1 year must be specialized experience. With 6 years of general experience of which at least 4 years is specialized, a degree is not required.

Documentation Specialist 3/Technical Writer/Editor

Minimum/General Experience: This position requires a minimum of 3 years of experience, of which at least 1 year must be specialized. Specialized experience includes demonstrated experience in editing documents, including technical documents. Demonstrated ability to work independently or under only general direction.

Functional Responsibility: Assists in collecting and organizing information for preparation of user's manuals, training materials, installation guides, proposals, and reports. Edits functional descriptions, system specifications, user's manuals, special reports, or other customer deliverables and documents.

Minimum Education: Bachelor's Degree in English, Literature, or other related discipline.

With a Master's Degree (in the fields described above), 2 years of general experience of which at least 1 year must be specialized experience. With 7 years of general experience of which at least 5 years is specialized, a degree is not required.

Documentation Specialist 4/Data Standardization Specialist

Minimum/General Experience: This position requires a minimum of 3 years of experience, of which at least 2 years must be specialized. Specialized experience includes building and/or maintaining data/information repositories for organizations that use information engineering concepts and providing data and process modeling for the identification and development of standardized objects. General experience includes technical writing in enterprise, process, and/or data modeling. Demonstrated ability to work independently or under only general direction.

Functional Responsibility: Provides technical support in the evaluation of prime object names, data elements, and other objects. Evaluates proposed objects and their attributes. Ensures that proposed object definitions are clear, concise, and technically correct, and that they represent singular concepts. Ensures that the values of object attributes and domains are accurate and correct. Ensures that the proposed objects are consistent with data and process models.

Minimum Education: Associate's Degree in Computer Science, Information Systems, Engineering, Business, or other related discipline.

With Bachelor's degree (in the fields described above), 2 years of general experience of which at least 1 year must be specialized experience. With 6 years of general experience of which at least 4 years is specialized, a degree is not required.

ECONOMIST FAMILY

Economist 1-4

Analyzes actual and predictable interacting operational activities of a military, governmental, or business system to obtain quantitative, rational basis for decision making or resource allocation. Utilizes advanced knowledge of modeling and measuring techniques, mathematics, statistical methods, engineering methods, operational mathematic techniques, and other principles and laws of scientific and economic disciplines in determining solutions. May provide work leadership to lower level employees.

Level	Education/ Experience	Knowledge	Responsibilities
Economist 1	BBA + 0 May be fresh-out or new to the field.	Knows fundamental concepts, practices, and procedures of particular field of specialization.	<ul style="list-style-type: none"> • Using established procedures and working under immediate supervision, performs assigned tasks. • No administrative duties. • Work is routine and instructions are usually detailed. • Little evaluation, originality, or ingenuity is required.
Economist 2 Intermediate	BBA + 2 years of professional experience	Knows and applies the fundamental concepts, practices, and procedures of particular field of specialization.	<ul style="list-style-type: none"> • Under supervision, performs work that is varied and that may be somewhat difficult in character, but usually involves limited responsibility. • No administrative duties. • Some evaluation, originality, or ingenuity is required.
Economist 3 Senior	BBA + 5 years of professional experience	Possesses and applies a broad knowledge of principles, practices, and procedures of particular field of specialization to the completion of difficult assignments.	<ul style="list-style-type: none"> • Usually works with minimum supervision, conferring with superior on unusual matters. • May be assisted by Entry/Junior or Intermediate Level personnel. • Assignments are broad in nature, requiring originality and ingenuity. • Has appreciable latitude for unreviewed action or decision.
Economist 4 Lead	BBA + 8 years of professional experience	Possesses and applies comprehensive knowledge of particular field of specialization to the completion of complex assignments. May cross fields.	<ul style="list-style-type: none"> • Under general supervision, plans, conducts, and supervises assignments. Reviews progress and evaluates results. • Plans and assigns personnel for given projects or tasks. • Recommends changes in procedures. • Operates with substantial latitude for unreviewed action or decision. • Reviews progress with management.

ENGINEER AND TECHNICAL ANALYSTS FAMILY

Engineer and Technical Analysts 1-4
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Defines, documents, analyzes, performs, and interprets developmental tests for new and/or modified products or product components. Teams with other engineers to investigate and resolve operational problems, and provide technical support and advice to other engineering groups. Acts as liaison with outside suppliers in establishing or modifying specifications for purchased items. As technical expert, devises and applies testing procedures for parts or subassemblies received from outside vendors and participates in the development, maintenance, and refinement of internal quality control and reliability programs.
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ENGINEER AND TECHNICAL ANALYSTS FAMILY			
Level	Education/ Experience	Knowledge	Responsibilities
Engineer and Technical Analyst 1	BBA + 0 May be fresh-out or new to the field.	Knows fundamental concepts, practices, and procedures of particular field of specialization.	<ul style="list-style-type: none"> • Using established procedures and working under immediate supervision, performs assigned tasks. • No administrative duties. • Work is routine and instructions are usually detailed. • Little evaluation, originality, or ingenuity is required.
Engineer and Technical Analyst 2 Intermediate	BBA + 2 years of professional experience	Knows and applies the fundamental concepts, practices, and procedures of particular field of specialization.	<ul style="list-style-type: none"> • Under supervision, performs work that is varied and that may be somewhat difficult in character, but usually involves limited responsibility. • No administrative duties. • Some evaluation, originality, or ingenuity is required.
Engineer and Technical Analyst 3 Senior	BBA + 5 years of professional experience	Possesses and applies a broad knowledge of principles, practices, and procedures of particular field of specialization to the completion of difficult assignments.	<ul style="list-style-type: none"> • Usually works with minimum supervision, conferring with superior on unusual matters. • May be assisted by Entry/Junior or Intermediate Level personnel. • Assignments are broad in nature, requiring originality and ingenuity. • Has appreciable latitude for unreviewed action or decision.
Engineer and Technical Analyst 4 Lead	BBA + 8 years of professional experience	Possesses and applies comprehensive knowledge of particular field of specialization to the completion of complex assignments. May cross fields.	<ul style="list-style-type: none"> • Under general supervision, plans, conducts, and supervises assignments. Reviews progress and evaluates results. • Plans and assigns personnel for given projects or tasks. • Recommends changes in procedures. • Operates with substantial latitude for unreviewed action or decision. • Reviews progress with management.

CHEMICAL ENGINEER FAMILY

Chemical Engineer Family 1-6

Chemical Engineer Family functions include:

A. Chemical Engineer. Designs chemical plant equipment and devises processes for manufacturing chemicals and products. Conducts research to develop new and improved chemical manufacturing processes. Designs, plans layout, and oversees personnel engaged in constructing, controlling, and improving equipment for carrying out chemical processes on a commercial scale. Determines most effective arrangement of operations. Oversees personnel controlling equipment.

B. Ceramic Engineer. Conducts tests of physical, chemical, and heat-resistant properties of non-metallic minerals and rocks. Selects combinations of materials for use in the manufacture of ceramic products. Designs equipment and apparatus for processing purposes. Determines and specifies milling, grinding, grading, mixing, forming, firing, and glazing requirements. Tests samples of finished products to determine if prescribed standards have been met. Supervises operations associated with ceramic products manufacture.

C. Petroleum Engineer. Conducts research and advises on equipment to be used for drilling wells. Recommends and supervises the use of special techniques, tools, and materials to solve drilling problems. Devises methods for bringing wells into production. Recommends procedures for treating oil to remove sediment and water. Determines oil-gas ratios of producing wells and designates allowable flow of oil or gas to meet industry requirements.

CHEMICAL ENGINEER FAMILY

Chemical Engineer Family 1-6

Level	Education/ Experience	Knowledge	Responsibilities
Chemical Engineer 1	BS + 0 May be fresh-out or new to the field.	Knows fundamental concepts, practices, and procedures of particular field of specialization.	<ul style="list-style-type: none"> Using established procedures and working under immediate supervision performs assigned tasks. No administrative duties. Work is routine and instructions are usually detailed. Little evaluation, originality, or ingenuity is required.
Chemical Engineer 2 Intermediate	BS + 1 year of professional experience	Knows and applies the fundamental concepts, practices, and procedures of particular field of specialization.	<ul style="list-style-type: none"> Under supervision, performs work that is varied and that may be somewhat difficult in character, but usually involves limited responsibility. No administrative duties. Some evaluation, originality, or ingenuity is required.
Chemical Engineer 3 Senior	BS + 3 years of professional experience	Possesses and applies a broad knowledge of principles, practices, and procedures of particular field of specialization to the completion of difficult assignments.	<ul style="list-style-type: none"> Usually works with minimum supervision, conferring with superior on unusual matters. May be assisted by Entry/Junior or Intermediate Level personnel. Assignments are broad in nature, requiring originality and ingenuity. Has appreciable latitude for unreviewed action or decision.
Chemical Engineer 4 Lead	BS + 8 years of professional experience	Possesses and applies comprehensive knowledge of particular field of specialization to the completion of complex assignments. May cross fields.	<ul style="list-style-type: none"> Under general supervision, plans, conducts and supervises assignments. Reviews progress and evaluates results. Plans and assigns personnel for given projects or tasks. Recommends changes in procedures. Operates with substantial latitude for unreviewed action or decision. Reviews progress with management.
Chemical Engineer 5 Senior Staff Specialist	BS + 13 years of professional experience	Possesses and applies comprehensive knowledge of particular field of specialization to the completion of significant assignments. Has well-developed leadership qualities. Crosses fields.	<ul style="list-style-type: none"> Plans and conducts assignments, generally involving the larger and more important projects or more than one project. Reviews progress and evaluates results. May lead or direct projects. Assists with the review and evaluation of personnel performance. May act in liaison capacity with other departments, divisions, and organizations. Evaluates progress and results and recommends major changes in procedures. Operates with considerable latitude for unreviewed action or decision.
Chemical Engineer 6 Consulting Engineer/ Scientist	BS + 15 years of professional experience	Possesses and applies an advanced knowledge of particular field of specialization to the completion of projects of major complexity. Must have achieved recognized standing in professional field through original contribution.	<ul style="list-style-type: none"> Plans, conducts, and directs research and/or development work on complex projects necessitating the origination and application of new and unique approaches. Plans and directs projects and supplies technical inspiration, leadership, and consultation to professional coworkers. May represent the organization in outside discussions and technical forums. Generally works with wide latitude for unreviewed action or decision.

CIVIL ENGINEER FAMILY

Civil Engineer Family 1-6

Civil Engineer family functions include:

A. Civil Engineer. Plans, designs, and supervises construction, maintenance, and alteration of structures and facilities. Estimates personnel needs and schedules work to meet completion dates and technical specifications. Develops proposals and cost estimates, evaluates progress and results, and recommends major changes in procedures or objectives.

B. Industrial Engineer. Performs work measurement tasks for the establishment of standards. Responsible for oversight of production facilities and personnel. Plans equipment layout, workflow, and accident prevention measures to maintain efficient and safe utilization of plant facilities. Plans and oversees work study and training programs to promote efficient personnel utilization. Works closely with other engineering disciplines in the development and application of robotics to increase production quality, efficiency, or volume.

CIVIL ENGINEER FAMILY

Civil Engineer Family 1-6

Level	Education/ Experience	Knowledge	Responsibilities
Civil Engineer 1	BS + 0 May be fresh out or new to the field.	Knows fundamental concepts, practices, and procedures of particular field of specialization.	<ul style="list-style-type: none"> • Using established procedures and working under immediate supervision, performs assigned tasks. • No administrative duties. • Work is routine and instructions are usually detailed. • Little evaluation, originality, or ingenuity is required.
Civil Engineer 2 Intermediate	BS + 1 year of professional experience	Knows and applies the fundamental concepts, practices, and procedures of particular field of specialization.	<ul style="list-style-type: none"> • Under supervision, performs work that is varied and that may be somewhat difficult in character, but usually involves limited responsibility. • No administrative duties. • Some evaluation, originality, or ingenuity is required.
Civil Engineer 3 Senior	BS + 3 years of professional experience	Possesses and applies a broad knowledge of principles, practices, and procedures of particular field of specialization to the completion of difficult assignments.	<ul style="list-style-type: none"> • Usually works with minimum supervision, conferring with superior on unusual matters. • May be assisted by Entry/Junior or Intermediate Level personnel. • Assignments are broad in nature, requiring originality and ingenuity. • Has appreciable latitude for unreviewed action or decision.
Civil Engineer 4 Lead	BS + 8 years of professional experience	Possesses and applies comprehensive knowledge of particular field of specialization to the completion of complex assignments. May cross fields.	<ul style="list-style-type: none"> • Under general supervision, plans, conducts, and supervises assignments. Reviews progress and evaluates results. • Plans and assigns personnel for given projects or tasks. • Recommends changes in procedures. • Operates with substantial latitude for unreviewed action or decision. • Reviews progress with management.
Civil Engineer 5 Senior Staff Specialist	BS + 13 years of professional experience	Possesses and applies comprehensive knowledge of particular field of specialization to the completion of significant assignments. Has well-developed leadership qualities. Crosses field.	<ul style="list-style-type: none"> • Plans and conducts assignments, generally involving the larger and more important projects or more than one project. Reviews progress and evaluates results. • May lead or direct projects. • Assists with the review and evaluation of personnel performance. • May act in liaison capacity with other departments, divisions, organizations. • Evaluates progress and results and recommends major changes in procedures. • Operates with considerable latitude for unreviewed action or decision.
Civil Engineer 6 Consulting Engineer/Scientist	BS + 15 years of professional experience	Possesses and applies an advanced knowledge of particular field of specialization to the completion of projects of major complexity. Must have achieved recognized standing in professional field through original contribution.	<ul style="list-style-type: none"> • Plans, conducts, and directs research and/or development work on complex projects necessitating the origination and application of new and unique approaches. • Plans and directs projects and supplies technical inspiration, leadership, and consultation to professional coworkers. • May represent the organization in outside discussions and technical forums. • Generally works with wide latitude for unreviewed action or decision.

ELECTRICAL ENGINEER FAMILY

Electrical Engineer Family 1-6

Electrical Engineer Family functions include:

A. Electrical Engineer. Responsible for designing, planning, and overseeing manufacture construction, installation, operation, and maintenance of electric or electronic components, equipment, systems, facilities, and machinery. Works closely with other engineering disciplines in the development and application of robotics to increase production quality, efficiency, or volume.

B. Hardware Engineer. Provides functional and empirical analysis related to the design, development, and implementation of hardware. Participates in the development of test strategies, devices, and systems.

C. Electronics Engineer. Responsible for design, testing, and manufacture of electronic components, products, and systems and for development of applications of products to commercial, industrial, medical, military, and scientific uses. Works closely with other engineering disciplines in the development and application of robotics to increase production quality, efficiency, or volume.

D. Aeronautical Engineer. Plans, designs, and supervises construction and testing of aircraft and component parts. Performs model tests to determine flight characteristics; analyzes stress on parts of aircraft or missiles. Oversees fabrication and assembly of prototype and production models.

E. Measurement/Calibration Engineer. Tests, calibrates, and repairs electrical, electronic, and mechanical measuring and indicating instruments for conformance to established standards. Plans and administers calibration testing. Disassembles recording systems and instrumentation and inspects parts for defects. Measures parts for conformity with specifications using precision measuring instruments. Devises formulas to solve problems in measurements and calibrations. Writes procedures and operation guides. Administers a program for the evaluation of new component measurement equipment/systems as introduced by equipment manufacturers.

F. Optical Engineer. Responsible for the design, development, testing, and manufacture of opto-electronic systems and components, including lasers, fiber-optics, and telecommunications products. Provides specifications and tolerances for opto-electronic systems and components, ensuring that modules or sub-units interact compatibly with overall design. Identifies deviations from specifications and recommends and implements corrective actions to enhance product quality.

G. Test Engineer. Defines, documents, analyzes, performs, and interprets developmental tests for new and/or modified products or product components. Teams with other engineers to investigate and resolve operational problems and to provide technical support and advice to other engineering groups. Acts as liaison with outside suppliers in establishing or modifying specifications for purchased items. As technical expert, devises and applies testing procedures for parts or subassemblies received from outside vendors and participates in the development, maintenance, and refinement of internal quality control and reliability programs.

H. Reliability Engineer. Analyzes product failures for root causes, proposes corrective actions, prepares failure and analysis report, and maintains reliability control database on product success/failure history. Develops the assessment methods for determining reliability of company products and their components, prepares sketches, charts, drawings, or reports for further developments. Conducts analyses and investigations to determine relative reliability with regard to such factors as cost, structure, weight, maintainability, facility of production, availability of materials and equipment, and to determine the ability of the product to comply with customer and contractual requirements.

Level	Education/ Experience	Knowledge	Responsibilities
Electrical Engineer 1	BS + 0 May be fresh-out or new to the field.	Knows fundamental concepts, practices, and procedures of particular field of specialization.	<ul style="list-style-type: none"> • Using established procedures and working under immediate supervision, performs assigned tasks. • No administrative duties. • Work is routine and instructions are usually detailed. • Little evaluation, originality, or ingenuity is required.
Electrical Engineer 2 Intermediate	BS + 1 year of professional experience	Knows and applies the fundamental concepts, practices, and procedures of particular field of specialization.	<ul style="list-style-type: none"> • Under supervision, performs work that is varied and that may be somewhat difficult in character, but usually involves limited responsibility. • No administrative duties. • Some evaluation, originality, or ingenuity is required.

