



**AUTHORIZED FEDERAL SUPPLY SERVICE  
SCHEDULE PRICE LIST FOR  
PROFESSIONAL SERVICES SCHEDULE (PSS)**

**FSC Group 00CORP**

**Contract Number GS-23F-8079H**

**SPECIAL ITEM NUMBERS (SIN):**

- SIN 874-1 Integrated Consulting Services
- SIN 874-4 Training Services: Instructor Led Training, Web Based Training and Education Courses, Course Development and Test Administration, Learning Management, Internships
- SIN 874-7 Integrated Business Program Support Services

**Period Covered by the Contract: 23 December 1997 to 30 September 2017  
Price List current through Modification Number PA-0026 dated 17 March 2017**

**Business size: Large**

**On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order are available through GSA Advantage!, a menu-driven database system. The internet address for GSA Advantage! is [www.gsaadvantage.gov](http://www.gsaadvantage.gov).**

**For more information on ordering from Federal Supply Schedules click on the FSS Schedules button at [fss.gsa.gov](http://fss.gsa.gov).**

**Northrop Grumman Systems Corporation**

2340 Dulles Corner Blvd  
Herndon, VA, 20171-3400

<http://www.northropgrumman.com>

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## Table of Contents

1.0	Customer Information .....	3
2.0	Overview of Northrop Grumman PSS Offerings .....	6
3.0	Northrop Grumman PSS Labor Categories and Rates .....	8
4.0	Northrop Grumman Pricing Specifics.....	26

## 1.0 CUSTOMER INFORMATION

- 1a. **Special Item Numbers:** See page 6.
- 1b. **Identification of lowest price model number and lowest unit price for each SIN:** Not applicable.
- 1c. **Description of job titles, experience, functional responsibility, and education for services performed:** See tables 2.1, 2.2, and 2.4 through 2.13.
2. **Maximum Order:** \$1,000,000.00 (Orders exceeding this amount may seek a price reduction.)
3. **Minimum Order:** The minimum dollar value for delivery orders under the Northrop Grumman Systems Corporation Professional Services Schedule Contract is \$100.
4. **Geographic Coverage:** The geographic scope of this Contract is all 50 states, the District of Columbia, U.S. Territories, and all U.S. Government locations abroad.
5. **Points of Production:** McLean, Virginia, 22102. No foreign products will be provided at this time.
6. **Discount from list prices or statement of net price:** All prices listed are net after discount.
7. **Quantity Discounts:** No quantity discounts are offered.
8. **Prompt Payment Terms:** Net 30 days.
- 9a. **Notification that Government purchase cards are accepted at or below the micro-purchase threshold.**
- 9b. **Government purchase cards** are accepted above the micro-purchase threshold.
10. **Foreign Items:** No foreign items are offered under the Northrop Grumman Systems Corporation PSS Schedule Contract.
- 11a. **Time of Delivery:** Delivery Schedule shall be specified in each Delivery Order/Task Order.
- 11b. **Expedited Delivery:** Not applicable.
- 11c. **Overnight and 2-day delivery:** Not applicable.
- 11d. **Urgent Requirements:** Clause I-FSS-140-B, Urgent Requirements, applies to the Northrop Grumman Systems Corporation PSS Schedule Contract. Ordering agencies may contact either of the points of contact identified on page 4 of this pricelist to inquire about faster delivery.
12. **F.O.B. Point:** Destination.
13. **a. Contractor's Ordering Address:**

Northrop Grumman Systems Corporation  
2340 Dulles Corner Blvd  
Herndon, VA, 20171-3400  
Phone: 703-713-4583  
Facsimile: 844-374-0729  
E-Mail: [erin.murphy@ngc.com](mailto:erin.murphy@ngc.com)

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

14. **Contractor's Payment Address:**

**Payment by check should be sent to:**

Regular Mail: Northrop Grumman Corporation  
P.O. Box 88830  
Chicago, IL 60695-1830

Shipping: JPMorgan Chase  
Lockbox 88830  
131 S Dearborn St, 6th Floor  
Chicago, IL 60603

**Wire Transfer Payment (EFT Remittance):**

Northrop Grumman Systems Corporation  
Account Number: See Invoice  
Bank ABA Number: See Invoice

15. **Warranty Provision:** For the purpose of this contract, commitments, warranties and representations include that the items delivered hereunder are merchantable and fit for use for the particular purpose described in this contract. Except as otherwise provided by an express or implied warranty, the Contractor will not be liable to the Government for consequential damages resulting from any defect or deficiencies in accepted items. The Contractor shall comply with all applicable Federal, State and local laws, executive orders, rules and regulations applicable to its performance under this contract.
16. **Export Packing Charges:** Not applicable.
17. **Terms and Conditions of Government purchase card acceptance (any thresholds above the micro-purchase level):** In accordance with the Government purchase card guidelines.
18. **Terms and Conditions of Rental, Maintenance, and Repair:** Not applicable.
19. **Terms and Conditions of Installation:** Not applicable.
20. **Terms and Conditions of Repair Parts indicating date of parts price lists and any discounts from list prices:** Not applicable.

- 20a. **Terms and Conditions for any other services:** Not applicable.
21. **List of Service and Distribution Points:** Not applicable.
22. **List of Participating Dealers:** Not applicable.
23. **Preventive Maintenance:** Not applicable.
- 24a. **Special Attributes such as environmental attributes:** None.
- 24b. **Section 508 Compliance:** Ordering agencies shall state in delivery order solicitations their requirements for Section 508 compliance, if any. The price of Section 508 compliance shall be negotiated on a delivery order basis.
25. **Data Universal Number System (DUNS) number:** 078502520
26. **System for Award Management (SAM):** Northrop Grumman Systems Corporation is registered in the SAM; its entry can be viewed via the above provided DUNS number. NGSC has several listings in the SAM. For the purposes of this contract, the DUNS number is 078502520 and the CAGE Code is 5FVX5.
27. **Service Contract Act:** The Service Contract Act (SCA) is applicable to this contract and as it applies to the entire 00CORP The Professional Services Schedule and all services provided. While no specific labor categories have been identified as being subject to SCA due to exemptions for professional employees (FAR 22.1101, 22.1102 and 29 CFR 541.300), this contract still maintains the provisions and protections for SCA eligible labor categories. If and/or when the Contractor adds SCA labor categories / employees to the contract through the modification process, the Contractor must inform the Contracting Officer and establish a SCA matrix identifying the GSA labor category titles, the occupational code, SCA labor category titles and applicable wage determination (WD) number. Failure to do so may result in cancellation of the contract..
28. **Overseas Price Differential:** Overseas allowances will be negotiated on an individual task order basis. This should be proposed in accordance with the U.S. Department of State Standardized Regulation (<http://aoprals.state.gov>) as an ODC non schedule item and should be identified as such in our task order proposals. (You do not pay IFF on the ODCs.)
29. **Disaster Recovery:** State and local government entities may purchase a variety of products and services to facilitate recovery from a major disaster, terrorism, or nuclear, biological, chemical, or radiological attack. For reporting purposes this should be identified after the SIN i.e. 874-1RC.

## 2.0 OVERVIEW OF NORTHROP GRUMMAN PSS OFFERINGS

**Northrop Grumman Systems Corporation (Northrop Grumman) is a multinational corporation offering a full range of professional services to all agencies and departments, both defense and civil, of the Federal Government. Under its GSA Professional Services Schedule (PSS), Northrop Grumman serves all 50 states, the District of Columbia, U.S. Territories, and all U.S. Government locations abroad.**

**Our PSS services include: business process redesign; strategic and business planning; benchmarking; ISO 9001 and ISO 14000; activity-based costing; financial management analysis related to an improvement effort; acquisition planning; statistical process control; surveys; vulnerability and threat assessments; organizational assessments and evaluations; process improvements; process modeling and simulation; performance measurement; organizational design; change management; development of leadership/management skills; privatization analyses and assessments; project management support; and a wide range of management and organizational training modules complemented with customized training services. Service offerings are organized into the following Special Item Number (SIN) functional areas:**

- SIN 874-1 Integrated Consulting Services
- SIN 874-4 Training Services: Instructor Led Training, Web Based Training and Education Courses, Course Development and Test Administration, Learning Management, Internships
- SIN 874-7 Integrated Business Program Support Services

### **SIN 874-1 Integrated Consulting Services**

Northrop Grumman shall provide expert advice and assistance in support of an agency's mission-oriented business functions. Services covered by this SIN include:

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

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

### **SIN 874-4 Training Services**

Proposed courses shall be commercially-available off-the-shelf training and/or educational courses that are delivered via an Instructor-led (i.e. traditional classroom setting or conference/seminar) and/or web-based (i.e. Internet/Intranet, software packages and computer applications) system. Courses shall have a defined course title, length of time (i.e. hours, days, semesters, etc.), description of material to be taught (i.e. syllabi,

table of contents, etc.), and whether materials are included in the price. (i.e. books, pamphlets, software, etc.). Support materials not included may be offered under SIN 874-5, C874-9.

Proposed professional services shall be in support of planning, creating, and/or executing testing and test administration, learning management, internship, or development of new courses or subject matter delivered via an instructor-led (i.e. traditional classroom setting or conference/seminar) and/or web-based (i.e. Internet/Intranet, software packages and computer applications) system. Proposed customization services are the result of planning, creating, and/or executing a proprietary format and may be priced as a flat rate or as Labor/hours using professional labor categories (i.e. Subject Matter Experts (SMEs), Program Managers, Project Managers, Research Assistant, Technical Specialist, etc.), subject matter(s), Systems requirements and methodology(ies) to be used should be stated. Acquisition training will be accomplished under SIN 874-8. Functional industry-specific training covered under other schedules will not be accomplished under this SIN.

A customized course(s) shall include labor categories (i.e. Subject Matter Experts (SMEs), Program Managers, Project Managers, Research Assistant, Technical Specialist, etc.), subject matter(s), and methodology (ies) to be used.