ELECTRICAL ENGINEER FAMILY

Electrical Engineer Family 1-6

Electrical Engineer 3 Senior	BS + 3 years of professional experience	Possesses and applies a broad knowledge of principles, practices, and procedures of particular field of specialization to the completion of difficult assignments.	<ul style="list-style-type: none"> • Usually works with minimum supervision, conferring with superior on unusual matters. • May be assisted by Entry/Junior or Intermediate Level personnel. • Assignments are broad in nature, requiring originality and ingenuity. • Has appreciable latitude for unreviewed action or decision.
Electrical Engineer 4 Lead	BS + 8 years of professional experience	Possesses and applies comprehensive knowledge of particular field of specialization to the completion of complex assignments. May cross fields.	<ul style="list-style-type: none"> • Under general supervision, plans, conducts, and supervises assignments. Reviews progress and evaluates results. • Plans and assigns personnel for given projects or tasks. • Recommends changes in procedures. • Operates with substantial latitude for unreviewed action or decision. • Reviews progress with management.
Electrical Engineer 5 Senior Staff Specialist	BS + 13 years of professional experience	Possesses and applies comprehensive knowledge of particular field of specialization to the completion of significant assignments. Has well-developed leadership qualities. Crosses fields.	<ul style="list-style-type: none"> • Plans and conducts assignments, generally involving the larger and more important projects or more than one project. Reviews progress and evaluates results. • May lead or direct projects. • Assists with the review and evaluation of personnel performance. • May act in liaison capacity with other departments, divisions, and organizations. • Evaluates progress and results and recommends major changes in procedures. • Operates with considerable latitude for unreviewed action or decision.
Electrical Engineer 6 Consulting Engineer/Scientist	BS + 15 years of professional experience	Possesses and applies an advanced knowledge of particular field of specialization to the completion of projects of major complexity. Must have achieved recognized standing in professional field through original contribution.	<ul style="list-style-type: none"> • Plans, conducts, and directs research and/or development work on complex projects necessitating the origination and application of new and unique approaches. • Plans and directs projects and supplies technical inspiration, leadership, and consultation to professional coworkers. • May represent the organization in outside discussions and technical forums. • Generally works with wide latitude for unreviewed action or decision.

Environmental Engineer family

Environmental Engineer 1-6

Responsible for designing, installing, operating, and maintaining measuring apparatus necessary to determine the level of pollutants involving air, land, and water. Determines levels of pollution and recommends action to assure conformance with Federal, state, and local legislation and regulations. Assists in the overall planning and installation of equipment revision. Performs tests or experiments requiring the use of nonstandard procedures and complex instrumentation. Serves as liaison between the organization and regulatory agencies.

Level	Education/ Experience	Knowledge	Responsibilities
Environmental Engineer 1	BS + 0 May be fresh-out or new to the field.	Knows fundamental concepts, practices, and procedures of particular field of specialization.	<ul style="list-style-type: none"> • Using established procedures and working under immediate supervision, performs assigned tasks. • No administrative duties. • Work is routine and instructions are usually detailed. • Little evaluation, originality, or ingenuity is required.
Environmental Engineer 2 Intermediate	BS + 1 year of professional experience	Knows and applies the fundamental concepts, practices, and procedures of particular field of specialization.	<ul style="list-style-type: none"> • Under supervision, performs work that is varied and that may be somewhat difficult in character, but usually involves limited responsibility. • No administrative duties. • Some evaluation, originality, or ingenuity is required.
Environmental Engineer 3 Senior	BS + 3 years of professional experience	Possesses and applies a broad knowledge of principles, practices, and procedures of particular field of specialization to the completion of difficult assignments.	<ul style="list-style-type: none"> • Usually works with minimum supervision, conferring with superior on unusual matters. • May be assisted by Entry/Junior or Intermediate Level personnel. • Assignments are broad in nature, requiring originality and ingenuity. • Has appreciable latitude for unreviewed action or decision.
Environmental Engineer 4 Lead	BS + 8 years of professional experience	Possesses and applies comprehensive knowledge of particular field of specialization to the completion of complex assignments. May cross fields.	<ul style="list-style-type: none"> • Under general supervision, plans, conducts and supervises assignments. Reviews progress and evaluates results. • Plans and assigns personnel for given projects or tasks. • Recommends changes in procedures. • Operates with substantial latitude for unreviewed action or decision. • Reviews progress with management.
Environmental Engineer 5 Senior Staff Specialist	BS + 13 years of professional experience	Possesses and applies comprehensive knowledge of particular field of specialization to the completion of significant assignments. Has well-developed leadership qualities. Crosses fields.	<ul style="list-style-type: none"> • Plans and conducts assignments generally involving the larger and more important projects or more than one project. Reviews progress and evaluates results. • May lead or direct projects. • Assists with the review and evaluation of personnel performance. • May act in liaison capacity with other departments, divisions, and organizations. • Evaluates progress and results and recommends major changes in procedures. • Operates with considerable latitude for unreviewed action or decision.

Environmental Engineer family

Environmental Engineer 1-6

Environmental Engineer 6 Consulting Engineer/ Scientist	BS + 15 years of professional experience	Possesses and applies an advanced knowledge of particular field of specialization to the completion of projects of major complexity. Must have achieved recognized standing in professional field through original contribution.	<ul style="list-style-type: none">• Plans, conducts, and directs research and/or development work on complex projects necessitating the origination and application of new and unique approaches.• Plans and directs projects and supplies technical inspiration, leadership, and consultation to professional coworkers.• May represent the organization in outside discussions and technical forums.• Generally works with wide latitude for unreviewed action or decision.
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MECHANICAL ENGINEER FAMILY

Mechanical Engineer 1-6

Mechanical Engineer Family functions include:

A. Mechanical Engineer. Performs a variety of engineering work in planning and design of mechanically functioning equipment and mechanical industrial processes; oversees production, installation, operation, maintenance, and repair. Works closely with other engineering disciplines in the development and application of robotics to increase production quality, efficiency, or volume.

B. Packaging Engineer. Designs and develops packing materials, shipping containers, and similar items for the attractive and safe shipping of products under varying conditions of climate and environment and with differing modes of transportation.

Level	Education/ Experience	Knowledge	Responsibilities
Mechanical Engineer 1	BS + 0 May be fresh-out or new to the field.	Knows fundamental concepts, practices, and procedures of particular field of specialization.	<ul style="list-style-type: none"> • Using established procedures and working under immediate supervision, performs assigned tasks. • No administrative duties. • Work is routine and instructions are usually detailed. • Little evaluation, originality, or ingenuity is required.
Mechanical Engineer 2 Intermediate	BS + 1 year of professional experience	Knows and applies the fundamental concepts, practices, and procedures of particular field of specialization.	<ul style="list-style-type: none"> • Under supervision, performs work that is varied and that may be somewhat difficult in character, but usually involves limited responsibility. • No administrative duties. • Some evaluation, originality, or ingenuity is required.
Mechanical Engineer 3 Senior	BS + 3 years of professional experience	Possesses and applies a broad knowledge of principles, practices, and procedures of particular field of specialization to the completion of difficult assignments.	<ul style="list-style-type: none"> • Usually works with minimum supervision, conferring with superior on unusual matters. • May be assisted by Entry/Junior or Intermediate Level personnel. • Assignments are broad in nature, requiring originality and ingenuity. • Has appreciable latitude for unreviewed action or decision.
Mechanical Engineer 4 Lead	BS + 8 years of professional experience	Possesses and applies comprehensive knowledge of particular field of specialization to the completion of complex assignments. May cross fields.	<ul style="list-style-type: none"> • Under general supervision, plans, conducts, and supervises assignments. Reviews progress and evaluates results. • Plans and assigns personnel for given projects or tasks. • Recommends changes in procedures. • Operates with substantial latitude for unreviewed action or decision. • Reviews progress with management.
Mechanical Engineer 5 Senior Staff Specialist	BS + 13 years of professional experience	Possesses and applies comprehensive knowledge of particular field of specialization to the completion of significant assignments. Has well-developed leadership qualities. Crosses fields.	<ul style="list-style-type: none"> • Plans and conducts assignments, generally involving larger and more important projects or more than one project. Reviews progress; evaluates results. • May lead or direct projects. • Assists with the review and evaluation of personnel performance. • May act in liaison capacity with other departments, divisions, and organizations. • Evaluates progress and results and recommends major changes in procedures. • Operates with considerable latitude for unreviewed action or decision.

MECHANICAL ENGINEER FAMILY

Mechanical Engineer 1-6

Mechanical Engineer 6 Consulting Engineer/ Scientist	BS + 15 years of professional experience	Possesses and applies an advanced knowledge of particular field of specialization to the completion of projects of major complexity. Must have achieved recognized standing in professional field through original contribution.	<ul style="list-style-type: none">• Plans, conducts, and directs research and/or development work on complex projects necessitating the origination and application of new and unique approaches.• Plans and directs projects and supplies technical inspiration, leadership, and consultation to professional coworkers.• May represent the organization in outside discussions and technical forums.• Generally works with wide latitude for unreviewed action or decision.
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QUALITY CONTROL ENGINEER FAMILY

Quality Control Engineer 1-6

Designs and installs quality control process sampling systems, procedures, and statistical techniques. Designs or specifies inspection and testing mechanisms and equipment. Analyzes production limitations and standards, recommends revision of plans specifications, formulates quality control policies and procedures, and develops the economics of quality control programs.

Level	Education/ Experience	Knowledge	Responsibilities
Quality Control Engineer 1	BS/0 May be fresh-out or new to the field.	Knows fundamental concepts, practices and procedures of particular field of specialization.	<ul style="list-style-type: none"> • Using established procedures and working under immediate supervision, performs assigned tasks. • No administrative duties. • Work is routine and instructions are usually detailed. • Little evaluation, originality, or ingenuity is required.
Quality Control Engineer 2 Intermediate	BS + 1 year of professional experience	Knows and applies the fundamental concepts, practices and procedures of particular field of specialization.	<ul style="list-style-type: none"> • Under supervision, performs work that is varied and that may be somewhat difficult in character, but usually involves limited responsibility. • No administrative duties. • Some evaluation, originality, or ingenuity is required.
Quality Control Engineer 3 Senior	BS + 3 years of professional experience	Possesses and applies a broad knowledge of principles, practices, and procedures of particular field of specialization to the completion of difficult assignments.	<ul style="list-style-type: none"> • Usually works with minimum supervision, conferring with superior on unusual matters. • May be assisted by Entry/Junior or Intermediate Level personnel. • Assignments are broad in nature, requiring originality and ingenuity. • Has appreciable latitude for unreviewed action or decision.
Quality Control Engineer 4 Lead	BS + 8 years of professional experience	Possesses and applies comprehensive knowledge of particular field of specialization to the completion of complex assignments. May cross fields.	<ul style="list-style-type: none"> • Under general supervision, plans, conducts, and supervises assignments. Reviews progress and evaluates results. • Plans and assigns personnel for given projects or tasks. • Recommends changes in procedures. • Operates with substantial latitude for unreviewed action or decision. • Reviews progress with management.
Quality Control Engineer 5 Senior Staff Specialist	BS + 13 years of professional experience	Possesses and applies comprehensive knowledge of particular field of specialization to the completion of significant assignments. Has well-developed leadership qualities. Crosses fields.	<ul style="list-style-type: none"> • Plans and conducts assignments, generally involving the larger and more important projects or more than one project. Reviews progress and evaluates results. • May lead or direct projects. • Assists with the review and evaluation of personnel performance. • May act in liaison capacity with other departments, divisions, and organizations. • Evaluates progress and results and recommends major changes in procedures. • Operates with considerable latitude for unreviewed action or decision.
Quality Control Engineer 6 Consulting Engineer/ Scientist	BS + 15 years of professional experience	Possesses and applies an advanced knowledge of particular field of specialization to the completion of projects of major complexity. Must have achieved recognized standing in professional field through original contribution.	<ul style="list-style-type: none"> • Plans, conducts, and directs research and/or development work on complex projects necessitating the origination and application of new and unique approaches. • Plans and directs projects and supplies technical inspiration, leadership, and consultation to professional coworkers. • May represent the organization in outside discussions and technical forums. • Generally works with wide latitude for unreviewed action or decision.

TECHNICAL STAFF FAMILY

Technical Staff - Level 1

Minimum/General Experience: Individuals requiring the technical training, skills and experience to operate within a high-tech environment. Must have 1 year of experience. Equivalent experience may be substituted for an advanced degree. The Technical Staff must possess technical training or equivalent experience in one of the following types of disciplines: computer science, computer systems, decision support, computer security, electronic commerce, business processing re-engineering, business process analyses, information architecture planning and design, engineering, operations research, modeling and simulation, math, physics, quality assurance, systems analysis, business, or management.

Functional Responsibility: The Technical Staff provides specialized knowledge of complex customer processes and requirements. Applies technical expertise to assist in defining, analyzing, validating, and documenting complex operating environments, states of technology, and current engineering processes. Conducts complex technical investigations through advanced research techniques, analysis, or development phases of engineering projects.

Minimum Education: Bachelor's Degree

Technical Staff - Level 2

Minimum/General Experience: Individuals requiring the technical training, skills, and experience to operate within a high-tech environment. Must have 3 years of experience. Equivalent experience may be substituted for an advanced degree. The Technical Staff must possess technical training or equivalent experience in one of the following types of disciplines: computer science, computer systems, decision support, computer security, electronic commerce, business processing re-engineering, business process analyses, information architecture planning and design, engineering, operations research, modeling and simulation, math, physics, quality assurance, systems analysis, business, or management.

Functional Responsibility: The Technical Staff provides specialized knowledge of complex customer processes and requirements. Applies technical expertise to assist in defining, analyzing, validating, and documenting complex operating environments, states of technology, and current engineering processes. Conducts complex technical investigations through advanced research techniques, analysis, or development phases of engineering projects.

Minimum Education: Bachelor's Degree

Technical Staff - Level 3

Minimum/General Experience: Individuals requiring the technical training, skills, and experience to operate within a high-tech environment. Must have 5 years of experience. Equivalent experience may be substituted for an advanced degree. The Technical Staff must possess technical training or equivalent experience in one of the following types of disciplines: computer science, computer systems, decision support, computer security, electronic commerce, business processing re-engineering, business process analyses, information architecture planning and design, engineering, operations research, modeling and simulation, math, physics, quality assurance, systems analysis, business, or management.

Functional Responsibility: The Technical Staff provides specialized knowledge of complex customer processes and requirements. Applies technical expertise to assist in defining, analyzing, validating, and documenting complex operating environments, states of technology, and current engineering processes. Conducts complex technical investigations through advanced research techniques, analysis, or development phases of engineering projects.

Minimum Education: Bachelor's Degree

Technical Staff - Level 4

Minimum/General Experience: Individuals requiring the technical training, skills, and experience to operate within a high-tech environment. Must have 7 years of experience. Equivalent experience may be substituted for an advanced degree. The Technical Staff must possess technical training or equivalent experience in one of the following types of disciplines: computer science, computer systems, decision support, computer security, electronic commerce, business processing re-engineering, business process analyses, information architecture planning and design, engineering, operations research, modeling and simulation, math, physics, quality assurance, systems analysis, business, or management.

Functional Responsibility: The Technical Staff provides specialized knowledge of complex customer processes and requirements. Applies technical expertise to assist in defining, analyzing, validating, and documenting complex operating environments, states of technology, and current engineering processes. Conducts complex technical investigations through advanced research techniques, analysis, or development phases of engineering projects.

Minimum Education: Bachelor's Degree

Technical Staff - Level 5

Minimum/General Experience: Individuals requiring the technical training, skills, and experience to operate within a high-tech environment. Must have 9 years of experience. Equivalent experience may be substituted for an advanced

TECHNICAL STAFF FAMILY

degree. The Technical Staff must possess technical training or equivalent experience in one of the following types of disciplines: computer science, computer systems, decision support, computer security, electronic commerce, business processing re-engineering, business process analyses, information architecture planning and design, engineering, operations research, modeling and simulation, math, physics, quality assurance, systems analysis, business, or management.

Functional Responsibility: The Technical Staff provides specialized knowledge of complex customer processes and requirements. Applies technical expertise to assist in defining, analyzing, validating, and documenting complex operating environments, states of technology, and current engineering processes. Conducts complex technical investigations through advanced research techniques, analysis, or development phases of engineering projects.

Minimum Education: Bachelor's Degree

Technical Staff - Level 6

Minimum/General Experience: Individuals requiring the technical training, skills, and experience to operate within a high-tech environment. Must have 10 years of experience. Equivalent experience may be substituted for an advanced degree. The Technical Staff must possess technical training or equivalent experience in one of the following types of disciplines: computer science, computer systems, decision support, computer security, electronic commerce, business processing re-engineering, business process analyses, information architecture planning and design, engineering, operations research, modeling and simulation, math, physics, quality assurance, systems analysis, business, or management.

Functional Responsibility: The Technical Staff provides specialized knowledge of complex customer processes and requirements. Applies technical expertise to assist in defining, analyzing, validating, and documenting complex operating environments, states of technology, and current engineering processes. Conducts complex technical investigations through advanced research techniques, analysis, or development phases of engineering projects.

Minimum Education: Master's Degree

LOGISTICS ENGINEER AND TECHNICAL SPECIALIST FAMILY

Logistics Engineer and Technical Specialist 1-4

Develops and implements logistics plans that may affect the production, distribution, and inventory of finished products in order to enhance product flow. Assists in the development of policies, guidelines, and procedures to ensure quality and cost control. Conducts distribution and network studies, monitors inventory, and analyzes requirements to develop strategies to achieve desired delivery times and order fill rates. Maintains appropriate records and prepares reports. Coordinates logistics activities with internal/external customers.

Level	Education/ Experience	Knowledge	Responsibilities
Logistics Engineer and Technical Specialist 1	BBA + 0 May be fresh-out or new to the field.	Knows fundamental concepts, practices, and procedures of particular field of specialization.	<ul style="list-style-type: none"> • Using established procedures and working under immediate supervision, performs assigned tasks. • No administrative duties. • Work is routine and instructions are usually detailed. • Little evaluation, originality, or ingenuity is required.
Logistics Engineer and Technical Specialist 2	BBA + 2 years of professional experience	Knows and applies the fundamental concepts, practices, and procedures of particular field of specialization.	<ul style="list-style-type: none"> • Under supervision, performs work that is varied and that may be somewhat difficult in character, but usually involves limited responsibility. • No administrative duties. • Some evaluation, originality, or ingenuity is required.
Logistics Engineer and Technical Specialist 3	BBA + 5 years of professional experience	Possesses and applies a broad knowledge of principles, practices, and procedures of particular field of specialization to the completion of difficult assignments.	<ul style="list-style-type: none"> • Usually works with minimum supervision, conferring with superior on unusual matters. • May be assisted by Entry/Junior or Intermediate Level personnel. • Assignments are broad in nature, requiring originality and ingenuity. • Has appreciable latitude for unreviewed action or decision.
Logistics Engineer and Technical Specialist 4	BBA + 8 years of professional experience	Possesses and applies comprehensive knowledge of particular field of specialization to the completion of complex assignments. May cross fields.	<ul style="list-style-type: none"> • Under general supervision, plans, conducts, and supervises assignments. Reviews progress and evaluates results. • Plans and assigns personnel for given projects or tasks. • Recommends changes in procedures. • Operates with substantial latitude for unreviewed action or decision. • Reviews progress with management.

MATERIAL MANAGEMENT ENGINEERING AND TECHNICAL SPECIALIST FAMILY

Material Management Engineering and Technical Specialist 1-4

Responsible for purchasing a variety of technical materials, supplies, or services. Evaluates bids, selects and recommends suppliers and negotiates price, delivery, quality, and service. Follows up on all awards until completion of order. Negotiates and settles with suppliers regarding damage claims, rejections, losses, return of materials, over shipments, cancellations, and engineering changes. Conducts supplier site visits and rates them as to production capability, performance, and delivery. May provide work leadership for lower level employees.

Level	Education/ Experience	Knowledge	Responsibilities
Material Mgmt Eng and Tech Specialist 1	BBA + 0 May be fresh-out or new to the field.	Knows fundamental concepts, practices, and procedures of particular field of specialization.	<ul style="list-style-type: none"> • Using established procedures and working under immediate supervision, performs assigned tasks. • No administrative duties. • Work is routine and instructions are usually detailed. • Little evaluation, originality, or ingenuity is required.
Material Mgmt Eng and Tech Specialist 2 Intermediate	BBA + 2 years of professional experience	Knows and applies the fundamental concepts, practices, and procedures of particular field of specialization.	<ul style="list-style-type: none"> • Under supervision, performs work that is varied and that may be somewhat difficult in character, but usually involves limited responsibility. • No administrative duties. • Some evaluation, originality, or ingenuity is required.
Material Mgmt Eng and Tech Specialist 3 Senior	BBA + 5 years of professional experience	Possesses and applies a broad knowledge of principles, practices, and procedures of particular field of specialization to the completion of difficult assignments.	<ul style="list-style-type: none"> • Usually works with minimum supervision, conferring with superior on unusual matters. • May be assisted by Entry/Junior or Intermediate Level personnel. • Assignments are broad in nature, requiring originality and ingenuity. • Has appreciable latitude for unreviewed action or decision.
Material Mgmt Eng and Tech Specialist 4 Lead	BBA + 8 years of professional experience	Possesses and applies comprehensive knowledge of particular field of specialization to the completion of complex assignments. May cross fields.	<ul style="list-style-type: none"> • Under general supervision, plans, conducts, and supervises assignments. Reviews progress and evaluates results. • Plans and assigns personnel for given projects or tasks. • Recommends changes in procedures. • Operates with substantial latitude for unreviewed action or decision. • Reviews progress with management.

OPERATIONS RESEARCH SPECIALIST FAMILY

Operations Research Specialist 1-4

Analyzes actual and predictable interacting operational activities of a military, governmental, or business system to obtain quantitative, rational basis for decision making or resource allocation. Utilizes advanced knowledge of modeling and measuring techniques, mathematics, statistical methods, engineering methods, operational mathematics techniques, and other principles and laws of scientific and economic disciplines in determining solutions.

Level	Education/ Experience	Knowledge	Responsibilities
Operations Research Specialist 1	BS + 0 May be fresh-out or new to the field.	Knows fundamental concepts, practices, and procedures of particular field of specialization.	<ul style="list-style-type: none"> • Using established procedures and working under immediate supervision, performs assigned tasks. • No administrative duties. • Work is routine and instructions are usually detailed. • Little evaluation, originality, or ingenuity is required.
Operations Research Specialist 2 Intermediate	BS + 1 year of professional experience	Knows and applies the fundamental concepts, practices, and procedures of particular field of specialization.	<ul style="list-style-type: none"> • Under supervision, performs work that is varied and that may be somewhat difficult in character, but usually involves limited responsibility. • No administrative duties. • Some evaluation, originality, or ingenuity is required.
Operations Research Specialist 3 Senior	BS + 3 years of professional experience	Possesses and applies a broad knowledge of principles, practices, and procedures of particular field of specialization to the completion of difficult assignments.	<ul style="list-style-type: none"> • Usually works with minimum supervision, conferring with superior on unusual matters. • May be assisted by Entry/Junior or Intermediate Level personnel. • Assignments are broad in nature, requiring originality and ingenuity. • Has appreciable latitude for unreviewed action or decision.
Operations Research Specialist 4 Lead	BS + 8 years of professional experience	Possesses and applies comprehensive knowledge of particular field of specialization to the completion of complex assignments. May cross fields.	<ul style="list-style-type: none"> • Under general supervision, plans, conducts, and supervises assignments. Reviews progress and evaluates results. • Plans and assigns personnel for given projects or tasks. • Recommends changes in procedures. • Operates with substantial latitude for unreviewed action or decision. • Reviews progress with management.

PHYSICIST FAMILY

Physicist 1-5

Conducts research into phases of physical phenomena. Develops theories and laws on the basis of observation and experiments, and devises methods to apply laws and theories of physics to industry, medicine, and other fields. Performs experiments and describes and expresses observations and conclusions in mathematical terms. Devises procedures for physical testing of materials. Conducts instrument analyses to determine physical properties of materials.

Level	Education/ Experience	Knowledge	Responsibilities
Physicist 1	BS + 0 May be fresh-out or new to the field.	Knows fundamental concepts, practices, and procedures of particular field of specialization.	<ul style="list-style-type: none"> • Using established procedures and working under immediate supervision, performs assigned tasks. • No administrative duties. • Work is routine and instructions are usually detailed. • Little evaluation, originality, or ingenuity is required.
Physicist 2 Intermediate	BS + 1 year of professional experience	Knows and applies the fundamental concepts, practices, and procedures of particular field of specialization.	<ul style="list-style-type: none"> • Under supervision, performs work that is varied and that may be somewhat difficult in character, but usually involves limited responsibility. • No administrative duties. • Some evaluation, originality, or ingenuity is required.
Physicist 3 Senior	BS + 3 years of professional experience	Possesses and applies a broad knowledge of principles, practices, and procedures of particular field of specialization to the completion of difficult assignments.	<ul style="list-style-type: none"> • Usually works with minimum supervision, conferring with superior on unusual matters. • May be assisted by Entry/Junior or Intermediate Level personnel. • Assignments are broad in nature, requiring originality and ingenuity. • Has appreciable latitude for unreviewed action or decision.
Physicist 4 Lead	BS + 8 years of professional experience	Possesses and applies comprehensive knowledge of particular field of specialization to the completion of complex assignments. May cross fields.	<ul style="list-style-type: none"> • Under general supervision, plans, conducts, and supervises assignments. Reviews progress and evaluates results. • Plans and assigns personnel for given projects or tasks. • Recommends changes in procedures. • Operates with substantial latitude for unreviewed action or decision. • Reviews progress with management.
Physicist 5 Senior Staff Specialist	BS + 13 years of professional experience	Possesses and applies comprehensive knowledge of particular field of specialization to the completion of significant assignments. Has well-developed leadership qualities. Crosses fields.	<ul style="list-style-type: none"> • Plans and conducts assignments, generally involving the larger and more important projects or more than one project. Reviews progress and evaluates results. • May lead or direct projects. • Assists with the review and evaluation of personnel performance. • May act in liaison capacity with other departments, divisions, and organizations. • Evaluates progress and results and recommends major changes in procedures. • Operates with considerable latitude for unreviewed action or decision.

MANAGEMENT FAMILY

Management Staff - Level 1

Minimum/General Experience: Must have a management background with demonstrated knowledge of a technical discipline and 1 year of experience. Individuals require the training, skills, and experience of professional, technical, or analytical staff plus extensive management/supervisory experience. Equivalent experience may be substituted for an advanced degree.

Functional Responsibility: The Management Staff typically is responsible for the technical contract management of programs and projects. Majority of contact is with various management levels within the operating unit, at other operating units, and within the customer community concerning programs/projects, operational decisions, and contractual clarifications.

Minimum Education: Bachelor's Degree

Management Staff - Level 2

Minimum/General Experience: Must have a management background with demonstrated knowledge of a technical discipline and 5 years of experience. Individuals require the training, skills, and experience of professional, technical, or analytical staff plus extensive management/supervisory experience. Equivalent experience may be substituted for an advanced degree.

Functional Responsibility: The Management Staff typically is responsible for the technical contract management of programs and projects. Majority of contact is with various management levels within the operating unit, at other operating units, and within the customer community concerning programs/projects, operational decisions, and contractual clarifications.

Minimum Education: Bachelor's Degree

Management Staff - Level 3

Minimum/General Experience: Must have a management background with demonstrated knowledge of a technical discipline and 12 years of experience. Individuals require the training, skills, and experience of professional, technical, or analytical staff plus extensive management/supervisory experience. Equivalent experience may be substituted for an advanced degree.

Functional Responsibility: The Management Staff typically is responsible for the technical contract management of programs and projects. Majority of contact is with various management levels within the operating unit, at other operating units, and within the customer community concerning programs/projects, operational decisions, and contractual clarifications.

Minimum Education: Bachelor's Degree

Management Staff - Level 4

Minimum/General Experience: Must have a management background with demonstrated knowledge of a technical discipline and 20 years of experience. Individuals require the training, skills, and experience of professional, technical, or analytical staff plus extensive management/supervisory experience. Equivalent experience may be substituted for an advanced degree.

Functional Responsibility: The Management Staff typically is responsible for the technical contract management of programs and projects. Majority of contact is with various management levels within the operating unit, at other operating units, and within the customer community concerning programs/projects, operational decisions, and contractual clarifications.

Minimum Education: Bachelor's Degree

Management Staff - Level 5

Minimum/General Experience: Must have a management background with demonstrated knowledge of a technical discipline and 18 years of experience. Individuals require the training, skills, and experience of professional, technical, or analytical staff plus extensive management/supervisory experience. Equivalent experience may be substituted for an advanced degree.

Functional Responsibility: The Management Staff typically is responsible for the technical contract management of programs and projects. Majority of contact is with various management levels within the operating unit, at other operating units, and within the customer community concerning programs/projects, operational decisions, and contractual clarifications.

Minimum Education: Master's Degree

Operations Manager

Minimum/General Experience: This position requires a minimum of 7 years of experience, of which at least 5 years must be specialized. Specialized experience includes supervision and operations experience on a large-scale computer

MANAGEMENT FAMILY

system and knowledge of hardware, software, and operating systems. General experience includes operations experience on a large-scale computer system or a multi-server local area network.

Functional Responsibility: Manages computer operations. Ensures production schedules are met. Ensures computer system resources are used effectively. Coordinates the resolution of production-related problems. Ensures proper relationships are established between customers, teaming partners, and vendors to facilitate the delivery of information technology services. Provides users with computer output. Supervises staff operations.

Minimum Education: Bachelor's Degree in Computer Science, Information Systems, Engineering, Business, or other related discipline.

With a Master's Degree (in the fields described above), 5 years of general experience, of which at least 3 years must be specialized experience, is required.

With 10 years of general experience, of which at least 8 years must be specialized experience, a degree is not required.

Program Manager

Minimum/General Experience: This position requires a minimum of 15 years of experience, of which at least 10 years must be specialized. Specialized experience includes: project development from inception to deployment, expertise in the management and control of funds and resources using complex reporting mechanisms, and demonstrated capability in managing multi-task contracts and/or subcontracts of various types and complexity. General experience includes increasing responsibilities in information systems design and/or management.

Functional Responsibility: Serves as the contractor's single contract manager, and shall be the contractor's authorized interface with the Government Contracting Officer (CO), the contract level Contracting Officer's Representative (COR), Government management personnel, and customer agency representatives. Responsible for formulating and enforcing work standards, assigning contractor schedules, reviewing work discrepancies, supervising contractor personnel, and communicating policies, purposes, and goals of the organization to subordinates. Responsible for the overall contract performance and does not serve in any other capacity under a contract.

Minimum Education: Bachelor's Degree in Computer Science, Information Systems, Engineering, Business, or other related discipline.

With a Master's Degree (in the fields described above), 13 years of general experience, of which at least 9 years of specialized experience, is required.

With a Ph.D. (in the fields described above), 12 years of general experience, of which at least 8 years must be specialized experience.

Project Manager

Minimum/General Experience: This position requires a minimum of 12 years of experience, of which at least 9 years must be specialized. Specialized experience includes: project development from inception to deployment, expertise in the management and control of funds and resources using complex reporting mechanisms, and demonstrated capability in managing multi-task contracts and/or subcontracts of various types and complexity. General experience includes increasing responsibilities in information systems design and/or management.

Functional Responsibility: Serves as the project manager for a large, complex task order (or a group of task orders affecting the same common/standard/migration system) and assists the Program Manager in working with the Government CO, the contract-level COR, the task order-level COR(s), Government management personnel, and customer agency representatives. Under the guidance of the Program Manager, responsible for the overall management of the specific task orders and insuring that the technical solutions and schedules in the task orders are implemented in a timely manner. Performs enterprise wide horizontal integration planning and interfaces to other functional systems.

Minimum Education: Bachelor's Degree in Computer Science, Information Systems, Engineering, Business, or other related discipline.

With a Master's Degree (in the fields described above), 10 years of general experience, of which at least 7 years of specialized experience is required.

With a Ph.D. (in the fields described above), 8 years of general experience, of which at least 6 years of specialized experience, is required. With 15 years of general experience, of which at least 12 years is specialized experience, degree is not required.

MANAGEMENT FAMILY

Quality Assurance Manager

Minimum/General Experience: This position requires a minimum of 8 years of experience, of which at least 5 years must be specialized. Specialized experience includes configuration management, verification and validation, software testing and integration, software metrics, and their application to software quality assessment. General experience includes increasing responsibilities in quality assurance, quality control, and team leader responsibilities.

Functional Responsibility: Establishes and maintains a process for evaluating software and associated documentation. Determines the resources required for quality control. Maintains the level of quality throughout the software life cycle. Conducts formal and informal reviews at pre-determined points throughout the development life cycle. Provides daily supervision and direction to support staff.

Minimum Education: Bachelor's Degree in Computer Science, Information Systems, Engineering, Business, or other related discipline.

With a Master's Degree (in the fields described above), 6 years of general experience, of which at least 4 years must be specialized experience.

With a Ph.D. (in the fields described above), 5 years of general experience is required, of which at least 3 years must be specialized experience.

With 13 years of general experience, of which at least 11 years must be specialized experience, a degree in the fields described above is not required.

SCIENTIST FAMILY

Scientist 1-5

Plans and performs scientific duties on new and varied problems. Carries out development and testing of programs on systems, components, and materials concurrent with design, fabrication, or testing to better evaluate and minimize future problems. Plans scientific effort in coordination with related activities of other projects and departments. Prepares cost and schedule estimates and technical documents on proposed projects. Demonstrates creative ability through patent disclosures, problem solving, scientific reports, or technical papers and articles.

Conducts research into the formation and dissolution of rock layers. Studies dynamic processes of internal pressures, heat, water, erosion, and other natural elements. Applies knowledge, findings, and techniques to locate mineral deposits and to determine their characteristics. Uses technical knowledge to recommend and negotiate purchase, retention, or sale of property.

Level	Education/ Experience	Knowledge	Responsibilities
Scientist 1	BS + 0 May be fresh-out or new to the field.	Knows fundamental concepts, practices, and procedures of particular field of specialization.	<ul style="list-style-type: none"> • Using established procedures and working under immediate supervision, performs assigned tasks. • No administrative duties. • Work is routine and instructions are usually detailed. • Little evaluation, originality, or ingenuity is required.
Scientist 2 Intermediate	BS + 1 year of professional experience	Knows and applies the fundamental concepts, practices, and procedures of particular field of specialization.	<ul style="list-style-type: none"> • Under supervision, performs work that is varied and that may be somewhat difficult in character, but usually involves limited responsibility. • No administrative duties. • Some evaluation, originality, or ingenuity is required.
Scientist 3 Senior	BS + 3 years of professional experience	Possesses and applies a broad knowledge of principles, practices, and procedures of particular field of specialization to the completion of difficult assignments.	<ul style="list-style-type: none"> • Usually works with minimum supervision, conferring with superior on unusual matters. • May be assisted by Entry/Junior or Intermediate Level personnel. • Assignments are broad in nature, requiring originality and ingenuity. • Has appreciable latitude for unreviewed action or decision.
Scientist 4 Lead	BS + 8 years of professional experience	Possesses and applies comprehensive knowledge of particular field of specialization to the completion of complex assignments. May cross fields.	<ul style="list-style-type: none"> • Under general supervision, plans, conducts, and supervises assignments. Reviews progress and evaluates results. • Plans and assigns personnel for given projects or tasks. • Recommends changes in procedures. • Operates with substantial latitude for unreviewed action or decision. • Reviews progress with management.
Scientist 5 Senior Staff Specialist	BS + 13 years of professional experience	Possesses and applies comprehensive knowledge of particular field of specialization to the completion of significant assignments. Has well-developed leadership qualities. Crosses fields.	<ul style="list-style-type: none"> • Plans and conducts assignments, generally involving the larger and more important projects or more than one project. Reviews progress and evaluates results. • May lead or direct projects. • Assists with the review and evaluation of personnel performance. • May act in liaison capacity with other departments, divisions, and organizations. • Evaluates progress and results and recommends major changes in procedures. • Operates with considerable latitude for unreviewed action or decision.

MATHEMATICIAN/STATISTICIAN FAMILY

Mathematician/Statistician 1-6

Applies mathematical principles to solve scientific and engineering problems. Performs research to discover new or improved methods of application of mathematical theory or analysis to new or unexplored areas of scientific investigation. Gathers, analyzes, and interprets data; prepares questionnaires; and analyzes and reports collected information.