#### **SIN 874-7 Integrated Business Program Support Services**

Northrop Grumman shall provide services to assist agencies in managing their mission-oriented business projects or programs and achieving mission performance goals. Services covered by this SIN include:

- All phases of program or project management, from planning to closeout
- Operational/administrative business support services in order to carry out program objectives

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

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

### 3.0 NORTHROP GRUMMAN PSS LABOR CATEGORIES AND RATES

The common thread throughout all Northrop Grumman organizations and programs is the outstanding quality of our personnel. Northrop Grumman staff provides both breadth and depth of management, business, and technical capability. In delivering our PSS service offerings we will tap into an extremely wide range of skill sets in 86 separate labor categories. Consistent with Northrop

Grumman hiring practices, experience can be substituted for education and education for experience. Experience, education, and description of duties for the service categories in the schedule are provided as a guideline to the typical background for staff to be provided under individual orders. Resumes will be provided, upon request, prior to assignment of Northrop Grumman staff.

Labor rates shown in Tables 2.4 through 2.8 are valid for performance on a fiscal year basis; Northrop Grumman's PSS rates escalate on 1 October of each year. An overview of Northrop Grumman's PSS Schedule Catalog pricing is as follows:

Table 2.1 presents the descriptions and qualifications associated with each labor category. Table 2.2 explains the exchanges that may be made between levels of education and experience. Tables 2.3 through 2.8 display the contractor site and government site labor rates for the next option period (2012 – 2017).



**Table 2.1: Northrop Grumman PSS Schedule Labor Category Descriptions**

	Labor Category	Description
1	Senior Manager	Requires a Bachelor's degree in computer science, engineering, mathematics, business, management, or equivalent with 20 years experience, of which a minimum of 10 years must be specialized in managing projects, contracts, funds and resources.
2	Project Manager	Requires a Bachelor's degree in computer science, engineering, mathematics, business, management, or equivalent with 15 years experience, of which a minimum of 6 years must be specialized in managing projects, contracts, funds and resources.
3	Strategic Planner	Requires a Bachelor's degree with 15 years experience of which a minimum of 6 years must be specialized in strategic planning, process re-engineering, functional requirements development, or organizational redesign.
4	Senior Functional Analyst	Requires a Bachelor's degree with 15 years experience of which a minimum of 6 years must be specialized in systems design and analysis, functional requirements analysis, or modeling.
5	Functional Analyst	Requires a Bachelor's degree with 10 years experience of which a minimum of 4 years must be specialized in systems design and analysis, functional requirements analysis, or modeling.
6	Associate Functional Analyst	Requires a Bachelor's degree with 3 years experience of which a minimum of 1 year must be specialized in systems design and analysis, functional requirements analysis, or modeling.
7	Senior Economic Analyst	Requires a Bachelor's degree in finance, accounting, business or equivalent with 10 years experience of which a minimum of 4 years must be specialized in financial analysis of government or commercial programs.
8	Economic Analyst	Requires a Bachelor's degree in finance, accounting, business or equivalent with 5 years experience of which a minimum of 2 years must be specialized in financial analysis of government or commercial programs.
9	Junior Economic Analyst	Requires a Bachelor's degree in finance, accounting, business or equivalent.
10	Senior Modeler	Requires a Bachelor's degree with 10 years experience of which a minimum of 4 years must be specialized in activity, process flow, simulation, or data modeling using automated tools.
11	Modeler	Requires a Bachelor's degree with 5 years experience of which a minimum of 2 years must be specialized in activity, process flow, simulation, or data modeling using automated tools.
12	Junior Modeler	Requires a Bachelor's degree with training in activity, process flow, simulation, or data modeling using automated tools.
13	Senior Organizational Change Specialist	Requires a Bachelor's degree with 15 years experience of which a minimum of 6 years must be specialized in organizational assessment and evaluation, organizational design, or development of leadership/ management skills.
14	Organizational Change Specialist	Requires a Bachelor's degree with 10 years experience of which a minimum of 4 years must be specialized in organizational assessment and evaluation, organizational design, or development of leadership/ management skills.
15	Associate Organizational Change Specialist	Requires a Bachelor's degree with 3 years experience of which a minimum of 1 year must be specialized in organizational assessment and evaluation, organizational design, or development of leadership/management skills.
16	Senior Implementation Planner	Requires a Bachelor's degree with 15 years experience of which a minimum of 6 years must be specialized in implementation or transition planning for government or commercial systems and processes.
17	Implementation Planner	Requires a Bachelor's degree with 10 years experience of which a minimum of 4 years must be specialized in implementation or transition planning for government or commercial systems and processes.
18	Associate Implementation Planner	Requires a Bachelor's degree with 3 years experience of which a minimum of 1 year must be specialized in implementation or transition planning for government or commercial systems and processes.
19	Principal Information Technologist	Requires a Bachelor's degree in computer science, engineering, mathematics, or equivalent with 12 years experience of which a minimum of 5 years must be specialized in the architectural design and systems integration of advanced information technology systems.

	Labor Category	Description
20	Senior Information Technologist	Requires a Bachelor's degree in computer science, engineering, mathematics, or equivalent with 7 years experience of which a minimum of 3 years must be specialized in the design, integration, or operation of advanced information technology systems.
21	Information Technologist	Requires a Bachelor's degree in computer science, engineering, mathematics, or equivalent with 3 years experience of which a minimum of 1 year must be specialized in the design, integration, or operation of advanced information technology systems.
22	Junior Information Technologist	Requires a Bachelor's degree in computer science, engineering, mathematics, or equivalent with training in the design, integration, or operation of advanced information technology systems.
23	Internet Systems Architect	Requires a Bachelor's degree in computer science, engineering, mathematics, or equivalent with 12 years experience of which a minimum of 5 years must be specialized in web page design and implementation for multiple browser and platform environments.
24	Internet Senior Systems Engineer	Requires a Bachelor's degree in computer science, engineering, mathematics, or equivalent with 7 years experience which a minimum of 3 years must be specialized in web page design and implementation.
25	Internet Systems Engineer	Requires a bachelor's degree in computer science, engineering, mathematics, or equivalent with 3 years experience of which a minimum of 1 year must be specialized in web page design and implementation.
26	Junior Internet Systems Engineer	Requires a Bachelor's degree in computer science, engineering, mathematics, or equivalent with training in web page design and implementation.
27	Principal Communications Architect	Requires a Bachelor's degree in engineering, physics, computer science, or equivalent with 15 years experience of which a minimum of 6 years must be specialized in the architectural design and systems integration of advanced data or voice communication systems.
28	Senior Communications Engineer	Requires a Bachelor's degree in engineering, physics, computer science, or equivalent with 10 years experience of which a minimum of 4 years must be specialized in the design, integration, or operation of advanced data or voice communication systems.
29	Communications Engineer	Requires a Bachelor's degree engineering, physics, computer science, or equivalent with 5 years experience of which a minimum of 2 years must be specialized in the design, integration, or operation of advanced data or voice communication systems.
30	Junior Communications Engineer	Requires a Bachelor's degree in engineering, physics, computer science, or equivalent with training in the design, integration, or operation of advanced data or voice communication systems.
31	Principal Hardware Architect	Requires a Bachelor's degree in engineering, physics, computer science, or equivalent with 15 years experience of which a minimum of 6 years must be specialized in the architectural design and systems integration of hardware systems including requirements analysis, site surveys, and hardware installation.
32	Senior Hardware Systems Engineer	Requires a Bachelor's degree in engineering, physics, computer science, or equivalent with 10 years experience of which a minimum of 4 years must be specialized in the design, integration, and installation of hardware systems.
33	Hardware Systems Engineer	Requires a Bachelor's degree in engineering, physics, computer science, or equivalent with 5 years experience of which a minimum of 2 years must be specialized in the design, integration, and installation of hardware systems.
34	Junior Hardware Systems Engineer	Requires a Bachelor's degree in engineering, physics, computer science, or equivalent with training in the design, integration, and installation of hardware systems.
35	Principal Software Architect	Requires a Bachelor's degree in computer science, engineering, mathematics or equivalent with 15 years experience of which a minimum of 6 years must be specialized in software requirements analysis, design analysis, programming, integration, documentation, and test and evaluation.
36	Senior Software Developer	Requires a Bachelor's degree in computer science, engineering, mathematics or equivalent with 10 years experience of which a minimum of 4 years must be specialized in software requirements analysis, design analysis, programming, integration, documentation, or test and evaluation.