Level	Education/ Experience	Knowledge	Responsibilities
Mathematician/ Statistician 1	BS + 0 May be fresh-out or new to the field.	Knows fundamental concepts, practices, and procedures of particular field of specialization.	<ul style="list-style-type: none"> • Using established procedures and working under immediate supervision, performs assigned tasks. • No administrative duties. • Work is routine and instructions are usually detailed. • Little evaluation, originality, or ingenuity is required.
Mathematician/ Statistician 2 Intermediate	BS + 1 year of professional experience	Knows and applies the fundamental concepts, practices, and procedures of particular field of specialization.	<ul style="list-style-type: none"> • Under supervision, performs work that is varied and that may be somewhat difficult in character, but usually involves limited responsibility. • No administrative duties. • Some evaluation, originality, or ingenuity is required.
Mathematician/ Statistician 3 Senior	BS + 3 years of professional experience	Possesses and applies a broad knowledge of principles, practices, and procedures of particular field of specialization to the completion of difficult assignments.	<ul style="list-style-type: none"> • Usually works with minimum supervision, conferring with superior on unusual matters. • May be assisted by Entry/Junior or Intermediate Level personnel. • Assignments are broad in nature, requiring originality and ingenuity. • Has appreciable latitude for unreviewed action or decision.
Mathematician/ Statistician 4 Lead	BS + 8 years of professional experience	Possesses and applies comprehensive knowledge of particular field of specialization to the completion of complex assignments. May cross fields.	<ul style="list-style-type: none"> • Under general supervision, plans, conducts, and supervises assignments. Reviews progress and evaluates results. • Plans and assigns personnel for given projects or tasks. • Recommends changes in procedures. • Operates with substantial latitude for unreviewed action or decision. • Reviews progress with management.
Mathematician/ Statistician 5 Senior Staff Specialist	BS + 13 years of professional experience	Possesses and applies comprehensive knowledge of particular field of specialization to the completion of significant assignments. Has well-developed leadership qualities. Crosses fields.	<ul style="list-style-type: none"> • Plans and conducts assignments, generally involving the larger and more important projects or more than one project. Reviews progress and evaluates results. • May lead or direct projects. • Assists with the review and evaluation of personnel performance. • May act in liaison capacity with other departments, divisions, and organizations. • Evaluates progress and results and recommends major changes in procedures. • Operates with considerable latitude for unreviewed action or decision.
Mathematician/ Statistician 6 Consulting Engineer/ Scientist	BS + 15 years of professional experience	Possesses and applies an advanced knowledge of particular field of specialization to the completion of projects of major complexity. Must have achieved recognized standing in professional field through original contribution.	<ul style="list-style-type: none"> • Plans, conducts and directs research and/or development work on complex projects necessitating the origination and application of new and unique approaches. • Plans and directs projects and supplies technical inspiration, leadership, and consultation to professional coworkers. • May represent the organization in outside discussions and technical forums. • Generally works with wide latitude for unreviewed action or decision.

QUALITY ASSURANCE FAMILY

Quality Assurance Analyst

Minimum/General Experience: This position requires a minimum of 6 years of experience, of which at least 3 years must be specialized. Specialized experience includes analysis and design of business applications on complex systems for large-scale computers; database management; use of the programming languages such as Ada, COBOL, 4GL, and/or DBMS; knowledge of current storage and retrieval methods; and demonstrated ability to formulate specifications for computer programmers to use in coding, testing, and debugging of computer programs. General experience includes increasing responsibilities in assignments of a technical nature and proven understanding and application of Government documentation standards. Proven ability to work independently or under only general direction on complex application problems involving all phases of systems analysis is required.

Functional Responsibility: Provides technical and administrative direction for personnel performing software development tasks, including the review of work products for correctness, adherence to the design concept and to user standards, review of program documentation to assure adherence to Government standards/requirements and review of progress in accordance with schedules. Coordinates with the Project Manager and/or Quality Assurance Manager to ensure problem solution and user satisfaction. Makes recommendations, if needed, for approval of major systems installations. Prepares milestone status reports and deliveries/presentations on the system concept to colleagues, subordinates, and end user representatives.

Minimum Education: Bachelor's Degree in Computer Science, Information Systems, Engineering, Business, or other related discipline.

With a Master's Degree (in the fields described above), 5 years of general experience of which at least 2 years must be specialized experience.

With 10 years of general experience, of which at least 8 years must be specialized experience, a degree is not required.

Cost Analyst

Minimum/General Experience: This position requires a minimum of 6 years of experience, of which at least 4 years must be specialized. Specialized experience includes demonstrated experience in providing technical and financial justifications (obtained by collecting information relevant to the decision and displaying that information in standard formats) in support of computer system selections. General experience includes increasing responsibilities in information systems of a technical and fiscal nature.

Functional Responsibility: Performs Functional Economic Analysis (FEA) to evaluate the costs of alternative ways to accomplish functional objectives. The FEA states investment costs, benefits, and risks as a net change to the functional baseline cost, the cost of doing business now and in the future. Ensures that cross-functional, security, and other integration issues are addressed.

Minimum Education: Bachelor's Degree in Computer Science, Information Systems, Engineering, Business, Accounting, or other related discipline.

With a Master's Degree (in the fields described above), 5 years of general experience, of which at least 3 years must be specialized experience.

With 10 years of general experience, of which at least 8 years is specialized, a degree is not required.

Documentation Specialist

Minimum/General Experience: This position requires a minimum of 3 years of experience of which at least 2 years must be specialized. Specialized experience includes preparing technical documentation, which is to include researching for applicable Government and industry documentation standards. General experience includes technical writing and documentation experience pertaining to all aspects of ADP. Demonstrated ability to work independently or under only general direction.

Functional Responsibility: Gathers, analyzes, and composes technical information. Conducts research and ensures the use of proper technical terminology. Translates technical information into clear, readable documents to be used by technical and non-technical personnel.

Minimum Education: Associate's Degree in related fields.

With a Bachelor's Degree in related fields, 2 years of general experience of which at least 1 year must be specialized experience.

With 6 years of general experience, of which at least 4 years is specialized, a degree is not required.

QUALITY ASSURANCE FAMILY

Project Control Specialist

Minimum/General Experience: This position requires a minimum of 6 years of experience, of which at least 3 years must be specialized. Specialized experience includes the preparation and analysis of financial statements and the development of complex project schedules. General experience includes increasing responsibilities in general accounting or management activities. Must demonstrate the ability to work independently or under only general direction.

Functional Responsibility: Directs all financial management and administrative activities, such as budgeting, manpower and resource planning, and financial reporting. Performs complex evaluations of existing procedures, processes, techniques, models, and/or systems related to management problems or contractual issues which would require a report and recommend solutions. Develops work breakdown structures and prepares charts, tables, graphs, and diagrams to assist in analyzing problems. Provides daily supervision and direction to staff.

Minimum Education: Bachelor's Degree in Computer Science, Information Systems, Engineering, Business, Accounting, or other related discipline.

With a Master's Degree (in the fields described above), 4 years of general experience, of which at least 2 years must be specialized experience, is required.

With 10 years of general experience, of which at least 8 years of specialized experience, a degree is not required.

CAD DESIGNER FAMILY

CAD Designer 1-3

Prepares layouts, drawings, and designs according to engineering specifications, using a computer. Reviews engineering drawings and supporting documents to verify freedom of movement between parts and adherence to standard practices. Analyzes design and confers to resolve details not completely defined. Retrieves information from file and displays information on computer screen, using required computer language. Types commands to rotate or zoom-in on display to redesign, modify, or otherwise edit existing design. Displays final drawing to verify completeness, clarity, and accuracy of drawing. Types command to transfer drawing dimensions from computer onto hardcopy, using peripheral equipment.

Level	Experience	Skill	Duties and Responsibility	Supervision Given and Received
CAD Designer 1 Entry/ Junior	High school diploma and 0-2 years of experience in area of specialization	Applies basic and develops advanced skills in procedures, techniques, tools, materials, and/or equipment appropriate to area of specialization.	Duties and task are standardized. Performs come more advanced functions as part of training and development. Resolves most questions and problems and refers more complex issues to higher levels.	<ul style="list-style-type: none"> • Works under direct supervision and selects from written instructions and established procedures to accomplish assigned tasks.
CAD Designer 2 Intermediate	High school diploma and 3-5 years of experience in area of specialization	Applies advanced skills in area of specialization. May adapt procedures, techniques, tools, materials, and/or equipment appropriate to meet special needs.	Duties and tasks are frequently non-routine. Resolves most questions and problems and refers only the most complex issues to higher levels.	<ul style="list-style-type: none"> • Works under minimal supervision. May periodically assist in orienting and training lower level employees.
CAD Designer 3 Senior	High school diploma and 6 or more years of experience in area of specialization	Applies mastery of skills in area of specialization. Adapts procedures, techniques, tools, materials, and/or equipment to meet special needs.	Duties and tasks reflect substantial variety and complexity. Serves as a resource to others in the resolution of complex problems and issues.	<ul style="list-style-type: none"> • Works under general supervision. Relies on experience and judgment to plan and accomplish assigned goals. • May orient, train, assign, and check the work of lower level employees. May be designated as "lead" worker.

FIELD ENGINEER FAMILY

Field Engineer 1-4

Acts as a company engineering representative at base or remote locations including customer or supplier facilities. Advises customer and contractor personnel of company requirements for services, support equipment, and electronic equipment installations. Assists or directs the efforts of subcontractor and/or company personnel in the handling and installation and utilization of various systems and equipment. Directs, advises, and/or assists in conducting regular, special, and/or integrated equipment systems tests. Conducts or plans on the job training as required in support of the foregoing activities. Senior positions may prepare and conduct special reports and presentations pertinent to company services and/or field operations.

Level	Education/ Experience	Knowledge	Responsibilities
Field Engineer 1	BA/BS + 0 or 8 years related experience	Knows fundamental concepts, practices, and procedures of particular field of specialization.	<ul style="list-style-type: none"> • Using established procedures and working under immediate supervision, performs assigned tasks. • Work is routine and instructions are usually detailed. • Little evaluation, originality, or ingenuity is required.
Field Engineer 2 Intermediate	BA/BS + 5 years of professional experience or 13 years related experience	Possesses and applies a broad knowledge of principles, practices, and procedures of particular field of specialization to the completion of difficult assignments.	<ul style="list-style-type: none"> • Usually works with minimum supervision, conferring with superior on unusual matters. • May be assisted by Entry/Junior or Intermediate Level personnel. • Assignments are broad in nature, requiring originality and ingenuity. • Has appreciable latitude for unreviewed action or decision.
Field Engineer 3 Senior	BA/BS + 8 years of professional experience or 16 years related experience	Possesses and applies comprehensive knowledge of particular field of specialization to the completion of complex assignments. May cross fields.	<ul style="list-style-type: none"> • May provide leadership to lower level employees • Reviews progress and evaluates results. • Plans and assigns personnel for given projects or tasks. • Recommends changes in procedures. • Operates with substantial latitude for unreviewed action or decision. • Reviews progress with management.
Field Engineer 4 Lead	BA/BS + 13 years of professional experience or 21 years related experience	Possesses and applies comprehensive knowledge of particular field of specialization to the completion of significant assignments. Has well-developed leadership qualities. Crosses fields.	<ul style="list-style-type: none"> • Plans and conducts assignments, generally involving the larger and more important projects or more than one project. Reviews progress and evaluates results. • May lead or direct projects. • Assists with the review and evaluation of personnel performance. • May act in liaison capacity with other departments, divisions, and organizations. • Evaluates progress and results and recommends major changes in procedures. • Operates with considerable latitude for unreviewed action or decision.

ENGINEERING TECHNICIAN FAMILY

Engineering Technician (General) 1-3

Provides semiprofessional technical support for engineers or other science related professions working in such areas as research, design, development, testing, or manufacturing process improvement. Duties may include preparation of design drawings, assisting with the design, evaluation, and/or modification of machinery and equipment, and performing tests, calibrations, repairs, and modifications on various types of instruments, equipment, or materials. Required to have some practical knowledge of science or engineering; some positions may also require a practical knowledge of mathematics or computer science.

Level	Experience	Skill	Duties and Responsibility	Supervision Given and Received
Engineering Technician 1 Entry/ Junior	High school diploma and 0-2 years of experience in area of specialization	Applies basic and develops advanced skills in procedures, techniques, tools, materials, and/or equipment appropriate to area of specialization.	Duties and task are standardized. Performs come more advanced functions as part of training and development. Resolves most questions and problems, and refers more complex issues to higher levels.	<ul style="list-style-type: none"> Works under direct supervision and selects from written instructions and established procedures to accomplish assigned tasks.
Engineering Technician 2 Intermediate	High school diploma and 3-5 years of experience in area of specialization	Applies advanced skills in area of specialization. May adapt procedures, techniques, tools, materials, and/or equipment appropriate to meet special needs.	Duties and tasks are frequently non-routine. Resolves most questions and problems and refers only the most complex issues to higher levels.	<ul style="list-style-type: none"> Works under minimal supervision. May periodically assist in orienting and training lower level employees.
Engineering Technician 3 Senior	High school diploma and 6 or more years of experience in area of specialization	Applies mastery of skills in area of specialization. Adapts procedures, techniques, tools, materials, and/or equipment to meet special needs.	Duties and tasks reflect substantial variety and complexity. Serves as a resource to others in the resolution of complex problems and issues.	<ul style="list-style-type: none"> Works under general supervision. Relies on experience and judgment to plan and accomplish assigned goals. May orient, train, assign, and check the work of lower level employees. May be designated as "lead" worker.

TRAINING FAMILY

Training Specialist

Minimum/General Experience: This position requires a minimum of 4 years of experience, of which at least 2 years must be specialized. Specialized experience includes developing and providing technical and end-user training on computer hardware and application software. General experience includes information systems development, training, or related fields. Demonstrated ability to communicate orally and in writing.

Functional Responsibility: Conducts the research necessary to develop and revise training courses. Develops and revises these courses and prepares appropriate training catalogs. Prepares instructor materials (course outline, background material, and training aids). Prepares student materials (course manuals, workbooks, handouts, completion certificates, and course critique forms). Trains personnel by conducting formal classroom courses, workshops, and seminars.

Minimum Education: Bachelor's Degree in any field.

With a Master's degree, 2 years of general experience of which at least 1 year must be specialized experience.

With 8 years of general experience of which 6 years is specialized, a degree is not required.

Senior Training Specialist

Minimum/General Experience: This position requires a minimum of 7 years of experience, of which at least 5 years must be specialized. Specialized experience includes developing and providing technical and end-user training on computer hardware and application software. Demonstrated ability to communicate orally and in writing. Demonstrated ability to work independently or under only general direction.

Functional Responsibility: Conducts the research necessary to develop and revise training courses and prepare appropriate training catalogs. Develops all instructor materials (course outline, background material, and training aids). Develops all student materials (course manuals, workbooks, handouts, completion certificates, and course critique forms). Trains personnel by conducting formal classroom courses, workshops, seminars, and/or computer based/computer aided training. Provides daily supervision and direction to staff.

Minimum Education: Bachelor's Degree in any field.

With a Master's Degree, 6 years of general experience, of which at least 4 years must be specialized experience, is required.

With a Ph.D., 4 years of general experience, of which at least 3 years must be specialized, is required.

With 10 years of general experience, of which at least 8 years is specialized, a degree is not required.

Writer Technical Writer/Editor

Minimum/General Experience: This position requires a minimum of 3 years of experience, of which at least 1 year must be specialized. Specialized experience includes demonstrated experience in editing documents, including technical documents. Must have demonstrated ability to work independently or under only general direction.

Functional Responsibility: Assists in collecting and organizing information required for preparation of user's manuals, training materials, installation guides, proposals, and reports. Edits functional descriptions, system specifications, user's manuals, special reports, or any other customer deliverables and documents.

Minimum Education: Bachelor's Degree in English, Literature, or other related discipline.

With a Master's Degree (in the fields described above), 2 years of general experience of which at least 1 year must be specialized experience.

With 7 years of general experience, of which at least 5 years is specialized, a degree is not required.

CONTRACT ADMINISTRATION

Contract Administrator and Contract Manager

Conducts proposal preparation, contract negotiation and administration of major contracts. Analyzes estimates of service, material, equipment and production costs. Monitors company performance for conformance to original proposal and maintains continual reviews to ensure that all terms and conditions are met and that the contract is in accordance with legal requirements, customer specifications and government regulations. Prepares and disseminates information throughout the company regarding contract status, compliance, modification, deviation, negotiation and termination. Initiates documentation to authorize and direct work in accordance with contractual specifications. Prepares special reports and analyses as required.

Level	Education/ Experience	Knowledge	Responsibilities
Contract Administrator	BA + 5-8 years experience. In lieu of education, 13 years related experience.	Possesses and applies a broad knowledge of principles, practices, and procedures of particular field of specialization to the completion of difficult assignments.	<ul style="list-style-type: none"> • Usually works with minimum supervision, conferring with superior on unusual matters. • Plans and assigns personnel for given projects or tasks. • Assignments are broad in nature, requiring originality and ingenuity. • Assists with the review and evaluation of personnel performance. • Has appreciable latitude for unreviewed action or decision.
Contract Manager	BA + 8+ years experience. In lieu of education, 16 years related experience.	Possesses and applies comprehensive knowledge of particular field of specialization to the completion of complex assignments. May cross fields.	<ul style="list-style-type: none"> • Plans, conducts, and supervises assignments. • Reviews progress and evaluates results. • May lead or direct projects. • May act in liaison capacity with other departments, divisions, and organizations. • Recommends changes in procedures. • Operates with substantial latitude for unreviewed action or decision. • Reviews progress with management.