	Labor Category	Description
37	Software Developer	Requires a Bachelor's degree in computer science, engineering, mathematics or equivalent with 5 years experience of which a minimum of 2 years must be specialized in software requirements analysis, design analysis, programming, integration, documentation, or test and evaluation.
38	Junior Software Developer	Requires a Bachelor's degree in computer science, engineering, mathematics or equivalent with training in software requirements analysis, design analysis, programming, integration, documentation, or test and evaluation.
39	Principal Computer System Architect	Requires a Bachelor's degree in computer science, engineering, mathematics or equivalent with 12 years experience of which a minimum of 5 years must be specialized in architectural design, and network integration of advanced computer systems applicable to a wide range of operating environments.
40	Senior Computer Systems Specialist	Requires a Bachelor's degree in computer science, engineering, mathematics or equivalent with 7 years experience of which a minimum of 3 years must be specialized in design, integration and operation of advanced computer systems.
41	Computer System Specialist	Requires a Bachelor's degree in computer science, engineering, mathematics or equivalent with 3 years experience of which a minimum of 1 year must be specialized in design, integration, or operation of advanced computer systems.
42	Junior Computer System Specialist	Requires a Bachelor's degree in computer science, engineering, mathematics or equivalent with training in design, integration, or operation of advanced computer systems.
43	Senior Information Analyst	Requires a Bachelor's degree with 10 years experience of which a minimum of 4 years must be specialized in the analysis or application of information technology systems.
44	Information Analyst	Requires a Bachelor's degree with 3 years experience of which a minimum of 1 year must be specialized in the analysis or application of information technology systems.
45	Junior Information Analyst	Requires a Bachelor's degree with training in the analysis or application of information technology systems.
46	Senior Facilitator	Requires a Bachelor's degree with 15 years experience of which a minimum of 6 years must be specialized in the facilitation of working group and team processes with demonstrated problem solving skills associated with such facilitation.
47	Facilitator	Requires a Bachelor's degree with 10 years experience of which a minimum of 4 years must be specialized in the facilitation of working group and team processes with demonstrated problem solving skills associated with such facilitation.
48	Associate Facilitator	Requires a Bachelor's degree with 5 years experience of which a minimum of 2 years must be specialized in the facilitation of working group and team processes.
49	Data Collector	Requires a Bachelor's degree with 4 years experience of which a minimum of 1 year must be specialized in the collection, organization and presentation of data.
50	Junior Data Collector	Requires a Bachelor's degree with training in the collection, organization and presentation of data.
51	Senior Survey Designer	Requires a Bachelor's degree with 15 years experience of which a minimum of 6 years must be specialized in survey design, sampling, development, validation, and administration.
52	Survey Designer	Requires a Bachelor's degree with 10 years experience of which a minimum of 6 years must be specialized in survey design, sampling, development, validation, and administration.
53	Associate Survey Designer	Requires a Bachelor's degree with 5 years experience of which a minimum of 2 years must be specialized in survey design, sampling, development, validation, and administration.
54	Senior Survey Analyst	Requires a Bachelor's degree with 10 years experience of which a minimum of 4 years must be specialized in the analysis, statistical interpretation, and reporting of survey data.
55	Survey Analyst	Requires a Bachelor's degree with 5 years experience of which a minimum of 2 years must be specialized in the analysis, statistical interpretation, and reporting of survey data.
56	Junior Survey Analyst	Requires a Bachelor's degree with training in the analysis, statistical interpretation, and reporting of survey data.
57	Senior Database Developer	Requires a Bachelor's degree with 10 years experience of which a minimum of 4 years must be specialized in database development and administration.
58	Database Developer	Requires a Bachelor's degree with 5 years experience of which a minimum of 2 years must be specialized in database development administration.

	Labor Category	Description
59	Junior Database Developer	Requires a Bachelor's degree with training in database development and administration.
60	Senior Training Manager	Requires a Bachelor's degree in management, training, education or equivalent with 15 years experience of which a minimum of 6 years must be specialized in managing the design, development, and delivery of training products and services.
61	Principal Instructional Architect	Requires a Bachelor's degree in training, education or equivalent with 15 years experience of which a minimum of 6 years must be specialized in the design of training programs and curricula and the design and development of training products and services.
62	Senior Instructional Designer	Requires a Bachelor's degree in training, education or equivalent with 10 years experience of which a minimum of 4 years must be specialized in the design and development of training products and services.
63	Instructional Designer	Requires a Bachelor's degree in training, education or equivalent with 3 years experience of which a minimum of 1 year must be specialized in the design and development of training products and services.
64	Junior Instructional Designer	Requires a Bachelor's degree in training, education or equivalent with knowledge of design and development of training products and services.
65	Courseware Developer	Requires a Bachelor's degree in training, education or equivalent with 2 years experience of which a minimum of 1 year must be specialized in courseware authoring for computer-based training.
66	Junior Courseware Developer	Requires a Bachelor's degree in training, education or equivalent with training in courseware authoring
67	Senior Media Specialist	Requires a Bachelor's degree in media production or equivalent with 10 years experience of which a minimum of 4 years must be specialized in the design, development and implementation of audiovisual media.
68	Media Specialist	Requires a Bachelor's degree in media production or equivalent with 3 years experience of which a minimum of 1 year must be specialized in the design, development and implementation of audiovisual media.
69	Junior Media Specialist	Requires a Bachelor's degree in media production or equivalent with training in the design, development and implementation of audiovisual media.
70	Senior Instructor	Requires a Bachelor's degree in education, training or equivalent with 10 years experience of which a minimum of 4 years must be specialized in the delivery of training instruction and services.
71	Instructor	Requires a Bachelor's degree in education, training or equivalent with 3 years experience of which a minimum of 1 year must be specialized in the delivery of training instruction and services.
72	Clerical	Requires a minimum of 1 year experience in administrative or office support.
73	Senior Administrative Assistant	Requires a Bachelor's degree or equivalent and 5 years of experience in providing administrative and business operations support to government or commercial programs.
74	Systems Technologist I	Requires a Bachelor's degree in engineering, physics, mathematics, computer science or related technical discipline and 17 years of experience of which a minimum of 10 years must involve the analysis, development or deployment of advanced technologies within a multidisciplinary systems environment.
75	Systems Technologist II	Requires a Bachelor's degree in engineering, physics, mathematics, computer science or related technical discipline and 12 years of experience of which a minimum of 7 years must involve the analysis, development or deployment of advanced technologies within a multidisciplinary systems environment.
76	Systems Technologist III	Requires a Bachelor's degree in engineering, physics, mathematics, computer science or related technical discipline and 9 years of experience of which a minimum of 4 years must involve the analysis, development or deployment of advanced technologies within a multidisciplinary systems environment.
77	Systems Technologist IV	Requires a Bachelor's degree in engineering, physics, mathematics, computer science or related technical discipline and 6 years of experience of which a minimum of 2 years must

	Labor Category	Description
		involve the analysis, development or deployment of advanced technologies within a multidisciplinary systems environment.
78	Systems Technologist V	Requires a Bachelor's degree in engineering, physics, mathematics, computer science or related technical discipline and 4 years of experience of which a minimum of 1 year must involve the analysis, development or deployment of advanced technologies within a multidisciplinary systems environment.
79	Senior Business Specialist	Requires a Bachelor's degree and 12 years of experience in performing business operations analysis, program control, or contract administration for government or commercial programs.
80	Business Specialist	Requires a Bachelor's degree and 6 years of experience in performing business operations analysis, program control, or contract administration for government or commercial programs.
81	Junior Business Specialist	Requires a Bachelor's degree and training in operations analysis, program control, or contract administration for government or commercial programs.
82	Senior Clerical	Requires a minimum of 4 years experience in administrative or office support.
83	Office Intern I	Requires completion of a freshman year college academic program and continued pursuit of an undergraduate degree.
84	Office Intern II	Requires completion of a college preparatory program through the sophomore year of high school and continued pursuit of a high school diploma with plans for college enrollment.
85	Senior Strategic Consultant	Requires a Bachelor's degree and 15 years of experience with at least 7 years of senior management level experience within the federal government or private industry. Must possess management or technical insight/capabilities of strategic significance and which are nationally recognized.
86	Strategic Consultant	Requires a Bachelor's degree and 10 years of experience with at least 5 years of senior management level experience within the federal government or private industry. Must possess management or technical insight/capabilities of strategic importance.

**Table 2.2: Northrop Grumman's Education/Experience substitution policy**

Degree	Degree & Experience Substitution	Related Experience Substitution
Associate's	2 years	2 years
Bachelor's	Associate's + 2 years	4 years
Master's	Bachelor's + 2 years	6 years
Doctorate	Master's + 4 years	10 years

**Table 2.3: Labor Rates for PSS Contract Year 15 – Year 20 (1 October 2011 – 30 September 2017)**

No.	Labor Category	Northrop Grumman PSS Labor Rates Contract Year 15 (10/1/11 - 9/30/12)			
		Contractor Site		Government Site	
		Hourly	Daily	Hourly	Daily
1	Senior Manager	\$261.48	\$2,091.84	\$216.85	\$1,734.80
2	Project Manager	\$206.47	\$1,651.76	\$171.21	\$1,369.68
3	Strategic Planner	\$206.47	\$1,651.76	\$171.21	\$1,369.68
4	Senior Functional Analyst	\$175.01	\$1,400.08	\$145.10	\$1,160.80
5	Functional Analyst	\$136.02	\$1,088.16	\$112.77	\$902.16
6	Associate Functional Analyst	\$104.00	\$832.00	\$86.24	\$689.92
7	Senior Economic Analyst	\$136.02	\$1,088.16	\$112.77	\$902.16
8	Economic Analyst	\$104.00	\$832.00	\$86.24	\$689.92
9	Junior Economic Analyst	\$83.70	\$669.60	\$69.44	\$555.52
10	Senior Modeler	\$136.02	\$1,088.16	\$112.77	\$902.16
11	Modeler	\$104.00	\$832.00	\$86.24	\$689.92
12	Junior Modeler	\$83.70	\$669.60	\$69.44	\$555.52
13	Senior Organizational Change Specialist	\$175.01	\$1,400.08	\$145.10	\$1,160.80
14	Organizational Change Specialist	\$136.02	\$1,088.16	\$112.77	\$902.16
15	Associate Organizational Change Specialist	\$104.00	\$832.00	\$86.24	\$689.92
16	Senior Implementation Planner	\$161.89	\$1,295.12	\$134.22	\$1,073.76
17	Implementation Planner	\$136.02	\$1,088.16	\$112.77	\$902.16
18	Associate Implementation Planner	\$104.00	\$832.00	\$86.24	\$689.92
19	Principal Information Technologist	\$157.76	\$1,262.08	\$130.79	\$1,046.32
20	Senior Information Technologist	\$134.78	\$1,078.24	\$111.76	\$894.08
21	Information Technologist	\$104.00	\$832.00	\$86.24	\$689.92
22	Junior Information Technologist	\$88.13	\$705.04	\$73.04	\$584.32
23	Internet Systems Architect	\$160.59	\$1,284.72	\$133.14	\$1,065.12
24	Internet Senior Systems Engineer	\$138.66	\$1,109.28	\$114.97	\$919.76
25	Internet Systems Engineer	\$107.66	\$861.28	\$89.27	\$714.16
26	Junior Internet Systems Engineer	\$88.54	\$708.32	\$73.41	\$587.28
27	Principal Communications Architect	\$175.01	\$1,400.08	\$145.10	\$1,160.80
28	Senior Communications Engineer	\$144.53	\$1,156.24	\$119.84	\$958.72
29	Communications Engineer	\$112.81	\$902.48	\$93.54	\$748.32
30	Junior Communications Engineer	\$88.13	\$705.04	\$73.04	\$584.32
31	Principal Hardware Architect	\$161.89	\$1,295.12	\$134.22	\$1,073.76
32	Senior Hardware Systems Engineer	\$136.02	\$1,088.16	\$112.77	\$902.16
33	Hardware Systems Engineer	\$110.37	\$882.96	\$91.53	\$732.24
34	Junior Hardware Systems Engineer	\$83.70	\$669.60	\$69.44	\$555.52
35	Principal Software Architect	\$186.17	\$1,489.36	\$154.37	\$1,234.96
36	Senior Software Developer	\$144.53	\$1,156.24	\$119.84	\$958.72
37	Software Developer	\$112.81	\$902.48	\$93.54	\$748.32
38	Junior Software Developer	\$88.54	\$708.32	\$73.41	\$587.28
39	Principal Computer Systems Architect	\$160.59	\$1,284.72	\$133.14	\$1,065.12
40	Senior Computer Systems Specialist	\$138.66	\$1,109.28	\$114.97	\$919.76
41	Computer System Specialist	\$107.66	\$861.28	\$89.27	\$714.16
42	Junior Computer System Specialist	\$88.54	\$708.32	\$73.41	\$587.28
43	Senior Information Analyst	\$124.99	\$999.92	\$103.59	\$828.72



No.	Labor Category	Northrop Grumman PSS Labor Rates Contract Year 15 (10/1/11 - 9/30/12)			
		Contractor Site		Government Site	
		Hourly	Daily	Hourly	Daily
44	Information Analyst	\$95.62	\$764.96	\$79.30	\$634.40
45	Junior Information Analyst	\$74.18	\$593.44	\$61.49	\$491.92
46	Senior Facilitator	\$159.30	\$1,274.40	\$132.12	\$1,056.96
47	Facilitator	\$128.63	\$1,029.04	\$106.65	\$853.20
48	Associate Facilitator	\$104.00	\$832.00	\$86.24	\$689.92
49	Data Collector	\$97.94	\$783.52	\$81.20	\$649.60
50	Junior Data Collector	\$80.78	\$646.24	\$66.98	\$535.84
51	Senior Survey Designer	\$161.89	\$1,295.12	\$134.22	\$1,073.76
52	Survey Designer	\$136.02	\$1,088.16	\$112.77	\$902.16
53	Associate Survey Designer	\$104.00	\$832.00	\$86.24	\$689.92
54	Senior Survey Analyst	\$136.02	\$1,088.16	\$112.77	\$902.16
55	Survey Analyst	\$104.00	\$832.00	\$86.24	\$689.92
56	Junior Survey Analyst	\$83.70	\$669.60	\$69.44	\$555.52
57	Senior Database Developer	\$139.87	\$1,118.96	\$116.00	\$928.00
58	Database Developer	\$107.66	\$861.28	\$89.27	\$714.16
59	Junior Database Developer	\$88.54	\$708.32	\$73.41	\$587.28
60	Senior Training Manager	\$175.01	\$1,400.08	\$145.10	\$1,160.80
61	Principal Instructional Architect	\$175.01	\$1,400.08	\$145.10	\$1,160.80
62	Senior Instructional Designer	\$136.02	\$1,088.16	\$112.77	\$902.16
63	Instructional Designer	\$100.17	\$801.36	\$83.07	\$664.56
64	Junior Instructional Designer	\$77.10	\$616.80	\$63.91	\$511.28
65	Courseware Developer	\$88.85	\$710.80	\$73.67	\$589.36
66	Junior Courseware Developer	\$75.66	\$605.28	\$62.73	\$501.84
67	Senior Media Specialist	\$124.99	\$999.92	\$103.59	\$828.72
68	Media Specialist	\$88.85	\$710.80	\$73.67	\$589.36
69	Junior Media Specialist	\$74.50	\$596.00	\$61.77	\$494.16
70	Senior Instructor	\$136.02	\$1,088.16	\$112.77	\$902.16
71	Instructor	\$94.46	\$755.68	\$78.33	\$626.64
72	Clerical	\$51.66	\$413.28	\$42.85	\$342.80
73	Senior Administrative Assistant	\$83.15	\$665.20	\$68.95	\$551.60
74	Systems Technologist I	\$228.32	\$1,826.56	\$189.31	\$1,514.48
75	Systems Technologist II	\$188.28	\$1,506.24	\$156.12	\$1,248.96
76	Systems Technologist III	\$153.32	\$1,226.56	\$127.12	\$1,016.96
77	Systems Technologist IV	\$129.42	\$1,035.36	\$107.30	\$858.40
78	Systems Technologist V	\$113.38	\$907.04	\$94.02	\$752.16
79	Senior Business Specialist	\$135.99	\$1,087.92	\$112.75	\$902.00
80	Business Specialist	\$114.09	\$912.72	\$94.61	\$756.88
81	Junior Business Specialist	\$70.25	\$562.00	\$58.25	\$466.00
82	Senior Clerical	\$65.40	\$523.20	\$54.34	\$434.72
83	Office Intern II	\$50.11	\$400.88	\$41.55	\$332.40
84	Office Intern I	\$40.81	\$326.48	\$33.85	\$270.80
85	Senior Strategic Consultant	\$453.48	\$3,627.84	\$453.48	\$3,627.84
86	Strategic Consultant	\$288.60	\$2,308.80	\$288.60	\$2,308.80

No.	Labor Category	Northrop Grumman PSS Labor Rates Contract Year 16 (10/1/12-9/30/13)			
		Contractor Site		Government Site	
		Hourly	Daily	Hourly	Daily
1	Senior Manager	\$271.42	\$2,171.36	\$225.09	\$1,800.72
2	Project Manager	\$214.32	\$1,714.56	\$177.72	\$1,421.76
3	Strategic Planner	\$214.32	\$1,714.56	\$177.72	\$1,421.76
4	Senior Functional Analyst	\$181.66	\$1,453.28	\$150.61	\$1,204.88
5	Functional Analyst	\$141.19	\$1,129.52	\$117.06	\$936.48
6	Associate Functional Analyst	\$107.95	\$863.60	\$89.52	\$716.16
7	Senior Economic Analyst	\$141.19	\$1,129.52	\$117.06	\$936.48
8	Economic Analyst	\$107.95	\$863.60	\$89.52	\$716.16
9	Junior Economic Analyst	\$86.88	\$695.04	\$72.08	\$576.64
10	Senior Modeler	\$141.19	\$1,129.52	\$117.06	\$936.48
11	Modeler	\$107.95	\$863.60	\$89.52	\$716.16
12	Junior Modeler	\$86.88	\$695.04	\$72.08	\$576.64
13	Senior Organizational Change Specialist	\$181.66	\$1,453.28	\$150.61	\$1,204.88
14	Organizational Change Specialist	\$141.19	\$1,129.52	\$117.06	\$936.48
15	Associate Organizational Change Specialist	\$107.95	\$863.60	\$89.52	\$716.16
16	Senior Implementation Planner	\$168.04	\$1,344.32	\$139.32	\$1,114.56
17	Implementation Planner	\$141.19	\$1,129.52	\$117.06	\$936.48
18	Associate Implementation Planner	\$107.95	\$863.60	\$89.52	\$716.16
19	Principal Information Technologist	\$163.75	\$1,310.00	\$135.76	\$1,086.08
20	Senior Information Technologist	\$139.90	\$1,119.20	\$116.01	\$928.08
21	Information Technologist	\$107.95	\$863.60	\$89.52	\$716.16
22	Junior Information Technologist	\$91.48	\$731.84	\$75.82	\$606.56
23	Internet Systems Architect	\$166.69	\$1,333.52	\$138.20	\$1,105.60
24	Internet Senior Systems Engineer	\$143.93	\$1,151.44	\$119.34	\$954.72
25	Internet Systems Engineer	\$111.75	\$894.00	\$92.66	\$741.28
26	Junior Internet Systems Engineer	\$91.90	\$735.20	\$76.20	\$609.60
27	Principal Communications Architect	\$181.66	\$1,453.28	\$150.61	\$1,204.88
28	Senior Communications Engineer	\$150.02	\$1,200.16	\$124.39	\$995.12
29	Communications Engineer	\$117.10	\$936.80	\$97.09	\$776.72
30	Junior Communications Engineer	\$91.48	\$731.84	\$75.82	\$606.56
31	Principal Hardware Architect	\$168.04	\$1,344.32	\$139.32	\$1,114.56
32	Senior Hardware Systems Engineer	\$141.19	\$1,129.52	\$117.06	\$936.48
33	Hardware Systems Engineer	\$114.56	\$916.48	\$95.01	\$760.08
34	Junior Hardware Systems Engineer	\$86.88	\$695.04	\$72.08	\$576.64
35	Principal Software Architect	\$193.24	\$1,545.92	\$160.24	\$1,281.92
36	Senior Software Developer	\$150.02	\$1,200.16	\$124.39	\$995.12
37	Software Developer	\$117.10	\$936.80	\$97.09	\$776.72
38	Junior Software Developer	\$91.90	\$735.20	\$76.20	\$609.60
39	Principal Computer Systems Architect	\$166.69	\$1,333.52	\$138.20	\$1,105.60
40	Senior Computer Systems Specialist	\$143.93	\$1,151.44	\$119.34	\$954.72
41	Computer System Specialist	\$111.75	\$894.00	\$92.66	\$741.28
42	Junior Computer System Specialist	\$91.90	\$735.20	\$76.20	\$609.60
43	Senior Information Analyst	\$129.74	\$1,037.92	\$107.53	\$860.24