SCA MATRIX

SCA Eligible Contract Labor Category	SCA Equivalent Code – Title	WD Number
Administrative support	01020 – Administrative Assistant	05-2001
Data Entry Clerk	01051 – Date Entry Operator I	05-2001
Mathematician/Statistician I	30240 – Mathematical Technician	05-2001
CAD Designer 1 Entry/Junior	30061 – Drafter/CAD Operator I	05-2001
CAD Designer 2 Intermediate	30062 – Drafter/CAD Operator II	05-2001
CAD Designer 3 Senior	30063 – Drafter/CAD Operator III	05-2001
Engineering Technician 1 Entry/Junior	30081 – Engineering Technician I	05-2001
Engineering Technician 2 Intermediate	30082 – Engineering Technician II	05-2001
Engineering Technician 3 Senior	30083 – Engineering Technician III	05-2001
Technical Writer/Editor	30460 – Technical Writer/Occupational Base	05-2001

The SCA is applicable to this contract and it includes SCA applicable labor categories. The prices for the indicated SCA labor categories are based on the U.S. Department of Labor Wage Determination Number(s) identified in the matrix. The prices offered are based on the preponderance of where work is performed and should the contractor perform in an area with lower SCA rates, resulting in lower wages being paid, the task order prices will be discounted accordingly.

PRICE LIST

GSA CLIN	PES Labor Categories	Years 1 Through 5									
		8/21/00 - 7/31/01 Year 1		8/1/01 - 7/31/02 Year 2		8/1/02 - 7/31/03 Year 3		8/1/03 - 7/31/04 Year 4		8/1/04 - 7/31/05 Year 5	
		Contr. Site Rate	Gov't Site Rate	Contr. Site Rate	Gov't Site Rate	Contr. Site Rate	Gov't Site Rate	Contr. Site Rate	Gov't Site Rate	Contr. Site Rate	Gov't Site Rate
PES0001	Administrative Support and Graphics Specialist	\$31.31	\$27.82	\$32.37	\$28.77	\$33.42	\$29.69	\$34.48	\$30.64	\$35.55	\$31.59
PES0002	Data Entry Clerk	\$21.98	\$19.57	\$22.73	\$20.24	\$23.46	\$20.89	\$24.21	\$21.55	\$24.96	\$22.22
PES0003	Program Administrative Specialist	\$35.78	\$31.46	\$37.00	\$32.53	\$38.19	\$33.58	\$39.41	\$34.65	\$40.63	\$35.72
PES0004	Biologist 1	\$36.43	\$34.43	\$37.67	\$35.61	\$38.89	\$36.76	\$40.12	\$37.93	\$41.37	\$39.11
PES0005	Biologist 2	\$46.16	\$43.64	\$47.74	\$45.12	\$49.28	\$46.58	\$50.84	\$48.06	\$52.42	\$49.56
PES0006	Biologist 3	\$56.53	\$53.44	\$58.46	\$55.27	\$60.35	\$57.05	\$62.27	\$58.86	\$64.20	\$60.69
PES0007	Biologist 4	\$69.04	\$65.27	\$71.40	\$67.49	\$73.70	\$69.67	\$76.05	\$71.89	\$78.41	\$74.12
PES0008	Biologist 5	\$89.68	\$84.78	\$92.74	\$87.67	\$95.73	\$90.50	\$98.78	\$93.37	\$101.85	\$96.28
PES0009	Biologist 6	\$116.79	\$110.40	\$120.77	\$114.17	\$124.67	\$117.85	\$128.64	\$121.60	\$132.64	\$125.38
PES0010	Consultant 1	\$105.42	\$84.34	\$109.01	\$87.22	\$112.53	\$90.03	\$116.11	\$92.90	\$119.72	\$95.79
PES0011	Consultant 2	\$123.00	\$98.40	\$127.19	\$101.76	\$131.30	\$105.04	\$135.47	\$108.38	\$139.69	\$111.75
PES0012	Consultant 3	\$149.36	\$119.48	\$154.45	\$123.55	\$159.44	\$127.54	\$164.51	\$131.60	\$169.62	\$135.69
PES0013	Chemist 1	\$48.39	\$45.74	\$50.04	\$47.30	\$51.65	\$48.83	\$53.29	\$50.38	\$54.95	\$51.95
PES0014	Chemist 2	\$52.31	\$49.45	\$54.09	\$51.13	\$55.84	\$52.78	\$57.61	\$54.46	\$59.40	\$56.15
PES0015	Chemist 3	\$69.04	\$65.27	\$71.40	\$67.49	\$73.70	\$69.67	\$76.05	\$71.89	\$78.41	\$74.12
PES0016	Chemist 4	\$77.83	\$73.57	\$80.48	\$76.08	\$83.08	\$78.54	\$85.73	\$81.04	\$88.39	\$83.56
PES0017	Chemist 5	\$96.66	\$91.38	\$99.96	\$94.49	\$103.18	\$97.54	\$106.47	\$100.64	\$109.78	\$103.77
PES0018	Chemist 6	\$107.67	\$101.78	\$111.34	\$105.26	\$114.94	\$108.65	\$118.59	\$112.11	\$122.28	\$115.59
PES0019	Documentation Specialist 1	\$41.32	\$39.06	\$42.72	\$40.39	\$44.10	\$41.69	\$45.51	\$43.02	\$46.92	\$44.36
PES0020	Documentation Specialist 2	\$47.90	\$45.28	\$49.53	\$46.83	\$51.13	\$48.34	\$52.76	\$49.87	\$54.40	\$51.43
PES0021	Documentation Specialist 3	\$64.92	\$52.84	\$67.14	\$54.64	\$69.30	\$56.41	\$71.51	\$58.20	\$73.73	\$60.01
PES0022	Documentation Specialist 4	\$79.33	\$63.47	\$82.03	\$65.64	\$84.68	\$67.76	\$87.37	\$69.91	\$90.09	\$72.08
PES0023	Economist 1	\$50.50	\$47.74	\$52.22	\$49.37	\$53.91	\$50.96	\$55.62	\$52.58	\$57.35	\$54.22
PES0024	Economist 2	\$57.08	\$53.96	\$59.03	\$55.80	\$60.94	\$57.61	\$62.88	\$59.44	\$64.83	\$61.28
PES0025	Economist 3	\$61.40	\$58.04	\$63.49	\$60.02	\$65.55	\$61.96	\$67.63	\$63.93	\$69.73	\$65.92
PES0026	Economist 4	\$88.93	\$84.07	\$91.96	\$86.93	\$94.93	\$89.74	\$97.95	\$92.60	\$101.00	\$95.47

GSA CLIN	PES Labor Categories	Years 1 Through 5									
		8/21/00 - 7/31/01 Year 1		8/1/01 - 7/31/02 Year 2		8/1/02 - 7/31/03 Year 3		8/1/03 - 7/31/04 Year 4		8/1/04 - 7/31/05 Year 5	
		Contr. Site Rate	Gov't Site Rate	Contr. Site Rate	Gov't Site Rate	Contr. Site Rate	Gov't Site Rate	Contr. Site Rate	Gov't Site Rate	Contr. Site Rate	Gov't Site Rate
PES0027	Engineering & Technical Analyst 1	\$51.33	\$45.64	\$53.08	\$47.19	\$54.80	\$48.72	\$56.54	\$50.26	\$58.30	\$51.83
PES0028	Engineering & Technical Analyst 2	\$68.35	\$67.14	\$70.68	\$69.43	\$72.97	\$71.67	\$75.29	\$73.95	\$77.63	\$76.25
PES0029	Engineering & Technical Analyst 3	\$81.55	\$80.09	\$84.33	\$82.82	\$87.06	\$85.50	\$89.83	\$88.22	\$92.62	\$90.96
PES0030	Engineering & Technical Analyst 4	\$86.35	\$84.81	\$89.30	\$87.70	\$92.18	\$90.53	\$95.11	\$93.41	\$98.07	\$96.31
PES0031	Chemical Engineer 1	\$71.28	\$51.44	\$73.71	\$53.20	\$76.09	\$54.92	\$78.51	\$56.66	\$80.95	\$58.42
PES0032	Chemical Engineer 2	\$73.69	\$58.86	\$76.20	\$60.86	\$78.67	\$62.83	\$81.17	\$64.83	\$83.69	\$66.84
PES0033	Chemical Engineer 3	\$76.15	\$68.87	\$78.75	\$71.22	\$81.29	\$73.52	\$83.88	\$75.86	\$86.49	\$78.21
PES0034	Chemical Engineer 4	\$81.42	\$76.97	\$84.20	\$79.59	\$86.92	\$82.16	\$89.68	\$84.78	\$92.47	\$87.41
PES0035	Chemical Engineer 5	\$95.19	\$89.98	\$98.43	\$93.05	\$101.61	\$96.05	\$104.84	\$99.11	\$108.10	\$102.19
PES0036	Chemical Engineer 6	\$118.16	\$111.69	\$122.18	\$115.50	\$126.13	\$119.23	\$130.14	\$123.02	\$134.19	\$126.85
PES0037	Civil Engineer 1	\$47.64	\$45.03	\$49.26	\$46.57	\$50.85	\$48.07	\$52.47	\$49.60	\$54.10	\$51.14
PES0038	Civil Engineer 2	\$52.00	\$49.15	\$53.77	\$50.83	\$55.51	\$52.47	\$57.27	\$54.14	\$59.05	\$55.82
PES0039	Civil Engineer 3	\$63.01	\$59.56	\$65.16	\$61.59	\$67.26	\$63.58	\$69.40	\$65.61	\$71.56	\$67.65
PES0040	Civil Engineer 4	\$73.58	\$69.56	\$76.09	\$71.93	\$78.55	\$74.25	\$81.04	\$76.61	\$83.56	\$78.99
PES0041	Civil Engineer 5	\$82.70	\$78.18	\$85.52	\$80.84	\$88.28	\$83.45	\$91.09	\$86.11	\$93.92	\$88.78
PES0042	Civil Engineer 6	\$108.52	\$89.83	\$112.22	\$92.89	\$115.85	\$95.89	\$119.53	\$98.94	\$123.25	\$102.02
PES0043	Electrical Engineer 1	\$51.47	\$48.65	\$53.22	\$50.31	\$54.94	\$51.94	\$56.69	\$53.59	\$58.45	\$55.26
PES0044	Electrical Engineer 2	\$59.09	\$55.86	\$61.10	\$57.76	\$63.08	\$59.63	\$65.08	\$61.52	\$67.11	\$63.44
PES0045	Electrical Engineer 3	\$81.55	\$80.09	\$84.33	\$82.82	\$87.06	\$85.50	\$89.83	\$88.22	\$92.62	\$90.96
PES0046	Electrical Engineer 4	\$97.83	\$92.48	\$101.16	\$95.63	\$104.43	\$98.72	\$107.75	\$101.86	\$111.10	\$105.03
PES0047	Electrical Engineer 5	\$105.89	\$100.10	\$109.50	\$103.51	\$113.03	\$106.85	\$116.63	\$110.25	\$120.26	\$113.68
PES0048	Electrical Engineer 6	\$116.46	\$110.09	\$120.43	\$113.85	\$124.32	\$117.52	\$128.27	\$121.26	\$132.26	\$125.03
PES0049	Environmental Engineer 1	\$41.93	\$39.64	\$43.36	\$40.99	\$44.76	\$42.31	\$46.19	\$43.66	\$47.62	\$45.02
PES0050	Environmental Engineer 2	\$52.00	\$49.15	\$53.77	\$50.83	\$55.51	\$52.47	\$57.27	\$54.14	\$59.05	\$55.82
PES0051	Environmental Engineer 3	\$63.01	\$59.56	\$65.16	\$61.59	\$67.26	\$63.58	\$69.40	\$65.61	\$71.56	\$67.65
PES0052	Environmental Engineer 4	\$73.49	\$69.47	\$76.00	\$71.84	\$78.45	\$74.16	\$80.95	\$76.52	\$83.46	\$78.90
PES0053	Environmental Engineer 5	\$85.12	\$80.47	\$88.02	\$83.21	\$90.87	\$85.90	\$93.75	\$88.63	\$96.67	\$91.38
PES0054	Environmental Engineer 6	\$110.01	\$103.99	\$113.76	\$107.54	\$117.43	\$111.01	\$121.17	\$114.54	\$124.93	\$118.10
PES0055	Mechanical Engineer 1	\$46.58	\$44.03	\$48.17	\$45.53	\$49.72	\$47.00	\$51.30	\$48.50	\$52.90	\$50.01

GSA CLIN	PES Labor Categories	Years 1 Through 5									
		8/21/00 - 7/31/01 Year 1		8/1/01 - 7/31/02 Year 2		8/1/02 - 7/31/03 Year 3		8/1/03 - 7/31/04 Year 4		8/1/04 - 7/31/05 Year 5	
		Contr. Site Rate	Gov't Site Rate	Contr. Site Rate	Gov't Site Rate	Contr. Site Rate	Gov't Site Rate	Contr. Site Rate	Gov't Site Rate	Contr. Site Rate	Gov't Site Rate
PES0056	Mechanical Engineer 2	\$55.48	\$52.44	\$57.37	\$54.23	\$59.22	\$55.98	\$61.10	\$57.76	\$63.00	\$59.56
PES0057	Mechanical Engineer 3	\$68.76	\$65.00	\$71.10	\$67.21	\$73.40	\$69.38	\$75.73	\$71.59	\$78.09	\$73.82
PES0058	Mechanical Engineer 4	\$78.01	\$73.74	\$80.67	\$76.26	\$83.27	\$78.72	\$85.92	\$81.22	\$88.59	\$83.75
PES0059	Mechanical Engineer 5	\$91.84	\$86.82	\$94.97	\$89.78	\$98.04	\$92.67	\$101.15	\$95.62	\$104.30	\$98.59
PES0060	Mechanical Engineer 6	\$101.97	\$96.39	\$105.45	\$99.68	\$108.85	\$102.90	\$112.31	\$106.17	\$115.80	\$109.47
PES0061	Quality Control Engineer 1	\$45.85	\$43.35	\$47.42	\$44.82	\$48.95	\$46.27	\$50.50	\$47.74	\$52.07	\$49.23
PES0062	Quality Control Engineer 2	\$52.42	\$49.55	\$54.20	\$51.24	\$55.95	\$52.89	\$57.73	\$54.58	\$59.53	\$56.27
PES0063	Quality Control Engineer 3	\$61.62	\$58.25	\$63.72	\$60.24	\$65.78	\$62.18	\$67.87	\$64.16	\$69.98	\$66.16
PES0064	Quality Control Engineer 4	\$76.44	\$72.26	\$79.05	\$74.73	\$81.60	\$77.14	\$84.20	\$79.59	\$86.82	\$82.07
PES0065	Quality Control Engineer 5	\$85.56	\$80.88	\$88.48	\$83.64	\$91.34	\$86.34	\$94.24	\$89.09	\$97.17	\$91.86
PES0066	Quality Control Engineer 6	\$103.77	\$98.10	\$107.31	\$101.44	\$110.78	\$104.72	\$114.30	\$108.05	\$117.85	\$111.41
PES0067	Technical Staff 1	\$33.49	\$26.79	\$34.63	\$27.70	\$35.75	\$28.60	\$36.88	\$29.50	\$38.03	\$30.42
PES0068	Technical Staff 2	\$42.36	\$33.89	\$43.80	\$35.04	\$45.21	\$36.17	\$46.65	\$37.32	\$48.10	\$38.48
PES0069	Technical Staff 3	\$50.78	\$40.64	\$52.52	\$42.02	\$54.21	\$43.38	\$55.94	\$44.76	\$57.68	\$46.15
PES0070	Technical Staff 4	\$63.69	\$50.95	\$65.87	\$52.69	\$67.99	\$54.39	\$70.15	\$56.12	\$72.34	\$57.87
PES0071	Technical Staff 5	\$73.22	\$58.56	\$75.72	\$60.56	\$78.16	\$62.52	\$80.65	\$64.50	\$83.16	\$66.51
PES0072	Technical Staff 6	\$107.52	\$86.01	\$111.19	\$88.94	\$114.78	\$91.82	\$118.43	\$94.74	\$122.11	\$97.68
PES0073	Logistics Engineering & Technical Specialist 1	\$38.43	\$36.33	\$39.74	\$37.57	\$41.02	\$38.78	\$42.33	\$40.01	\$43.65	\$41.26
PES0074	Logistics Engineering & Technical Specialist 2	\$46.58	\$44.03	\$48.17	\$45.53	\$49.72	\$47.00	\$51.30	\$48.50	\$52.90	\$50.01
PES0075	Logistics Engineering & Technical Specialist 3	\$62.36	\$61.24	\$64.49	\$63.33	\$66.57	\$65.38	\$68.69	\$67.46	\$70.83	\$69.55
PES0076	Logistics Engineering & Technical Specialist 4	\$101.93	\$100.12	\$105.41	\$103.53	\$108.81	\$106.87	\$112.27	\$110.27	\$115.76	\$113.70
PES0077	Material Management Engineering/ Technical Specialist 1	\$37.51	\$35.45	\$38.78	\$36.66	\$40.04	\$37.85	\$41.31	\$39.05	\$42.59	\$40.27
PES0078	Material Management Engineering/ Technical Specialist 2	\$46.45	\$43.91	\$48.03	\$45.40	\$49.58	\$46.87	\$51.16	\$48.36	\$52.75	\$49.86
PES0079	Material Management Engineering/ Technical Specialist 3	\$56.12	\$53.05	\$58.03	\$54.86	\$59.90	\$56.63	\$61.81	\$58.43	\$63.73	\$60.24