No.	Labor Category	Northrop Grumman PSS Labor Rates Contract Year 16 (10/1/12-9/30/13)			
		Contractor Site		Government Site	
		Hourly	Daily	Hourly	Daily
44	Information Analyst	\$99.25	\$794.00	\$82.31	\$658.48
45	Junior Information Analyst	\$77.00	\$616.00	\$63.83	\$510.64
46	Senior Facilitator	\$165.35	\$1,322.80	\$137.14	\$1,097.12
47	Facilitator	\$133.52	\$1,068.16	\$110.70	\$885.60
48	Associate Facilitator	\$107.95	\$863.60	\$89.52	\$716.16
49	Data Collector	\$101.66	\$813.28	\$84.29	\$674.32
50	Junior Data Collector	\$83.85	\$670.80	\$69.53	\$556.24
51	Senior Survey Designer	\$168.04	\$1,344.32	\$139.32	\$1,114.56
52	Survey Designer	\$141.19	\$1,129.52	\$117.06	\$936.48
53	Associate Survey Designer	\$107.95	\$863.60	\$89.52	\$716.16
54	Senior Survey Analyst	\$141.19	\$1,129.52	\$117.06	\$936.48
55	Survey Analyst	\$107.95	\$863.60	\$89.52	\$716.16
56	Junior Survey Analyst	\$86.88	\$695.04	\$72.08	\$576.64
57	Senior Database Developer	\$145.19	\$1,161.52	\$120.41	\$963.28
58	Database Developer	\$111.75	\$894.00	\$92.66	\$741.28
59	Junior Database Developer	\$91.90	\$735.20	\$76.20	\$609.60
60	Senior Training Manager	\$181.66	\$1,453.28	\$150.61	\$1,204.88
61	Principal Instructional Architect	\$181.66	\$1,453.28	\$150.61	\$1,204.88
62	Senior Instructional Designer	\$141.19	\$1,129.52	\$117.06	\$936.48
63	Instructional Designer	\$103.98	\$831.84	\$86.23	\$689.84
64	Junior Instructional Designer	\$80.03	\$640.24	\$66.34	\$530.72
65	Courseware Developer	\$92.23	\$737.84	\$76.47	\$611.76
66	Junior Courseware Developer	\$78.54	\$628.32	\$65.11	\$520.88
67	Senior Media Specialist	\$129.74	\$1,037.92	\$107.53	\$860.24
68	Media Specialist	\$92.23	\$737.84	\$76.47	\$611.76
69	Junior Media Specialist	\$77.33	\$618.64	\$64.12	\$512.96
70	Senior Instructor	\$141.19	\$1,129.52	\$117.06	\$936.48
71	Instructor	\$98.05	\$784.40	\$81.31	\$650.48
72	Clerical	\$53.62	\$428.96	\$44.48	\$355.84
73	Senior Administrative Assistant	\$86.31	\$690.48	\$71.57	\$572.56
74	Systems Technologist I	\$237.00	\$1,896.00	\$196.50	\$1,572.00
75	Systems Technologist II	\$195.43	\$1,563.44	\$162.05	\$1,296.40
76	Systems Technologist III	\$159.15	\$1,273.20	\$131.95	\$1,055.60
77	Systems Technologist IV	\$134.34	\$1,074.72	\$111.38	\$891.04
78	Systems Technologist V	\$117.69	\$941.52	\$97.59	\$780.72
79	Senior Business Specialist	\$141.16	\$1,129.28	\$117.03	\$936.24
80	Business Specialist	\$118.43	\$947.44	\$98.21	\$785.68
81	Junior Business Specialist	\$72.92	\$583.36	\$60.46	\$483.68
82	Senior Clerical	\$67.89	\$543.12	\$56.40	\$451.20
83	Office Intern II	\$52.01	\$416.08	\$43.13	\$345.04
84	Office Intern I	\$42.36	\$338.88	\$35.14	\$281.12
85	Senior Strategic Consultant	\$470.71	\$3,765.68	\$470.71	\$3,765.68
86	Strategic Consultant	\$299.57	\$2,396.56	\$299.57	\$2,396.56

Table 2.4: Labor Rates for PSS Contract Year 17 (1 October 2013 – 30 September 2014)

No.	Labor Category	Northrop Grumman PSS Labor Rates Contract Year 17 (10/1/13-9/30/14)			
		Contractor Site		Government Site	
		Hourly	Daily	Hourly	Daily
1	Senior Manager	\$281.73	\$2,253.84	\$233.64	\$1,869.12
2	Project Manager	\$222.46	\$1,779.68	\$184.47	\$1,475.76
3	Strategic Planner	\$222.46	\$1,779.68	\$184.47	\$1,475.76
4	Senior Functional Analyst	\$188.56	\$1,508.48	\$156.33	\$1,250.64
5	Functional Analyst	\$146.56	\$1,172.48	\$121.51	\$972.08
6	Associate Functional Analyst	\$112.05	\$896.40	\$92.92	\$743.36
7	Senior Economic Analyst	\$146.56	\$1,172.48	\$121.51	\$972.08
8	Economic Analyst	\$112.05	\$896.40	\$92.92	\$743.36
9	Junior Economic Analyst	\$90.18	\$721.44	\$74.82	\$598.56
10	Senior Modeler	\$146.56	\$1,172.48	\$121.51	\$972.08
11	Modeler	\$112.05	\$896.40	\$92.92	\$743.36
12	Junior Modeler	\$90.18	\$721.44	\$74.82	\$598.56
13	Senior Organizational Change Specialist	\$188.56	\$1,508.48	\$156.33	\$1,250.64
14	Organizational Change Specialist	\$146.56	\$1,172.48	\$121.51	\$972.08
15	Associate Organizational Change Specialist	\$112.05	\$896.40	\$92.92	\$743.36
16	Senior Implementation Planner	\$174.43	\$1,395.44	\$144.61	\$1,156.88
17	Implementation Planner	\$146.56	\$1,172.48	\$121.51	\$972.08
18	Associate Implementation Planner	\$112.05	\$896.40	\$92.92	\$743.36
19	Principal Information Technologist	\$169.97	\$1,359.76	\$140.92	\$1,127.36
20	Senior Information Technologist	\$145.22	\$1,161.76	\$120.42	\$963.36
21	Information Technologist	\$112.05	\$896.40	\$92.92	\$743.36
22	Junior Information Technologist	\$94.96	\$759.68	\$78.70	\$629.60
23	Internet Systems Architect	\$173.02	\$1,384.16	\$143.45	\$1,147.60
24	Internet Senior Systems Engineer	\$149.40	\$1,195.20	\$123.87	\$990.96
25	Internet Systems Engineer	\$116.00	\$928.00	\$96.18	\$769.44
26	Junior Internet Systems Engineer	\$95.39	\$763.12	\$79.10	\$632.80
27	Principal Communications Architect	\$188.56	\$1,508.48	\$156.33	\$1,250.64
28	Senior Communications Engineer	\$155.72	\$1,245.76	\$129.12	\$1,032.96
29	Communications Engineer	\$121.55	\$972.40	\$100.78	\$806.24
30	Junior Communications Engineer	\$94.96	\$759.68	\$78.70	\$629.60
31	Principal Hardware Architect	\$174.43	\$1,395.44	\$144.61	\$1,156.88
32	Senior Hardware Systems Engineer	\$146.56	\$1,172.48	\$121.51	\$972.08
33	Hardware Systems Engineer	\$118.91	\$951.28	\$98.62	\$788.96
34	Junior Hardware Systems Engineer	\$90.18	\$721.44	\$74.82	\$598.56
35	Principal Software Architect	\$200.58	\$1,604.64	\$166.33	\$1,330.64
36	Senior Software Developer	\$155.72	\$1,245.76	\$129.12	\$1,032.96
37	Software Developer	\$121.55	\$972.40	\$100.78	\$806.24
38	Junior Software Developer	\$95.39	\$763.12	\$79.10	\$632.80
39	Principal Computer Systems Architect	\$173.02	\$1,384.16	\$143.45	\$1,147.60
40	Senior Computer Systems Specialist	\$149.40	\$1,195.20	\$123.87	\$990.96
41	Computer System Specialist	\$116.00	\$928.00	\$96.18	\$769.44
42	Junior Computer System Specialist	\$95.39	\$763.12	\$79.10	\$632.80

No.	Labor Category	Northrop Grumman PSS Labor Rates Contract Year 17 (10/1/13-9/30/14)			
		Contractor Site		Government Site	
		Hourly	Daily	Hourly	Daily
43	Senior Information Analyst	\$134.67	\$1,077.36	\$111.62	\$892.96
44	Information Analyst	\$103.02	\$824.16	\$85.44	\$683.52
45	Junior Information Analyst	\$79.93	\$639.44	\$66.26	\$530.08
46	Senior Facilitator	\$171.63	\$1,373.04	\$142.35	\$1,138.80
47	Facilitator	\$138.59	\$1,108.72	\$114.91	\$919.28
48	Associate Facilitator	\$112.05	\$896.40	\$92.92	\$743.36
49	Data Collector	\$105.52	\$844.16	\$87.49	\$699.92
50	Junior Data Collector	\$87.04	\$696.32	\$72.17	\$577.36
51	Senior Survey Designer	\$174.43	\$1,395.44	\$144.61	\$1,156.88
52	Survey Designer	\$146.56	\$1,172.48	\$121.51	\$972.08
53	Associate Survey Designer	\$112.05	\$896.40	\$92.92	\$743.36
54	Senior Survey Analyst	\$146.56	\$1,172.48	\$121.51	\$972.08
55	Survey Analyst	\$112.05	\$896.40	\$92.92	\$743.36
56	Junior Survey Analyst	\$90.18	\$721.44	\$74.82	\$598.56
57	Senior Database Developer	\$150.71	\$1,205.68	\$124.99	\$999.92
58	Database Developer	\$116.00	\$928.00	\$96.18	\$769.44
59	Junior Database Developer	\$95.39	\$763.12	\$79.10	\$632.80
60	Senior Training Manager	\$188.56	\$1,508.48	\$156.33	\$1,250.64
61	Principal Instructional Architect	\$188.56	\$1,508.48	\$156.33	\$1,250.64
62	Senior Instructional Designer	\$146.56	\$1,172.48	\$121.51	\$972.08
63	Instructional Designer	\$107.93	\$863.44	\$89.51	\$716.08
64	Junior Instructional Designer	\$83.07	\$664.56	\$68.86	\$550.88
65	Courseware Developer	\$95.73	\$765.84	\$79.38	\$635.04
66	Junior Courseware Developer	\$81.52	\$652.16	\$67.58	\$540.64
67	Senior Media Specialist	\$134.67	\$1,077.36	\$111.62	\$892.96
68	Media Specialist	\$95.73	\$765.84	\$79.38	\$635.04
69	Junior Media Specialist	\$80.27	\$642.16	\$66.56	\$532.48
70	Senior Instructor	\$146.56	\$1,172.48	\$121.51	\$972.08
71	Instructor	\$101.78	\$814.24	\$84.40	\$675.20
72	Clerical	\$55.66	\$445.28	\$46.17	\$369.36
73	Senior Administrative Assistant	\$89.59	\$716.72	\$74.29	\$594.32
74	Systems Technologist I	\$246.01	\$1,968.08	\$203.97	\$1,631.76
75	Systems Technologist II	\$202.86	\$1,622.88	\$168.21	\$1,345.68
76	Systems Technologist III	\$165.20	\$1,321.60	\$136.96	\$1,095.68
77	Systems Technologist IV	\$139.44	\$1,115.52	\$115.61	\$924.88
78	Systems Technologist V	\$122.16	\$977.28	\$101.30	\$810.40
79	Senior Business Specialist	\$146.52	\$1,172.16	\$121.48	\$971.84
80	Business Specialist	\$122.93	\$983.44	\$101.94	\$815.52
81	Junior Business Specialist	\$75.69	\$605.52	\$62.76	\$502.08
82	Senior Clerical	\$70.47	\$563.76	\$58.54	\$468.32
83	Office Intern II	\$53.99	\$431.92	\$44.77	\$358.16
84	Office Intern I	\$43.97	\$351.76	\$36.48	\$291.84
85	Senior Strategic Consultant	\$488.60	\$3,908.80	\$488.60	\$3,908.80
86	Strategic Consultant	\$310.95	\$2,487.60	\$310.95	\$2,487.60

Table 2.5: Labor Rates for PSS Contract Year 18 (1 October 2014 – 30 September 2015)

No.	Labor Category	Northrop Grumman PSS Labor Rates Contract Year 18 (10/1/14-9/30/15)			
		Contractor Site		Government Site	
		Hourly	Daily	Hourly	Daily
1	Senior Manager	\$292.44	\$2,339.52	\$242.52	\$1,940.16
2	Project Manager	\$230.91	\$1,847.28	\$191.48	\$1,531.84
3	Strategic Planner	\$230.91	\$1,847.28	\$191.48	\$1,531.84
4	Senior Functional Analyst	\$195.73	\$1,565.84	\$162.27	\$1,298.16
5	Functional Analyst	\$152.13	\$1,217.04	\$126.13	\$1,009.04
6	Associate Functional Analyst	\$116.31	\$930.48	\$96.45	\$771.60
7	Senior Economic Analyst	\$152.13	\$1,217.04	\$126.13	\$1,009.04
8	Economic Analyst	\$116.31	\$930.48	\$96.45	\$771.60
9	Junior Economic Analyst	\$93.61	\$748.88	\$77.66	\$621.28
10	Senior Modeler	\$152.13	\$1,217.04	\$126.13	\$1,009.04
11	Modeler	\$116.31	\$930.48	\$96.45	\$771.60
12	Junior Modeler	\$93.61	\$748.88	\$77.66	\$621.28
13	Senior Organizational Change Specialist	\$195.73	\$1,565.84	\$162.27	\$1,298.16
14	Organizational Change Specialist	\$152.13	\$1,217.04	\$126.13	\$1,009.04
15	Associate Organizational Change Specialist	\$116.31	\$930.48	\$96.45	\$771.60
16	Senior Implementation Planner	\$181.06	\$1,448.48	\$150.11	\$1,200.88
17	Implementation Planner	\$152.13	\$1,217.04	\$126.13	\$1,009.04
18	Associate Implementation Planner	\$116.31	\$930.48	\$96.45	\$771.60
19	Principal Information Technologist	\$176.43	\$1,411.44	\$146.27	\$1,170.16
20	Senior Information Technologist	\$150.74	\$1,205.92	\$125.00	\$1,000.00
21	Information Technologist	\$116.31	\$930.48	\$96.45	\$771.60
22	Junior Information Technologist	\$98.57	\$788.56	\$81.69	\$653.52
23	Internet Systems Architect	\$179.59	\$1,436.72	\$148.90	\$1,191.20
24	Internet Senior Systems Engineer	\$155.08	\$1,240.64	\$128.58	\$1,028.64
25	Internet Systems Engineer	\$120.41	\$963.28	\$99.83	\$798.64
26	Junior Internet Systems Engineer	\$99.01	\$792.08	\$82.11	\$656.88
27	Principal Communications Architect	\$195.73	\$1,565.84	\$162.27	\$1,298.16
28	Senior Communications Engineer	\$161.64	\$1,293.12	\$134.03	\$1,072.24
29	Communications Engineer	\$126.17	\$1,009.36	\$104.61	\$836.88
30	Junior Communications Engineer	\$98.57	\$788.56	\$81.69	\$653.52
31	Principal Hardware Architect	\$181.06	\$1,448.48	\$150.11	\$1,200.88
32	Senior Hardware Systems Engineer	\$152.13	\$1,217.04	\$126.13	\$1,009.04
33	Hardware Systems Engineer	\$123.43	\$987.44	\$102.37	\$818.96
34	Junior Hardware Systems Engineer	\$93.61	\$748.88	\$77.66	\$621.28
35	Principal Software Architect	\$208.20	\$1,665.60	\$172.65	\$1,381.20
36	Senior Software Developer	\$161.64	\$1,293.12	\$134.03	\$1,072.24
37	Software Developer	\$126.17	\$1,009.36	\$104.61	\$836.88
38	Junior Software Developer	\$99.01	\$792.08	\$82.11	\$656.88
39	Principal Computer Systems Architect	\$179.59	\$1,436.72	\$148.90	\$1,191.20
40	Senior Computer Systems Specialist	\$155.08	\$1,240.64	\$128.58	\$1,028.64
41	Computer System Specialist	\$120.41	\$963.28	\$99.83	\$798.64
42	Junior Computer System Specialist	\$99.01	\$792.08	\$82.11	\$656.88

No.	Labor Category	Northrop Grumman PSS Labor Rates Contract Year 18 (10/1/14-9/30/15)			
		Contractor Site		Government Site	
		Hourly	Daily	Hourly	Daily
43	Senior Information Analyst	\$139.79	\$1,118.32	\$115.86	\$926.88
44	Information Analyst	\$106.93	\$855.44	\$88.69	\$709.52
45	Junior Information Analyst	\$82.97	\$663.76	\$68.78	\$550.24
46	Senior Facilitator	\$178.15	\$1,425.20	\$147.76	\$1,182.08
47	Facilitator	\$143.86	\$1,150.88	\$119.28	\$954.24
48	Associate Facilitator	\$116.31	\$930.48	\$96.45	\$771.60
49	Data Collector	\$109.53	\$876.24	\$90.81	\$726.48
50	Junior Data Collector	\$90.35	\$722.80	\$74.91	\$599.28
51	Senior Survey Designer	\$181.06	\$1,448.48	\$150.11	\$1,200.88
52	Survey Designer	\$152.13	\$1,217.04	\$126.13	\$1,009.04
53	Associate Survey Designer	\$116.31	\$930.48	\$96.45	\$771.60
54	Senior Survey Analyst	\$152.13	\$1,217.04	\$126.13	\$1,009.04
55	Survey Analyst	\$116.31	\$930.48	\$96.45	\$771.60
56	Junior Survey Analyst	\$93.61	\$748.88	\$77.66	\$621.28
57	Senior Database Developer	\$156.44	\$1,251.52	\$129.74	\$1,037.92
58	Database Developer	\$120.41	\$963.28	\$99.83	\$798.64
59	Junior Database Developer	\$99.01	\$792.08	\$82.11	\$656.88
60	Senior Training Manager	\$195.73	\$1,565.84	\$162.27	\$1,298.16
61	Principal Instructional Architect	\$195.73	\$1,565.84	\$162.27	\$1,298.16
62	Senior Instructional Designer	\$152.13	\$1,217.04	\$126.13	\$1,009.04
63	Instructional Designer	\$112.03	\$896.24	\$92.91	\$743.28
64	Junior Instructional Designer	\$86.23	\$689.84	\$71.48	\$571.84
65	Courseware Developer	\$99.37	\$794.96	\$82.40	\$659.20
66	Junior Courseware Developer	\$84.62	\$676.96	\$70.15	\$561.20
67	Senior Media Specialist	\$139.79	\$1,118.32	\$115.86	\$926.88
68	Media Specialist	\$99.37	\$794.96	\$82.40	\$659.20
69	Junior Media Specialist	\$83.32	\$666.56	\$69.09	\$552.72
70	Senior Instructor	\$152.13	\$1,217.04	\$126.13	\$1,009.04
71	Instructor	\$105.65	\$845.20	\$87.61	\$700.88
72	Clerical	\$57.78	\$462.24	\$47.92	\$383.36
73	Senior Administrative Assistant	\$92.99	\$743.92	\$77.11	\$616.88
74	Systems Technologist I	\$255.36	\$2,042.88	\$211.72	\$1,693.76
75	Systems Technologist II	\$210.57	\$1,684.56	\$174.60	\$1,396.80
76	Systems Technologist III	\$171.48	\$1,371.84	\$142.16	\$1,137.28
77	Systems Technologist IV	\$144.74	\$1,157.92	\$120.00	\$960.00
78	Systems Technologist V	\$126.80	\$1,014.40	\$105.15	\$841.20
79	Senior Business Specialist	\$152.09	\$1,216.72	\$126.10	\$1,008.80
80	Business Specialist	\$127.60	\$1,020.80	\$105.81	\$846.48
81	Junior Business Specialist	\$78.57	\$628.56	\$65.14	\$521.12
82	Senior Clerical	\$73.15	\$585.20	\$60.76	\$486.08
83	Office Intern II	\$56.04	\$448.32	\$46.47	\$371.76
84	Office Intern I	\$45.64	\$365.12	\$37.87	\$302.96
85	Senior Strategic Consultant	\$507.17	\$4,057.36	\$507.17	\$4,057.36
86	Strategic Consultant	\$322.77	\$2,582.16	\$322.77	\$2,582.16