GSA CLIN	PES Labor Categories	Years 1 Through 5									
		8/21/00 - 7/31/01 Year 1		8/1/01 - 7/31/02 Year 2		8/1/02 - 7/31/03 Year 3		8/1/03 - 7/31/04 Year 4		8/1/04 - 7/31/05 Year 5	
		Contr. Site Rate	Gov't Site Rate	Contr. Site Rate	Gov't Site Rate	Contr. Site Rate	Gov't Site Rate	Contr. Site Rate	Gov't Site Rate	Contr. Site Rate	Gov't Site Rate
PES0080	Material Management Engineering/ Technical Specialist 4	\$65.85	\$62.25	\$68.10	\$64.37	\$70.29	\$66.45	\$72.53	\$68.56	\$74.78	\$70.70
PES0081	Operations Research Specialist 1	\$53.76	\$37.42	\$55.59	\$38.70	\$57.39	\$39.95	\$59.21	\$41.22	\$61.05	\$42.50
PES0082	Operations Research Specialist 2	\$57.47	\$45.14	\$59.43	\$46.67	\$61.35	\$48.18	\$63.30	\$49.71	\$65.27	\$51.26
PES0083	Operations Research Specialist 3	\$61.20	\$56.86	\$63.28	\$58.80	\$65.33	\$60.69	\$67.41	\$62.62	\$69.50	\$64.57
PES0084	Operations Research Specialist 4	\$74.44	\$70.37	\$76.98	\$72.77	\$79.46	\$75.12	\$81.99	\$77.51	\$84.54	\$79.92
PES0085	Physicist 1	\$48.08	\$45.45	\$49.72	\$47.00	\$51.32	\$48.52	\$52.95	\$50.06	\$54.60	\$51.61
PES0086	Physicist 2	\$55.59	\$52.55	\$57.48	\$54.34	\$59.34	\$56.09	\$61.23	\$57.88	\$63.13	\$59.68
PES0087	Physicist 3	\$70.10	\$66.27	\$72.49	\$68.53	\$74.83	\$70.74	\$77.21	\$72.99	\$79.61	\$75.26
PES0088	Physicist 4	\$77.83	\$73.57	\$80.48	\$76.08	\$83.08	\$78.54	\$85.73	\$81.04	\$88.39	\$83.56
PES0089	Physicist 5	\$102.70	\$97.08	\$106.20	\$100.39	\$109.63	\$103.63	\$113.11	\$106.93	\$116.63	\$110.25
PES0090	Management Staff 1	\$41.83	\$33.47	\$43.25	\$34.61	\$44.65	\$35.73	\$46.07	\$36.86	\$47.50	\$38.01
PES0091	Management Staff 2	\$58.80	\$47.37	\$60.81	\$48.98	\$62.77	\$50.56	\$64.77	\$52.17	\$66.78	\$53.79
PES0092	Management Staff 3	\$85.28	\$68.23	\$88.19	\$70.56	\$91.04	\$72.84	\$93.93	\$75.15	\$96.85	\$77.49
PES0093	Management Staff 4	\$107.99	\$86.39	\$111.67	\$89.34	\$115.28	\$92.22	\$118.94	\$95.15	\$122.64	\$98.11
PES0094	Management Staff 5	\$118.78	\$95.02	\$122.83	\$98.26	\$126.79	\$101.43	\$130.83	\$104.66	\$134.89	\$107.91
PES0095	Operations Manager	\$55.85	\$48.84	\$57.76	\$50.50	\$59.62	\$52.13	\$61.52	\$53.79	\$63.43	\$55.46
PES0096	Program Manager	\$117.04	\$95.25	\$121.03	\$98.50	\$124.94	\$101.68	\$128.91	\$104.91	\$132.92	\$108.17
PES0097	Project Manager	\$86.96	\$76.27	\$89.93	\$78.87	\$92.83	\$81.42	\$95.78	\$84.01	\$98.76	\$86.62
PES0098	Quality Assurance Manager	\$66.63	\$58.13	\$68.91	\$60.12	\$71.13	\$62.06	\$73.39	\$64.03	\$75.67	\$66.02
PES0099	Scientists 1	\$42.46	\$40.14	\$43.91	\$41.51	\$45.33	\$42.85	\$46.77	\$44.21	\$48.22	\$45.59
PES0100	Scientists 2	\$53.21	\$50.30	\$55.02	\$52.01	\$56.80	\$53.69	\$58.61	\$55.40	\$60.43	\$57.12
PES0101	Scientists 3	\$68.38	\$64.64	\$70.71	\$66.85	\$73.00	\$69.01	\$75.32	\$71.20	\$77.66	\$73.41
PES0102	Scientists 4	\$85.78	\$81.09	\$88.71	\$83.86	\$91.57	\$86.56	\$94.48	\$89.32	\$97.42	\$92.09
PES0103	Scientists 5	\$99.66	\$94.21	\$103.05	\$97.42	\$106.38	\$100.56	\$109.76	\$103.76	\$113.18	\$106.99
PES0104	Statisticians/Mathematicians 1	\$39.49	\$37.33	\$40.83	\$38.60	\$42.15	\$39.85	\$43.49	\$41.12	\$44.85	\$42.39
PES0105	Statisticians/Mathematicians 2	\$43.41	\$41.03	\$44.89	\$42.43	\$46.34	\$43.80	\$47.81	\$45.20	\$49.30	\$46.60
PES0106	Statisticians/Mathematicians 3	\$64.90	\$61.35	\$67.12	\$63.45	\$69.28	\$65.49	\$71.49	\$67.58	\$73.71	\$69.68
PES0107	Statisticians/Mathematicians 4	\$78.83	\$74.18	\$81.52	\$76.71	\$84.15	\$79.18	\$86.83	\$81.70	\$89.53	\$84.24
PES0108	Statisticians/Mathematicians 5	\$94.92	\$89.38	\$98.16	\$92.42	\$101.33	\$95.41	\$104.55	\$98.44	\$107.80	\$101.50

GSA CLIN	PES Labor Categories	Years 1 Through 5									
		8/21/00 - 7/31/01 Year 1		8/1/01 - 7/31/02 Year 2		8/1/02 - 7/31/03 Year 3		8/1/03 - 7/31/04 Year 4		8/1/04 - 7/31/05 Year 5	
		Contr. Site Rate	Gov't Site Rate	Contr. Site Rate	Gov't Site Rate	Contr. Site Rate	Gov't Site Rate	Contr. Site Rate	Gov't Site Rate	Contr. Site Rate	Gov't Site Rate
PES0109	Statisticians/Mathematicians 6	\$100.23	\$94.75	\$103.65	\$97.98	\$106.99	\$101.14	\$110.40	\$104.36	\$113.83	\$107.60
PES0110	Quality Assurance Analyst	\$56.48	\$49.23	\$58.41	\$50.90	\$60.30	\$52.55	\$62.21	\$54.22	\$64.15	\$55.90
PES0111	Cost Analyst	\$47.68	\$41.13	\$49.30	\$42.53	\$50.89	\$43.90	\$52.51	\$45.30	\$54.14	\$46.71
PES0112	Documentation Specialist	\$36.06	\$32.20	\$37.29	\$33.29	\$38.49	\$34.37	\$39.71	\$35.46	\$40.95	\$36.57
PES0113	Project Control Specialist	\$52.66	\$46.62	\$54.46	\$48.20	\$56.22	\$49.76	\$58.01	\$51.34	\$59.81	\$52.94
PES0114	CAD Designer 1	\$46.25	\$43.72	\$47.83	\$45.21	\$49.37	\$46.67	\$50.94	\$48.15	\$52.52	\$49.65
PES0115	CAD Designer 2	\$50.43	\$47.68	\$52.15	\$49.30	\$53.84	\$50.89	\$55.55	\$52.51	\$57.28	\$54.14
PES0116	CAD Designer 3	\$59.29	\$56.05	\$61.31	\$57.96	\$63.29	\$59.83	\$65.30	\$61.73	\$67.33	\$63.65
PES0117	Field Engineer 1	\$68.35	\$67.14	\$70.68	\$69.43	\$72.97	\$71.67	\$75.29	\$73.95	\$77.63	\$76.25
PES0118	Field Engineer 2	\$81.55	\$80.09	\$84.33	\$82.82	\$87.06	\$85.50	\$89.83	\$88.22	\$92.62	\$90.96
PES0119	Field Engineer 3	\$83.95	\$82.45	\$86.81	\$85.26	\$89.61	\$88.01	\$92.46	\$90.81	\$95.34	\$93.64
PES0120	Field Engineer 4	\$89.95	\$88.34	\$93.01	\$91.36	\$96.02	\$94.30	\$99.07	\$97.30	\$102.15	\$100.33
PES0121	Engineering Technician 1	\$32.24	\$30.48	\$33.34	\$31.52	\$34.42	\$32.54	\$35.51	\$33.57	\$36.62	\$34.61
PES0122	Engineering Technician 2	\$39.58	\$37.41	\$40.93	\$38.69	\$42.25	\$39.94	\$43.59	\$41.21	\$44.95	\$42.49
PES0123	Engineering Technician 3	\$50.92	\$48.13	\$52.65	\$49.78	\$54.35	\$51.38	\$56.08	\$53.02	\$57.83	\$54.66
PES0124	Training Specialist	\$41.43	\$35.90	\$42.84	\$37.12	\$44.22	\$38.32	\$45.63	\$39.54	\$47.05	\$40.77
PES0125	Senior Training Specialist	\$54.88	\$47.82	\$56.76	\$49.45	\$58.59	\$51.04	\$60.45	\$52.67	\$62.33	\$54.30
PES0126	Technical Writer/Editor	\$39.45	\$34.54	\$40.79	\$35.71	\$42.11	\$36.87	\$43.45	\$38.04	\$44.80	\$39.22
PES0127	Contracts Administrator	\$124.99	N/a	\$129.25	N/a	\$133.43	N/a	\$137.67	N/a	\$141.95	N/a
PES0128	Contract Manager	\$148.28	N/a	\$153.34	N/a	\$158.29	N/a	\$163.32	N/a	\$168.40	N/a

PRICE LIST

GSA CLIN	PES Labor Categories	Years 6 Through 10									
		8/21/05 - 8/20/06 Year 6		8/21/06 - 8/20/07 Year 7		8/21/07 - 8/20/08 Year 8		8/21/08 - 8/20/09 Year 9		8/21/09 - 8/20/10 Year 10	
		Contr. Site Rate	Gov't Site Rate	Contr. Site Rate	Gov't Site Rate						
PES0001	Administrative Support and Graphics Specialist	\$36.59	\$32.51	\$37.74	\$33.53	\$38.88	\$34.55	\$40.03	\$35.57	\$41.18	\$36.59
PES0002	Data Entry Clerk	\$25.69	\$22.87	\$26.49	\$23.59	\$27.29	\$24.30	\$28.10	\$25.02	\$28.91	\$25.74
PES0003	Program Administrative Specialist	\$41.81	\$36.76	\$43.13	\$37.92	\$44.43	\$39.07	\$45.75	\$40.23	\$47.06	\$41.38
PES0004	Biologist 1	\$42.57	\$40.24	\$43.91	\$41.50	\$45.24	\$42.75	\$46.58	\$44.02	\$47.91	\$45.28
PES0005	Biologist 2	\$53.94	\$51.00	\$55.64	\$52.60	\$57.32	\$54.19	\$59.02	\$55.80	\$60.71	\$57.40
PES0006	Biologist 3	\$66.06	\$62.45	\$68.14	\$64.41	\$70.20	\$66.36	\$72.28	\$68.33	\$74.35	\$70.28
PES0007	Biologist 4	\$80.68	\$76.28	\$83.21	\$78.67	\$85.73	\$81.05	\$88.28	\$83.46	\$90.80	\$85.84
PES0008	Biologist 5	\$104.80	\$99.08	\$108.09	\$102.19	\$111.36	\$105.28	\$114.67	\$108.40	\$117.95	\$111.50
PES0009	Biologist 6	\$136.48	\$129.02	\$140.77	\$133.07	\$145.03	\$137.09	\$149.33	\$141.16	\$153.60	\$145.20
PES0010	Consultant 1	\$123.20	\$98.56	\$127.06	\$101.65	\$130.91	\$104.73	\$134.79	\$107.84	\$138.65	\$110.92
PES0011	Consultant 2	\$143.74	\$114.99	\$148.25	\$118.60	\$152.74	\$122.19	\$157.27	\$125.82	\$161.77	\$129.42
PES0012	Consultant 3	\$174.54	\$139.63	\$180.02	\$144.01	\$185.47	\$148.37	\$190.97	\$152.77	\$196.44	\$157.14
PES0013	Chemist 1	\$56.55	\$53.45	\$58.32	\$55.13	\$60.09	\$56.80	\$61.87	\$58.48	\$63.64	\$60.16
PES0014	Chemist 2	\$61.13	\$57.79	\$63.05	\$59.60	\$64.96	\$61.41	\$66.88	\$63.23	\$68.80	\$65.04
PES0015	Chemist 3	\$80.68	\$76.28	\$83.21	\$78.67	\$85.73	\$81.05	\$88.28	\$83.46	\$90.80	\$85.84
PES0016	Chemist 4	\$90.95	\$85.98	\$93.81	\$88.67	\$96.65	\$91.36	\$99.51	\$94.07	\$102.36	\$96.76
PES0017	Chemist 5	\$112.96	\$106.79	\$116.50	\$110.14	\$120.03	\$113.47	\$123.59	\$116.84	\$127.13	\$120.18
PES0018	Chemist 6	\$125.82	\$118.94	\$129.77	\$122.68	\$133.70	\$126.39	\$137.67	\$130.14	\$141.61	\$133.86
PES0019	Documentation Specialist 1	\$48.29	\$45.65	\$49.80	\$47.08	\$51.31	\$48.50	\$52.83	\$49.94	\$54.34	\$51.37
PES0020	Documentation Specialist 2	\$55.98	\$52.91	\$57.73	\$54.58	\$59.48	\$56.23	\$61.25	\$57.90	\$63.00	\$59.55
PES0021	Documentation Specialist 3	\$75.87	\$61.75	\$78.25	\$63.69	\$80.62	\$65.62	\$83.01	\$67.56	\$85.38	\$69.50
PES0022	Documentation Specialist 4	\$92.71	\$74.17	\$95.62	\$76.50	\$98.51	\$78.82	\$101.43	\$81.15	\$104.34	\$83.48
PES0023	Economist 1	\$59.02	\$55.79	\$60.87	\$57.54	\$62.71	\$59.28	\$64.57	\$61.04	\$66.42	\$62.79
PES0024	Economist 2	\$66.70	\$63.06	\$68.80	\$65.04	\$70.88	\$67.01	\$72.98	\$68.99	\$75.07	\$70.97
PES0025	Economist 3	\$71.75	\$67.83	\$74.01	\$69.96	\$76.25	\$72.07	\$78.51	\$74.21	\$80.75	\$76.33

GSA CLIN	PES Labor Categories	Years 6 Through 10									
		8/21/05 - 8/20/06 Year 6		8/21/06 - 8/20/07 Year 7		8/21/07 - 8/20/08 Year 8		8/21/08 - 8/20/09 Year 9		8/21/09 - 8/20/10 Year 10	
		Contr. Site Rate	Gov't Site Rate	Contr. Site Rate	Gov't Site Rate						
PES0026	Economist 4	\$103.93	\$98.25	\$107.19	\$101.33	\$110.43	\$104.40	\$113.71	\$107.49	\$116.96	\$110.57
PES0027	Engineering & Technical Analyst 1	\$59.99	\$53.34	\$61.87	\$55.01	\$63.74	\$56.68	\$65.63	\$58.36	\$67.51	\$60.03
PES0028	Engineering & Technical Analyst 2	\$79.87	\$78.46	\$82.38	\$80.92	\$84.88	\$83.37	\$87.39	\$85.85	\$89.89	\$88.30
PES0029	Engineering & Technical Analyst 3	\$95.30	\$93.59	\$98.29	\$96.53	\$101.27	\$99.45	\$104.27	\$102.40	\$107.26	\$105.34
PES0030	Engineering & Technical Analyst 4	\$100.91	\$99.11	\$104.08	\$102.22	\$107.23	\$105.32	\$110.41	\$108.44	\$113.57	\$111.54
PES0031	Chemical Engineer 1	\$83.30	\$60.11	\$85.91	\$62.00	\$88.51	\$63.88	\$91.14	\$65.77	\$93.75	\$67.65
PES0032	Chemical Engineer 2	\$86.12	\$68.78	\$88.82	\$70.94	\$91.51	\$73.09	\$94.22	\$75.26	\$96.92	\$77.41
PES0033	Chemical Engineer 3	\$88.99	\$80.48	\$91.78	\$83.01	\$94.56	\$85.52	\$97.37	\$88.06	\$100.15	\$90.58
PES0034	Chemical Engineer 4	\$95.15	\$89.95	\$98.14	\$92.77	\$101.11	\$95.58	\$104.10	\$98.42	\$107.08	\$101.23
PES0035	Chemical Engineer 5	\$111.24	\$105.15	\$114.73	\$108.45	\$118.21	\$111.74	\$121.71	\$115.05	\$125.19	\$118.34
PES0036	Chemical Engineer 6	\$138.08	\$130.52	\$142.42	\$134.62	\$146.73	\$138.69	\$151.08	\$142.81	\$155.41	\$146.90
PES0037	Civil Engineer 1	\$55.67	\$52.62	\$57.42	\$54.27	\$59.16	\$55.92	\$60.91	\$57.58	\$62.66	\$59.22
PES0038	Civil Engineer 2	\$60.77	\$57.44	\$62.68	\$59.24	\$64.57	\$61.03	\$66.49	\$62.84	\$68.39	\$64.64
PES0039	Civil Engineer 3	\$73.63	\$69.60	\$75.95	\$71.79	\$78.24	\$73.96	\$80.57	\$76.15	\$82.87	\$78.33
PES0040	Civil Engineer 4	\$85.99	\$81.29	\$88.69	\$83.84	\$91.37	\$86.38	\$94.08	\$88.94	\$96.77	\$91.49
PES0041	Civil Engineer 5	\$96.64	\$91.36	\$99.68	\$94.23	\$102.70	\$97.08	\$105.74	\$99.96	\$108.77	\$102.82
PES0042	Civil Engineer 6	\$126.82	\$104.98	\$130.80	\$108.27	\$134.76	\$111.55	\$138.76	\$114.86	\$142.73	\$118.15
PES0043	Electrical Engineer 1	\$60.15	\$56.85	\$62.04	\$58.64	\$63.91	\$60.41	\$65.81	\$62.20	\$67.69	\$63.98
PES0044	Electrical Engineer 2	\$69.05	\$65.28	\$71.22	\$67.33	\$73.38	\$69.37	\$75.55	\$71.42	\$77.72	\$73.47
PES0045	Electrical Engineer 3	\$95.30	\$93.59	\$98.29	\$96.53	\$101.27	\$99.45	\$104.27	\$102.40	\$107.26	\$105.34
PES0046	Electrical Engineer 4	\$114.33	\$108.07	\$117.91	\$111.47	\$121.48	\$114.84	\$125.09	\$118.25	\$128.67	\$121.63
PES0047	Electrical Engineer 5	\$123.74	\$116.98	\$127.63	\$120.65	\$131.49	\$124.30	\$135.39	\$127.99	\$139.27	\$131.65
PES0048	Electrical Engineer 6	\$136.10	\$128.65	\$140.37	\$132.69	\$144.62	\$136.71	\$148.91	\$140.76	\$153.17	\$144.79
PES0049	Environmental Engineer 1	\$49.00	\$46.32	\$50.54	\$47.78	\$52.07	\$49.22	\$53.61	\$50.68	\$55.15	\$52.13
PES0050	Environmental Engineer 2	\$60.77	\$57.44	\$62.68	\$59.24	\$64.57	\$61.03	\$66.49	\$62.84	\$68.39	\$64.64
PES0051	Environmental Engineer 3	\$73.63	\$69.60	\$75.95	\$71.79	\$78.24	\$73.96	\$80.57	\$76.15	\$82.87	\$78.33
PES0052	Environmental Engineer 4	\$85.88	\$81.18	\$88.58	\$83.73	\$91.26	\$86.27	\$93.97	\$88.83	\$96.65	\$91.37
PES0053	Environmental Engineer 5	\$99.47	\$94.04	\$102.60	\$96.99	\$105.70	\$99.93	\$108.84	\$102.89	\$111.95	\$105.83