**Table 2.6: Labor Rates for PSS Contract Year 19 (1 October 2015 – 30 September 2016)**

No.	Labor Category	Northrop Grumman PSS Labor Rates Contract Year 19 (10/1/15-9/30/16)			
		Contractor Site		Government Site	
		Hourly	Daily	Hourly	Daily
1	Senior Manager	\$303.55	\$2,428.40	\$251.74	\$2,013.92
2	Project Manager	\$239.68	\$1,917.44	\$198.76	\$1,590.08
3	Strategic Planner	\$239.68	\$1,917.44	\$198.76	\$1,590.08
4	Senior Functional Analyst	\$203.17	\$1,625.36	\$168.44	\$1,347.52
5	Functional Analyst	\$157.91	\$1,263.28	\$130.92	\$1,047.36
6	Associate Functional Analyst	\$120.73	\$965.84	\$100.12	\$800.96
7	Senior Economic Analyst	\$157.91	\$1,263.28	\$130.92	\$1,047.36
8	Economic Analyst	\$120.73	\$965.84	\$100.12	\$800.96
9	Junior Economic Analyst	\$97.17	\$777.36	\$80.61	\$644.88
10	Senior Modeler	\$157.91	\$1,263.28	\$130.92	\$1,047.36
11	Modeler	\$120.73	\$965.84	\$100.12	\$800.96
12	Junior Modeler	\$97.17	\$777.36	\$80.61	\$644.88
13	Senior Organizational Change Specialist	\$203.17	\$1,625.36	\$168.44	\$1,347.52
14	Organizational Change Specialist	\$157.91	\$1,263.28	\$130.92	\$1,047.36
15	Associate Organizational Change Specialist	\$120.73	\$965.84	\$100.12	\$800.96
16	Senior Implementation Planner	\$187.94	\$1,503.52	\$155.81	\$1,246.48
17	Implementation Planner	\$157.91	\$1,263.28	\$130.92	\$1,047.36
18	Associate Implementation Planner	\$120.73	\$965.84	\$100.12	\$800.96
19	Principal Information Technologist	\$183.13	\$1,465.04	\$151.83	\$1,214.64
20	Senior Information Technologist	\$156.47	\$1,251.76	\$129.75	\$1,038.00
21	Information Technologist	\$120.73	\$965.84	\$100.12	\$800.96
22	Junior Information Technologist	\$102.32	\$818.56	\$84.79	\$678.32
23	Internet Systems Architect	\$186.41	\$1,491.28	\$154.56	\$1,236.48
24	Internet Senior Systems Engineer	\$160.97	\$1,287.76	\$133.47	\$1,067.76
25	Internet Systems Engineer	\$124.99	\$999.92	\$103.62	\$828.96
26	Junior Internet Systems Engineer	\$102.77	\$822.16	\$85.23	\$681.84
27	Principal Communications Architect	\$203.17	\$1,625.36	\$168.44	\$1,347.52
28	Senior Communications Engineer	\$167.78	\$1,342.24	\$139.12	\$1,112.96
29	Communications Engineer	\$130.96	\$1,047.68	\$108.59	\$868.72
30	Junior Communications Engineer	\$102.32	\$818.56	\$84.79	\$678.32
31	Principal Hardware Architect	\$187.94	\$1,503.52	\$155.81	\$1,246.48
32	Senior Hardware Systems Engineer	\$157.91	\$1,263.28	\$130.92	\$1,047.36
33	Hardware Systems Engineer	\$128.12	\$1,024.96	\$106.26	\$850.08
34	Junior Hardware Systems Engineer	\$97.17	\$777.36	\$80.61	\$644.88
35	Principal Software Architect	\$216.11	\$1,728.88	\$179.21	\$1,433.68
36	Senior Software Developer	\$167.78	\$1,342.24	\$139.12	\$1,112.96
37	Software Developer	\$130.96	\$1,047.68	\$108.59	\$868.72
38	Junior Software Developer	\$102.77	\$822.16	\$85.23	\$681.84
39	Principal Computer Systems Architect	\$186.41	\$1,491.28	\$154.56	\$1,236.48
40	Senior Computer Systems Specialist	\$160.97	\$1,287.76	\$133.47	\$1,067.76
41	Computer System Specialist	\$124.99	\$999.92	\$103.62	\$828.96
42	Junior Computer System Specialist	\$102.77	\$822.16	\$85.23	\$681.84



No.	Labor Category	Northrop Grumman PSS Labor Rates Contract Year 19 (10/1/15-9/30/16)			
		Contractor Site		Government Site	
		Hourly	Daily	Hourly	Daily
43	Senior Information Analyst	\$145.10	\$1,160.80	\$120.26	\$962.08
44	Information Analyst	\$110.99	\$887.92	\$92.06	\$736.48
45	Junior Information Analyst	\$86.12	\$688.96	\$71.39	\$571.12
46	Senior Facilitator	\$184.92	\$1,479.36	\$153.37	\$1,226.96
47	Facilitator	\$149.33	\$1,194.64	\$123.81	\$990.48
48	Associate Facilitator	\$120.73	\$965.84	\$100.12	\$800.96
49	Data Collector	\$113.69	\$909.52	\$94.26	\$754.08
50	Junior Data Collector	\$93.78	\$750.24	\$77.76	\$622.08
51	Senior Survey Designer	\$187.94	\$1,503.52	\$155.81	\$1,246.48
52	Survey Designer	\$157.91	\$1,263.28	\$130.92	\$1,047.36
53	Associate Survey Designer	\$120.73	\$965.84	\$100.12	\$800.96
54	Senior Survey Analyst	\$157.91	\$1,263.28	\$130.92	\$1,047.36
55	Survey Analyst	\$120.73	\$965.84	\$100.12	\$800.96
56	Junior Survey Analyst	\$97.17	\$777.36	\$80.61	\$644.88
57	Senior Database Developer	\$162.38	\$1,299.04	\$134.67	\$1,077.36
58	Database Developer	\$124.99	\$999.92	\$103.62	\$828.96
59	Junior Database Developer	\$102.77	\$822.16	\$85.23	\$681.84
60	Senior Training Manager	\$203.17	\$1,625.36	\$168.44	\$1,347.52
61	Principal Instructional Architect	\$203.17	\$1,625.36	\$168.44	\$1,347.52
62	Senior Instructional Designer	\$157.91	\$1,263.28	\$130.92	\$1,047.36
63	Instructional Designer	\$116.29	\$930.32	\$96.44	\$771.52
64	Junior Instructional Designer	\$89.51	\$716.08	\$74.20	\$593.60
65	Courseware Developer	\$103.15	\$825.20	\$85.53	\$684.24
66	Junior Courseware Developer	\$87.84	\$702.72	\$72.82	\$582.56
67	Senior Media Specialist	\$145.10	\$1,160.80	\$120.26	\$962.08
68	Media Specialist	\$103.15	\$825.20	\$85.53	\$684.24
69	Junior Media Specialist	\$86.49	\$691.92	\$71.72	\$573.76
70	Senior Instructor	\$157.91	\$1,263.28	\$130.92	\$1,047.36
71	Instructor	\$109.66	\$877.28	\$90.94	\$727.52
72	Clerical	\$59.98	\$479.84	\$49.74	\$397.92
73	Senior Administrative Assistant	\$96.52	\$772.16	\$80.04	\$640.32
74	Systems Technologist I	\$265.06	\$2,120.48	\$219.77	\$1,758.16
75	Systems Technologist II	\$218.57	\$1,748.56	\$181.23	\$1,449.84
76	Systems Technologist III	\$178.00	\$1,424.00	\$147.56	\$1,180.48
77	Systems Technologist IV	\$150.24	\$1,201.92	\$124.56	\$996.48
78	Systems Technologist V	\$131.62	\$1,052.96	\$109.15	\$873.20
79	Senior Business Specialist	\$157.87	\$1,262.96	\$130.89	\$1,047.12
80	Business Specialist	\$132.45	\$1,059.60	\$109.83	\$878.64
81	Junior Business Specialist	\$81.56	\$652.48	\$67.62	\$540.96
82	Senior Clerical	\$75.93	\$607.44	\$63.07	\$504.56
83	Office Intern II	\$58.17	\$465.36	\$48.24	\$385.92
84	Office Intern I	\$47.37	\$378.96	\$39.31	\$314.48
85	Senior Strategic Consultant	\$526.44	\$4,211.52	\$526.44	\$4,211.52
86	Strategic Consultant	\$335.04	\$2,680.32	\$335.04	\$2,680.32

Table 2.7: Labor Rates for PSS Contract Year 20 (1 October 2016 – 30 September 2017)