GSA CLIN	PES Labor Categories	Years 6 Through 10									
		8/21/05 - 8/20/06 Year 6		8/21/06 - 8/20/07 Year 7		8/21/07 - 8/20/08 Year 8		8/21/08 - 8/20/09 Year 9		8/21/09 - 8/20/10 Year 10	
		Contr. Site Rate	Gov't Site Rate	Contr. Site Rate	Gov't Site Rate						
PES0054	Environmental Engineer 6	\$128.56	\$121.52	\$132.60	\$125.34	\$136.61	\$129.13	\$140.66	\$132.96	\$144.69	\$136.77
PES0055	Mechanical Engineer 1	\$54.43	\$51.45	\$56.14	\$53.07	\$57.84	\$54.68	\$59.56	\$56.30	\$61.26	\$57.91
PES0056	Mechanical Engineer 2	\$64.83	\$61.28	\$66.87	\$63.21	\$68.89	\$65.12	\$70.94	\$67.05	\$72.97	\$68.97
PES0057	Mechanical Engineer 3	\$80.35	\$75.96	\$82.88	\$78.34	\$85.39	\$80.72	\$87.92	\$83.11	\$90.43	\$85.49
PES0058	Mechanical Engineer 4	\$91.16	\$86.17	\$94.03	\$88.88	\$96.87	\$91.57	\$99.74	\$94.29	\$102.60	\$96.98
PES0059	Mechanical Engineer 5	\$107.33	\$101.46	\$110.69	\$104.64	\$114.05	\$107.81	\$117.43	\$111.01	\$120.79	\$114.19
PES0060	Mechanical Engineer 6	\$119.16	\$112.64	\$122.90	\$116.18	\$126.62	\$119.70	\$130.38	\$123.25	\$134.11	\$126.77
PES0061	Quality Control Engineer 1	\$53.58	\$50.66	\$55.26	\$52.25	\$56.94	\$53.83	\$58.62	\$55.43	\$60.30	\$57.01
PES0062	Quality Control Engineer 2	\$61.26	\$57.90	\$63.18	\$59.72	\$65.09	\$61.53	\$67.03	\$63.36	\$68.94	\$65.17
PES0063	Quality Control Engineer 3	\$72.01	\$68.07	\$74.27	\$70.21	\$76.52	\$72.33	\$78.79	\$74.48	\$81.04	\$76.61
PES0064	Quality Control Engineer 4	\$89.33	\$84.44	\$92.13	\$87.09	\$94.92	\$89.73	\$97.74	\$92.39	\$100.53	\$95.04
PES0065	Quality Control Engineer 5	\$99.99	\$94.52	\$103.13	\$97.48	\$106.25	\$100.44	\$109.40	\$103.41	\$112.53	\$106.37
PES0066	Quality Control Engineer 6	\$121.27	\$114.64	\$125.07	\$118.24	\$128.86	\$121.82	\$132.68	\$125.43	\$136.48	\$129.02
PES0067	Technical Staff 1	\$39.14	\$31.31	\$40.37	\$32.29	\$41.59	\$33.27	\$42.82	\$34.25	\$44.05	\$35.23
PES0068	Technical Staff 2	\$49.50	\$39.60	\$51.06	\$40.85	\$52.60	\$42.08	\$54.16	\$43.33	\$55.71	\$44.57
PES0069	Technical Staff 3	\$59.34	\$47.49	\$61.21	\$48.98	\$63.06	\$50.47	\$64.93	\$51.96	\$66.79	\$53.45
PES0070	Technical Staff 4	\$74.43	\$59.54	\$76.77	\$61.41	\$79.09	\$63.27	\$81.44	\$65.15	\$83.77	\$67.01
PES0071	Technical Staff 5	\$85.57	\$68.43	\$88.25	\$70.58	\$90.92	\$72.72	\$93.62	\$74.88	\$96.30	\$77.02
PES0072	Technical Staff 6	\$125.65	\$100.51	\$129.59	\$103.67	\$133.52	\$106.81	\$137.48	\$109.97	\$141.41	\$113.12
PES0073	Logistics Engineering & Technical Specialist 1	\$44.91	\$42.46	\$46.32	\$43.79	\$47.72	\$45.11	\$49.14	\$46.45	\$50.54	\$47.78
PES0074	Logistics Engineering & Technical Specialist 2	\$54.43	\$51.45	\$56.14	\$53.07	\$57.84	\$54.68	\$59.56	\$56.30	\$61.26	\$57.91
PES0075	Logistics Engineering & Technical Specialist 3	\$72.87	\$71.57	\$75.16	\$73.81	\$77.44	\$76.05	\$79.73	\$78.30	\$82.02	\$80.54
PES0076	Logistics Engineering & Technical Specialist 4	\$119.12	\$117.00	\$122.86	\$120.67	\$126.58	\$124.33	\$130.33	\$128.01	\$134.06	\$131.68
PES0077	Material Management Engineering/Technical Specialist 1	\$43.83	\$41.43	\$45.21	\$42.73	\$46.58	\$44.02	\$47.96	\$45.33	\$49.33	\$46.62

GSA CLIN	PES Labor Categories	Years 6 Through 10									
		8/21/05 - 8/20/06 Year 6		8/21/06 - 8/20/07 Year 7		8/21/07 - 8/20/08 Year 8		8/21/08 - 8/20/09 Year 9		8/21/09 - 8/20/10 Year 10	
		Contr. Site Rate	Gov't Site Rate	Contr. Site Rate	Gov't Site Rate						
PES0078	Material Management Engineering/Technical Specialist 2	\$54.28	\$51.31	\$55.99	\$52.92	\$57.68	\$54.53	\$59.39	\$56.14	\$61.09	\$57.75
PES0079	Material Management Engineering/Technical Specialist 3	\$65.58	\$62.00	\$67.64	\$63.94	\$69.69	\$65.88	\$71.76	\$67.83	\$73.81	\$69.77
PES0080	Material Management Engineering/Technical Specialist 4	\$76.95	\$72.75	\$79.37	\$75.03	\$81.77	\$77.30	\$84.20	\$79.59	\$86.61	\$81.87
PES0081	Operations Research Specialist 1	\$62.82	\$43.73	\$64.80	\$45.10	\$66.76	\$46.47	\$68.74	\$47.85	\$70.71	\$49.22
PES0082	Operations Research Specialist 2	\$67.16	\$52.75	\$69.27	\$54.41	\$71.37	\$56.05	\$73.48	\$57.72	\$75.59	\$59.37
PES0083	Operations Research Specialist 3	\$71.52	\$66.45	\$73.76	\$68.53	\$76.00	\$70.61	\$78.25	\$72.70	\$80.49	\$74.78
PES0084	Operations Research Specialist 4	\$86.99	\$82.24	\$89.72	\$84.82	\$92.44	\$87.38	\$95.18	\$89.98	\$97.90	\$92.55
PES0085	Physicist 1	\$56.19	\$53.11	\$57.95	\$54.78	\$59.70	\$56.44	\$61.48	\$58.11	\$63.24	\$59.78
PES0086	Physicist 2	\$64.96	\$61.41	\$67.00	\$63.34	\$69.03	\$65.26	\$71.08	\$67.19	\$73.11	\$69.11
PES0087	Physicist 3	\$81.92	\$77.44	\$84.49	\$79.88	\$87.05	\$82.29	\$89.63	\$84.73	\$92.20	\$87.16
PES0088	Physicist 4	\$90.95	\$85.98	\$93.81	\$88.67	\$96.65	\$91.36	\$99.51	\$94.07	\$102.36	\$96.76
PES0089	Physicist 5	\$120.02	\$113.45	\$123.78	\$117.01	\$127.53	\$120.55	\$131.31	\$124.13	\$135.07	\$127.68
PES0090	Management Staff 1	\$48.88	\$39.11	\$50.42	\$40.34	\$51.94	\$41.56	\$53.48	\$42.80	\$55.02	\$44.02
PES0091	Management Staff 2	\$68.71	\$55.36	\$70.87	\$57.10	\$73.02	\$58.82	\$75.18	\$60.57	\$77.33	\$62.30
PES0092	Management Staff 3	\$99.66	\$79.73	\$102.79	\$82.24	\$105.90	\$84.73	\$109.04	\$87.24	\$112.16	\$89.74
PES0093	Management Staff 4	\$126.20	\$100.96	\$130.16	\$104.13	\$134.10	\$107.28	\$138.08	\$110.46	\$142.03	\$113.62
PES0094	Management Staff 5	\$138.81	\$111.04	\$143.17	\$114.53	\$147.50	\$117.99	\$151.87	\$121.49	\$156.22	\$124.97
PES0095	Operations Manager	\$65.27	\$57.08	\$67.32	\$58.87	\$69.35	\$60.65	\$71.41	\$62.45	\$73.45	\$64.23
PES0096	Program Manager	\$136.77	\$111.31	\$141.07	\$114.80	\$145.34	\$118.28	\$149.65	\$121.79	\$153.93	\$125.27
PES0097	Project Manager	\$101.62	\$89.13	\$104.81	\$91.93	\$107.99	\$94.71	\$111.19	\$97.52	\$114.37	\$100.31
PES0098	Quality Assurance Manager	\$77.86	\$67.93	\$80.31	\$70.06	\$82.74	\$72.18	\$85.19	\$74.33	\$87.63	\$76.45
PES0099	Scientists 1	\$49.62	\$46.91	\$51.18	\$48.38	\$52.73	\$49.85	\$54.29	\$51.32	\$55.84	\$52.79
PES0100	Scientists 2	\$62.18	\$58.78	\$64.13	\$60.63	\$66.08	\$62.46	\$68.04	\$64.31	\$69.98	\$66.16
PES0101	Scientists 3	\$79.91	\$75.54	\$82.42	\$77.91	\$84.91	\$80.27	\$87.43	\$82.65	\$89.93	\$85.02

GSA CLIN	PES Labor Categories	Years 6 Through 10									
		8/21/05 - 8/20/06 Year 6		8/21/06 - 8/20/07 Year 7		8/21/07 - 8/20/08 Year 8		8/21/08 - 8/20/09 Year 9		8/21/09 - 8/20/10 Year 10	
		Contr. Site Rate	Gov't Site Rate	Contr. Site Rate	Gov't Site Rate						
PES0102	Scientists 4	\$100.24	\$94.76	\$103.39	\$97.74	\$106.52	\$100.70	\$109.68	\$103.68	\$112.82	\$106.65
PES0103	Scientists 5	\$116.46	\$110.10	\$120.12	\$113.55	\$123.76	\$116.99	\$127.43	\$120.46	\$131.07	\$123.91
PES0104	Statisticians/Mathematicians 1	\$46.15	\$43.62	\$47.60	\$44.99	\$49.04	\$46.36	\$50.49	\$47.73	\$51.94	\$49.10
PES0105	Statisticians/Mathematicians 2	\$50.73	\$47.95	\$52.32	\$49.45	\$53.91	\$50.95	\$55.50	\$52.46	\$57.09	\$53.96
PES0106	Statisticians/Mathematicians 3	\$75.84	\$71.69	\$78.22	\$73.95	\$80.59	\$76.18	\$82.98	\$78.44	\$85.36	\$80.69
PES0107	Statisticians/Mathematicians 4	\$92.12	\$86.69	\$95.01	\$89.41	\$97.89	\$92.12	\$100.79	\$94.85	\$103.68	\$97.56
PES0108	Statisticians/Mathematicians 5	\$110.93	\$104.45	\$114.41	\$107.73	\$117.87	\$110.99	\$121.37	\$114.28	\$124.84	\$117.55
PES0109	Statisticians/Mathematicians 6	\$117.13	\$110.73	\$120.81	\$114.20	\$124.46	\$117.66	\$128.16	\$121.15	\$131.82	\$124.62
PES0110	Quality Assurance Analyst	\$66.00	\$57.53	\$68.08	\$59.34	\$70.14	\$61.13	\$72.22	\$62.95	\$74.28	\$64.75
PES0111	Cost Analyst	\$55.72	\$48.07	\$57.47	\$49.57	\$59.21	\$51.07	\$60.96	\$52.59	\$62.71	\$54.09
PES0112	Documentation Specialist	\$42.14	\$37.63	\$43.46	\$38.81	\$44.78	\$39.99	\$46.11	\$41.17	\$47.43	\$42.35
PES0113	Project Control Specialist	\$61.54	\$54.48	\$63.47	\$56.19	\$65.39	\$57.89	\$67.33	\$59.61	\$69.26	\$61.32
PES0114	CAD Designer 1	\$54.05	\$51.09	\$55.75	\$52.70	\$57.43	\$54.29	\$59.14	\$55.90	\$60.83	\$57.50
PES0115	CAD Designer 2	\$58.93	\$55.72	\$60.78	\$57.47	\$62.62	\$59.21	\$64.48	\$60.96	\$66.33	\$62.71
PES0116	CAD Designer 3	\$69.29	\$65.50	\$71.46	\$67.56	\$73.63	\$69.60	\$75.81	\$71.67	\$77.98	\$73.72
PES0117	Field Engineer 1	\$79.87	\$78.46	\$82.38	\$80.92	\$84.88	\$83.37	\$87.39	\$85.85	\$89.89	\$88.30
PES0118	Field Engineer 2	\$95.30	\$93.59	\$98.29	\$96.53	\$101.27	\$99.45	\$104.27	\$102.40	\$107.26	\$105.34
PES0119	Field Engineer 3	\$98.11	\$96.35	\$101.18	\$99.38	\$104.25	\$102.39	\$107.34	\$105.42	\$110.41	\$108.44
PES0120	Field Engineer 4	\$105.12	\$103.24	\$108.42	\$106.48	\$111.70	\$109.70	\$115.01	\$112.95	\$118.30	\$116.19
PES0121	Engineering Technician 1	\$37.68	\$35.62	\$38.86	\$36.74	\$40.04	\$37.85	\$41.22	\$38.97	\$42.40	\$40.09
PES0122	Engineering Technician 2	\$46.25	\$43.72	\$47.71	\$45.09	\$49.15	\$46.46	\$50.61	\$47.83	\$52.06	\$49.20
PES0123	Engineering Technician 3	\$59.51	\$56.25	\$61.37	\$58.01	\$63.23	\$59.77	\$65.11	\$61.54	\$66.97	\$63.30
PES0124	Training Specialist	\$48.42	\$41.95	\$49.94	\$43.27	\$51.45	\$44.58	\$52.97	\$45.90	\$54.49	\$47.22
PES0125	Senior Training Specialist	\$64.13	\$55.88	\$66.15	\$57.64	\$68.15	\$59.38	\$70.17	\$61.14	\$72.18	\$62.89
PES0126	Technical Writer/editor	\$46.10	\$40.36	\$47.55	\$41.63	\$48.99	\$42.89	\$50.44	\$44.16	\$51.89	\$45.43
PES0127	Contracts Administrator	\$146.07	N/a	\$150.65	N/a	\$155.21	N/a	\$159.81	N/a	\$164.39	N/a
PES0128	Contract Manager	\$173.28	N/a	\$178.72	N/a	\$184.13	N/a	\$189.59	N/a	\$195.02	N/a