No.	Labor Category	Northrop Grumman PSS Labor Rates Contract Year 20 (10/1/16-9/30/17)			
		Contractor Site		Government Site	
		Hourly	Daily	Hourly	Daily
1	Senior Manager	\$315.08	\$2,520.64	\$261.31	\$2,090.48
2	Project Manager	\$248.79	\$1,990.32	\$206.31	\$1,650.48
3	Strategic Planner	\$248.79	\$1,990.32	\$206.31	\$1,650.48
4	Senior Functional Analyst	\$210.89	\$1,687.12	\$174.84	\$1,398.72
5	Functional Analyst	\$163.91	\$1,311.28	\$135.89	\$1,087.12
6	Associate Functional Analyst	\$125.32	\$1,002.56	\$103.92	\$831.36
7	Senior Economic Analyst	\$163.91	\$1,311.28	\$135.89	\$1,087.12
8	Economic Analyst	\$125.32	\$1,002.56	\$103.92	\$831.36
9	Junior Economic Analyst	\$100.86	\$806.88	\$83.67	\$669.36
10	Senior Modeler	\$163.91	\$1,311.28	\$135.89	\$1,087.12
11	Modeler	\$125.32	\$1,002.56	\$103.92	\$831.36
12	Junior Modeler	\$100.86	\$806.88	\$83.67	\$669.36
13	Senior Organizational Change Specialist	\$210.89	\$1,687.12	\$174.84	\$1,398.72
14	Organizational Change Specialist	\$163.91	\$1,311.28	\$135.89	\$1,087.12
15	Associate Organizational Change Specialist	\$125.32	\$1,002.56	\$103.92	\$831.36
16	Senior Implementation Planner	\$195.08	\$1,560.64	\$161.73	\$1,293.84
17	Implementation Planner	\$163.91	\$1,311.28	\$135.89	\$1,087.12
18	Associate Implementation Planner	\$125.32	\$1,002.56	\$103.92	\$831.36
19	Principal Information Technologist	\$190.09	\$1,520.72	\$157.60	\$1,260.80
20	Senior Information Technologist	\$162.42	\$1,299.36	\$134.68	\$1,077.44
21	Information Technologist	\$125.32	\$1,002.56	\$103.92	\$831.36
22	Junior Information Technologist	\$106.21	\$849.68	\$88.01	\$704.08
23	Internet Systems Architect	\$193.49	\$1,547.92	\$160.43	\$1,283.44
24	Internet Senior Systems Engineer	\$167.09	\$1,336.72	\$138.54	\$1,108.32
25	Internet Systems Engineer	\$129.74	\$1,037.92	\$107.56	\$860.48
26	Junior Internet Systems Engineer	\$106.68	\$853.44	\$88.47	\$707.76
27	Principal Communications Architect	\$210.89	\$1,687.12	\$174.84	\$1,398.72
28	Senior Communications Engineer	\$174.16	\$1,393.28	\$144.41	\$1,155.28
29	Communications Engineer	\$135.94	\$1,087.52	\$112.72	\$901.76
30	Junior Communications Engineer	\$106.21	\$849.68	\$88.01	\$704.08
31	Principal Hardware Architect	\$195.08	\$1,560.64	\$161.73	\$1,293.84
32	Senior Hardware Systems Engineer	\$163.91	\$1,311.28	\$135.89	\$1,087.12
33	Hardware Systems Engineer	\$132.99	\$1,063.92	\$110.30	\$882.40
34	Junior Hardware Systems Engineer	\$100.86	\$806.88	\$83.67	\$669.36
35	Principal Software Architect	\$224.32	\$1,794.56	\$186.02	\$1,488.16
36	Senior Software Developer	\$174.16	\$1,393.28	\$144.41	\$1,155.28
37	Software Developer	\$135.94	\$1,087.52	\$112.72	\$901.76
38	Junior Software Developer	\$106.68	\$853.44	\$88.47	\$707.76
39	Principal Computer Systems Architect	\$193.49	\$1,547.92	\$160.43	\$1,283.44
40	Senior Computer Systems Specialist	\$167.09	\$1,336.72	\$138.54	\$1,108.32
41	Computer System Specialist	\$129.74	\$1,037.92	\$107.56	\$860.48
42	Junior Computer System Specialist	\$106.68	\$853.44	\$88.47	\$707.76



No.	Labor Category	Northrop Grumman PSS Labor Rates Contract Year 20 (10/1/16-9/30/17)			
		Contractor Site		Government Site	
		Hourly	Daily	Hourly	Daily
43	Senior Information Analyst	\$150.61	\$1,204.88	\$124.83	\$998.64
44	Information Analyst	\$115.21	\$921.68	\$95.56	\$764.48
45	Junior Information Analyst	\$89.39	\$715.12	\$74.10	\$592.80
46	Senior Facilitator	\$191.95	\$1,535.60	\$159.20	\$1,273.60
47	Facilitator	\$155.00	\$1,240.00	\$128.51	\$1,028.08
48	Associate Facilitator	\$125.32	\$1,002.56	\$103.92	\$831.36
49	Data Collector	\$118.01	\$944.08	\$97.84	\$782.72
50	Junior Data Collector	\$97.34	\$778.72	\$80.71	\$645.68
51	Senior Survey Designer	\$195.08	\$1,560.64	\$161.73	\$1,293.84
52	Survey Designer	\$163.91	\$1,311.28	\$135.89	\$1,087.12
53	Associate Survey Designer	\$125.32	\$1,002.56	\$103.92	\$831.36
54	Senior Survey Analyst	\$163.91	\$1,311.28	\$135.89	\$1,087.12
55	Survey Analyst	\$125.32	\$1,002.56	\$103.92	\$831.36
56	Junior Survey Analyst	\$100.86	\$806.88	\$83.67	\$669.36
57	Senior Database Developer	\$168.55	\$1,348.40	\$139.79	\$1,118.32
58	Database Developer	\$129.74	\$1,037.92	\$107.56	\$860.48
59	Junior Database Developer	\$106.68	\$853.44	\$88.47	\$707.76
60	Senior Training Manager	\$210.89	\$1,687.12	\$174.84	\$1,398.72
61	Principal Instructional Architect	\$210.89	\$1,687.12	\$174.84	\$1,398.72
62	Senior Instructional Designer	\$163.91	\$1,311.28	\$135.89	\$1,087.12
63	Instructional Designer	\$120.71	\$965.68	\$100.10	\$800.80
64	Junior Instructional Designer	\$92.91	\$743.28	\$77.02	\$616.16
65	Courseware Developer	\$107.07	\$856.56	\$88.78	\$710.24
66	Junior Courseware Developer	\$91.18	\$729.44	\$75.59	\$604.72
67	Senior Media Specialist	\$150.61	\$1,204.88	\$124.83	\$998.64
68	Media Specialist	\$107.07	\$856.56	\$88.78	\$710.24
69	Junior Media Specialist	\$89.78	\$718.24	\$74.45	\$595.60
70	Senior Instructor	\$163.91	\$1,311.28	\$135.89	\$1,087.12
71	Instructor	\$113.83	\$910.64	\$94.40	\$755.20
72	Clerical	\$62.26	\$498.08	\$51.63	\$413.04
73	Senior Administrative Assistant	\$100.19	\$801.52	\$83.08	\$664.64
74	Systems Technologist I	\$275.13	\$2,201.04	\$228.12	\$1,824.96
75	Systems Technologist II	\$226.88	\$1,815.04	\$188.12	\$1,504.96
76	Systems Technologist III	\$184.76	\$1,478.08	\$153.17	\$1,225.36
77	Systems Technologist IV	\$155.95	\$1,247.60	\$129.29	\$1,034.32
78	Systems Technologist V	\$136.62	\$1,092.96	\$113.30	\$906.40
79	Senior Business Specialist	\$163.87	\$1,310.96	\$135.86	\$1,086.88
80	Business Specialist	\$137.48	\$1,099.84	\$114.00	\$912.00
81	Junior Business Specialist	\$84.66	\$677.28	\$70.19	\$561.52
82	Senior Clerical	\$78.82	\$630.56	\$65.47	\$523.76
83	Office Intern II	\$60.38	\$483.04	\$50.07	\$400.56
84	Office Intern I	\$49.17	\$393.36	\$40.80	\$326.40
85	Senior Strategic Consultant	\$546.44	\$4,371.52	\$546.44	\$4,371.52
86	Strategic Consultant	\$347.77	\$2,782.16	\$347.77	\$2,782.16

#### 4.0 NORTHROP GRUMMAN PRICING SPECIFICS

1. The prices indicated are valid through PSS Contract Year 20 ending September 30, 2017.
2. The Government's order shall contain a detailed description of the specific effort and the duration of service.
3. Northrop Grumman established corporate policy with respect to travel expenses is to charge the Government for the Federal Travel Regulations (FTR) lodging per diem amount specified for the destination city plus applicable loadings. Meals and incidental expenses are charged at the FTR per diem rate plus applicable loadings. All requested travel between Government sites shall be billable. Other Direct Costs (ODCs) will be billed at cost plus applicable indirect loadings.
4. The Government site rate is appropriate for Government requirements for which Northrop Grumman personnel are temporarily supporting the Government where (1) the Government provides all required facilities and equipment at a Government location and (2), the effort is or is anticipated to be performed by persons assigned on a long term (not less than 90 consecutive calendar days) full-time basis. Should the Government requires on-site support, Northrop Grumman will provide such support provided that the facilities and equipment made available to Northrop Grumman on-site personnel are at least equal to the facilities and equipment that the Government provides to its own personnel of comparable experience, ability, and position who are performing similar work.
5. Service is subject to the availability of qualified personnel. Should personnel performing a particular service become unavailable for continuing performance, Northrop Grumman will provide a suitable substitute, if available. Performance will be subject to personal time off, in accordance with Northrop Grumman Policy, on a mutually agreeable schedule.
6. No tax, including but not limited to income tax, value-added tax, business tax, withholding tax, turnover tax, or employee tax equalization expense has been incorporated in the rates. Should Northrop Grumman and/or its employees are subject to any incremental foreign jurisdiction taxes, Northrop Grumman shall be entitled to an equitable adjustment to the affected delivery order(s).