PRICE LIST

GSA CLIN	GSA PES Labor Categories	Years 11 Through 15									
		8/21/10 - 8/20/11		8/21/11 - 8/20/12		8/21/12 - 8/20/13		8/21/13 - 8/20/14		8/21/14 - 8/20/15	
		Year 11		Year 12		Year 13		Year 14		Year 15	
		Contr. Site Rate	Gov't Site Rate	Contr. Site Rate	Gov't Site Rate	Contr. Site Rate	Gov't Site Rate	Contr. Site Rate	Gov't Site Rate	Contr. Site Rate	Gov't Site Rate
PES 0001	Administrative Support & Graphics Specialist	42.41	37.69	43.69	38.82	45.00	39.98	46.35	41.18	47.74	42.42
PES 0002	Data Entry Clerk	29.78	26.51	30.67	27.31	31.59	28.13	32.54	28.97	33.51	29.84
PES 0003	Program Administrative Specialist	48.47	42.62	49.92	43.90	51.42	45.21	52.96	46.57	54.55	47.97
PES 0004	Biologist 1	49.35	46.64	50.83	48.04	52.36	49.48	53.93	50.97	55.54	52.50
PES 0005	Biologist 2	62.53	59.12	64.41	60.89	66.34	62.72	68.33	64.60	70.38	66.54
PES 0006	Biologist 3	76.58	72.39	78.88	74.57	81.24	76.80	83.68	79.11	86.19	81.48
PES 0007	Biologist 4	93.53	88.42	96.33	91.07	99.22	93.80	102.20	96.62	105.26	99.52
PES 0008	Biologist 5	121.49	114.85	125.13	118.29	128.88	121.84	132.75	125.50	136.73	129.26
PES 0009	Biologist 6	158.21	149.56	162.96	154.04	167.85	158.66	172.88	163.42	178.07	168.33
PES 0010	Consultant 1	142.81	114.25	147.09	117.68	151.51	121.21	156.05	124.85	160.73	128.59
PES 0011	Consultant 2	166.62	133.30	171.62	137.30	176.77	141.42	182.07	145.66	187.54	150.03
PES 0012	Consultant 3	202.33	161.86	208.40	166.71	214.65	171.71	221.09	176.86	227.73	182.17
PES 0013	Chemist 1	65.55	61.96	67.52	63.82	69.54	65.74	71.63	67.71	73.78	69.74
PES 0014	Chemist 2	70.86	66.99	72.99	69.00	75.18	71.07	77.43	73.20	79.76	75.40
PES 0015	Chemist 3	93.53	88.42	96.33	91.07	99.22	93.80	102.20	96.62	105.26	99.52
PES 0016	Chemist 4	105.43	99.66	108.60	102.65	111.85	105.73	115.21	108.90	118.67	112.17
PES 0017	Chemist 5	130.94	123.79	134.87	127.50	138.92	131.33	143.08	135.27	147.38	139.33
PES 0018	Chemist 6	145.86	137.88	150.23	142.01	154.74	146.27	159.38	150.66	164.16	155.18
PES 0019	Documentation Specialist 1	55.97	52.91	57.65	54.50	59.38	56.14	61.17	57.82	63.00	59.55
PES 0020	Documentation Specialist 2	64.89	61.34	66.84	63.18	68.84	65.07	70.91	67.03	73.03	69.04
PES 0021	Documentation Specialist 3	87.94	71.58	90.58	73.73	93.30	75.94	96.10	78.22	98.98	80.56
PES 0022	Documentation Specialist 4	107.47	85.98	110.69	88.56	114.01	91.22	117.43	93.95	120.95	96.77
PES 0023	Economist 1	68.41	64.67	70.46	66.61	72.58	68.61	74.75	70.67	77.00	72.79
PES 0024	Economist 2	77.32	73.10	79.64	75.29	82.03	77.55	84.49	79.88	87.03	82.27
PES 0025	Economist 3	83.18	78.62	85.67	80.98	88.24	83.41	90.89	85.92	93.62	88.49

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		8/21/10 - 8/20/11		8/21/11 - 8/20/12		8/21/12 - 8/20/13		8/21/13 - 8/20/14		8/21/14 - 8/20/15	
		Year 11		Year 12		Year 13		Year 14		Year 15	
		Contr. Site Rate	Gov't Site Rate	Contr. Site Rate	Gov't Site Rate	Contr. Site Rate	Gov't Site Rate	Contr. Site Rate	Gov't Site Rate	Contr. Site Rate	Gov't Site Rate
PES 0026	Economist 4	120.47	113.89	124.08	117.30	127.81	120.82	131.64	124.45	135.59	128.18
PES 0027	Engineering & Technical Analyst 1	69.53	61.83	71.62	63.68	73.77	65.59	75.98	67.56	78.26	69.59
PES 0028	Engineering & Technical Analyst 2	92.59	90.95	95.37	93.68	98.23	96.49	101.18	99.39	104.21	102.37
PES 0029	Engineering & Technical Analyst 3	110.47	108.50	113.79	111.75	117.20	115.10	120.72	118.56	124.34	122.11
PES 0030	Engineering & Technical Analyst 4	116.98	114.89	120.48	118.34	124.10	121.89	127.82	125.54	131.66	129.31
PES 0031	Chemical Engineer 1	96.56	69.68	99.46	71.77	102.44	73.93	105.51	76.15	108.68	78.43
PES 0032	Chemical Engineer 2	99.83	79.74	102.82	82.13	105.90	84.59	109.08	87.13	112.35	89.74
PES 0033	Chemical Engineer 3	103.16	93.30	106.25	96.09	109.44	98.98	112.72	101.95	116.11	105.01
PES 0034	Chemical Engineer 4	110.30	104.27	113.61	107.40	117.01	110.62	120.52	113.94	124.14	117.36
PES 0035	Chemical Engineer 5	128.95	121.89	132.82	125.55	136.80	129.32	140.91	133.20	145.14	137.19
PES 0036	Chemical Engineer 6	160.07	151.30	164.87	155.84	169.82	160.52	174.91	165.33	180.16	170.29
PES 0037	Civil Engineer 1	64.54	61.00	66.47	62.83	68.47	64.72	70.52	66.66	72.64	68.66
PES 0038	Civil Engineer 2	70.44	66.58	72.56	68.58	74.73	70.64	76.97	72.76	79.28	74.94
PES 0039	Civil Engineer 3	85.36	80.68	87.92	83.10	90.56	85.60	93.27	88.17	96.07	90.81
PES 0040	Civil Engineer 4	99.68	94.23	102.67	97.06	105.75	99.97	108.92	102.97	112.19	106.06
PES 0041	Civil Engineer 5	112.03	105.91	115.39	109.09	118.85	112.36	122.42	115.73	126.09	119.20
PES 0042	Civil Engineer 6	147.01	121.69	151.42	125.34	155.96	129.10	160.64	132.97	165.46	136.96
PES 0043	Electrical Engineer 1	69.72	65.90	71.82	67.88	73.97	69.92	76.19	72.02	78.48	74.18
PES 0044	Electrical Engineer 2	80.05	75.67	82.45	77.94	84.92	80.28	87.47	82.69	90.09	85.17
PES 0045	Electrical Engineer 3	110.47	108.50	113.79	111.75	117.20	115.10	120.72	118.56	124.34	122.11
PES 0046	Electrical Engineer 4	132.53	125.28	136.50	129.04	140.60	132.91	144.82	136.90	149.16	141.00
PES 0047	Electrical Engineer 5	143.45	135.60	147.75	139.67	152.18	143.86	156.75	148.18	161.45	152.62
PES 0048	Electrical Engineer 6	157.76	149.14	162.50	153.61	167.37	158.22	172.39	162.96	177.57	167.85
PES 0049	Environmental Engineer 1	56.80	53.70	58.51	55.31	60.26	56.97	62.07	58.68	63.93	60.44
PES 0050	Environmental Engineer 2	70.44	66.58	72.56	68.58	74.73	70.64	76.97	72.76	79.28	74.94

GSA CLIN	GSA PES Labor Categories	Years 11 Through 15									
		8/21/10 - 8/20/11		8/21/11 - 8/20/12		8/21/12 - 8/20/13		8/21/13 - 8/20/14		8/21/14 - 8/20/15	
		Year 11		Year 12		Year 13		Year 14		Year 15	
		Contr. Site Rate	Gov't Site Rate	Contr. Site Rate	Gov't Site Rate	Contr. Site Rate	Gov't Site Rate	Contr. Site Rate	Gov't Site Rate	Contr. Site Rate	Gov't Site Rate
PES 0051	Environmental Engineer 3	85.36	80.68	87.92	83.10	90.56	85.60	93.27	88.17	96.07	90.81
PES 0052	Environmental Engineer 4	99.55	94.11	102.54	96.93	105.62	99.84	108.79	102.84	112.05	105.92
PES 0053	Environmental Engineer 5	115.31	109.01	118.77	112.28	122.33	115.65	126.00	119.12	129.78	122.69
PES 0054	Environmental Engineer 6	149.03	140.87	153.50	145.10	158.10	149.45	162.85	153.93	167.73	158.55
PES 0055	Mechanical Engineer 1	63.10	59.65	64.99	61.44	66.94	63.28	68.95	65.18	71.02	67.13
PES 0056	Mechanical Engineer 2	75.16	71.04	77.41	73.17	79.73	75.36	82.13	77.63	84.59	79.95
PES 0057	Mechanical Engineer 3	93.15	88.05	95.94	90.69	98.82	93.42	101.78	96.22	104.84	99.10
PES 0058	Mechanical Engineer 4	105.68	99.89	108.85	102.89	112.11	105.98	115.48	109.16	118.94	112.43
PES 0059	Mechanical Engineer 5	124.41	117.61	128.14	121.14	131.99	124.77	135.95	128.52	140.03	132.37
PES 0060	Mechanical Engineer 6	138.14	130.58	142.28	134.49	146.55	138.53	150.94	142.68	155.47	146.96
PES 0061	Quality Control Engineer 1	62.11	58.72	63.97	60.49	65.89	62.30	67.87	64.17	69.91	66.10
PES 0062	Quality Control Engineer 2	71.01	67.12	73.14	69.14	75.34	71.21	77.60	73.35	79.92	75.55
PES 0063	Quality Control Engineer 3	83.47	78.91	85.98	81.28	88.56	83.71	91.21	86.23	93.95	88.81
PES 0064	Quality Control Engineer 4	103.55	97.89	106.66	100.82	109.86	103.85	113.15	106.97	116.55	110.17
PES 0065	Quality Control Engineer 5	115.91	109.57	119.38	112.85	122.96	116.24	126.65	119.73	130.45	123.32
PES 0066	Quality Control Engineer 6	140.57	132.89	144.79	136.88	149.13	140.99	153.61	145.22	158.22	149.57
PES 0067	Technical Staff 1	45.37	36.29	46.73	37.38	48.13	38.50	49.57	39.66	51.06	40.85
PES 0068	Technical Staff 2	57.38	45.91	59.11	47.29	60.88	48.71	62.70	50.17	64.59	51.67
PES 0069	Technical Staff 3	68.79	55.05	70.85	56.71	72.98	58.41	75.17	60.16	77.42	61.96
PES 0070	Technical Staff 4	86.28	69.02	88.87	71.09	91.53	73.22	94.28	75.42	97.11	77.68
PES 0071	Technical Staff 5	99.19	79.33	102.16	81.71	105.23	84.16	108.39	86.69	111.64	89.29
PES 0072	Technical Staff 6	145.65	116.51	150.02	120.01	154.52	123.61	159.16	127.32	163.93	131.14
PES 0073	Logistics Engineering & Technical Specialist 1	52.06	49.22	53.62	50.69	55.23	52.21	56.89	53.78	58.59	55.39
PES 0074	Logistics Engineering & Technical Specialist 2	63.10	59.65	64.99	61.44	66.94	63.28	68.95	65.18	71.02	67.13
PES 0075	Logistics Engineering & Technical Specialist 3	84.48	82.96	87.01	85.45	89.62	88.01	92.31	90.65	95.08	93.37
PES 0076	Logistics Engineering & Technical	138.08	135.63	142.22	139.70	146.49	143.89	150.88	148.21	155.41	152.65

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		Year 11		Year 12		Year 13		Year 14		Year 15	
		Contr. Site Rate	Gov't Site Rate	Contr. Site Rate	Gov't Site Rate	Contr. Site Rate	Gov't Site Rate	Contr. Site Rate	Gov't Site Rate	Contr. Site Rate	Gov't Site Rate
	Specialist 4										
PES 0077	Material Mgmt. Engineering/ Technical Spec.1	50.81	48.02	52.34	49.46	53.91	50.95	55.53	52.48	57.19	54.05
PES 0078	Material Mgmt. Engineering/ Technical Spec.2	62.92	59.48	64.81	61.27	66.76	63.11	68.76	65.00	70.82	66.95
PES 0079	Material Mgmt. Engineering/ Technical Spec.3	76.02	71.87	78.30	74.02	80.65	76.24	83.07	78.53	85.57	80.88
PES 0080	Material Mgmt. Engineering/ Technical Spec.4	89.20	84.33	91.88	86.86	94.64	89.46	97.48	92.15	100.40	94.91
PES 0081	Operations Research Specialist 1	72.83	50.69	75.01	52.21	77.26	53.78	79.58	55.39	81.97	57.05
PES 0082	Operations Research Specialist 2	77.85	61.15	80.19	62.98	82.59	64.87	85.07	66.82	87.62	68.82
PES 0083	Operations Research Specialist 3	82.91	77.03	85.39	79.34	87.95	81.72	90.59	84.17	93.31	86.69
PES 0084	Operations Research Specialist 4	100.84	95.33	103.87	98.19	106.98	101.13	110.19	104.17	113.50	107.29
PES 0085	Physicist 1	65.13	61.57	67.09	63.42	69.10	65.32	71.17	67.28	73.31	69.30
PES 0086	Physicist 2	75.31	71.19	77.57	73.32	79.89	75.52	82.29	77.79	84.76	80.12
PES 0087	Physicist 3	94.96	89.77	97.81	92.47	100.75	95.24	103.77	98.10	106.88	101.04
PES 0088	Physicist 4	105.43	99.66	108.60	102.65	111.85	105.73	115.21	108.90	118.67	112.17
PES 0089	Physicist 5	139.12	131.51	143.30	135.46	147.60	139.52	152.02	143.71	156.59	148.02
PES 0090	Management Staff 1	56.67	45.34	58.37	46.70	60.12	48.10	61.92	49.54	63.78	51.03
PES 0091	Management Staff 2	79.65	64.17	82.04	66.10	84.51	68.08	87.04	70.12	89.65	72.22
PES 0092	Management Staff 3	115.53	92.43	118.99	95.20	122.56	98.06	126.24	101.00	130.03	104.03
PES 0093	Management Staff 4	146.29	117.03	150.68	120.54	155.20	124.16	159.86	127.88	164.65	131.72
PES 0094	Management Staff 5	160.91	128.72	165.73	132.58	170.71	136.56	175.83	140.66	181.10	144.88
PES 0095	Operations Manager	75.66	66.16	77.93	68.15	80.27	70.19	82.67	72.30	85.15	74.47
PES 0096	Program Manager	158.55	129.03	163.31	132.90	168.21	136.89	173.25	141.00	178.45	145.23
PES 0097	Project Manager	117.80	103.32	121.34	106.42	124.98	109.61	128.73	112.90	132.59	116.29
PES 0098	Quality Assurance Manager	90.26	78.75	92.97	81.11	95.76	83.54	98.63	86.05	101.59	88.63
PES 0099	Scientists 1	57.52	54.38	59.24	56.01	61.02	57.69	62.85	59.42	64.74	61.20
PES 0100	Scientists 2	72.08	68.14	74.24	70.18	76.47	72.29	78.77	74.46	81.13	76.69
PES 0101	Scientists 3	92.63	87.57	95.41	90.19	98.27	92.90	101.22	95.69	104.26	98.56

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		Year 11		Year 12		Year 13		Year 14		Year 15	
		Contr. Site Rate	Gov't Site Rate	Contr. Site Rate	Gov't Site Rate	Contr. Site Rate	Gov't Site Rate	Contr. Site Rate	Gov't Site Rate	Contr. Site Rate	Gov't Site Rate
PES 0102	Scientists 4	116.20	109.85	119.69	113.15	123.28	116.54	126.98	120.04	130.79	123.64
PES 0103	Scientists 5	135.01	127.62	139.06	131.45	143.23	135.40	147.52	139.46	151.95	143.64
PES 0104	Statisticians/Mathematicians 1	53.50	50.57	55.10	52.09	56.75	53.65	58.46	55.26	60.21	56.92
PES 0105	Statisticians/Mathematicians 2	58.81	55.58	60.57	57.25	62.39	58.97	64.26	60.74	66.19	62.56
PES 0106	Statisticians/Mathematicians 3	87.92	83.11	90.56	85.60	93.27	88.17	96.07	90.82	98.95	93.54
PES 0107	Statisticians/Mathematicians 4	106.79	100.49	109.99	103.50	113.29	106.61	116.69	109.81	120.19	113.10
PES 0108	Statisticians/Mathematicians 5	128.58	121.08	132.44	124.71	136.42	128.45	140.51	132.31	144.72	136.28
PES 0109	Statisticians/Mathematicians 6	135.78	128.35	139.85	132.21	144.05	136.17	148.37	140.26	152.82	144.46
PES 0110	Quality Assurance Analyst	76.51	66.69	78.81	68.69	81.17	70.75	83.61	72.87	86.11	75.06
PES 0111	Cost Analyst	64.59	55.72	66.53	57.39	68.52	59.11	70.58	60.88	72.70	62.71
PES 0112	Documentation Specialist	48.85	43.62	50.31	44.93	51.82	46.28	53.38	47.67	54.98	49.09
PES 0113	Project Control Specialist	71.34	63.15	73.48	65.05	75.68	67.00	77.95	69.01	80.29	71.08
PES 0114	CAD Designer 1	62.65	59.23	64.53	61.00	66.47	62.83	68.46	64.72	70.52	66.66
PES 0115	CAD Designer 2	68.32	64.59	70.37	66.53	72.48	68.52	74.65	70.58	76.89	72.70
PES 0116	CAD Designer 3	80.32	75.93	82.73	78.21	85.21	80.55	87.77	82.97	90.40	85.46
PES 0117	Field Engineer 1	92.59	90.95	95.37	93.68	98.23	96.49	101.18	99.39	104.21	102.37
PES 0118	Field Engineer 2	110.47	108.50	113.79	111.75	117.20	115.10	120.72	118.56	124.34	122.11
PES 0119	Field Engineer 3	113.72	111.69	117.14	115.04	120.65	118.49	124.27	122.05	128.00	125.71
PES 0120	Field Engineer 4	121.85	119.67	125.51	123.26	129.27	126.96	133.15	130.77	137.15	134.69
PES 0121	Engineering Technician 1	43.67	41.29	44.98	42.53	46.33	43.80	47.72	45.12	49.16	46.47
PES 0122	Engineering Technician 2	53.62	50.68	55.23	52.20	56.88	53.76	58.59	55.38	60.35	57.04
PES 0123	Engineering Technician 3	68.98	65.20	71.05	67.16	73.18	69.17	75.38	71.25	77.64	73.38
PES 0124	Training Specialist	56.12	48.63	57.81	50.09	59.54	51.59	61.33	53.14	63.17	54.74
PES 0125	Senior Training Specialist	74.34	64.78	76.57	66.72	78.87	68.73	81.24	70.79	83.67	72.91
PES 0126	Technical Writer/Editor	53.44	46.79	55.04	48.19	56.70	49.64	58.40	51.13	60.15	52.66
PES 0127	Contracts Administrator	169.32	n/a	174.40	n/a	179.63	n/a	185.02	n/a	190.57	n/a
PES 0128	Contract Manager	200.87	n/a	206.90	n/a	213.10	n/a	219.50	n/a	226.08	n/a