

**GENERAL SERVICES ADMINISTRATION  
FEDERAL SUPPLY SERVICE  
AUTHORIZED FEDERAL SUPPLY SCHEDULE PRICE LIST**

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 of *GSA Advantage!* is: [GSAAdvantage.gov](http://GSAAdvantage.gov).

**PROFESSIONAL SERVICES SCHEDULE**

Industrial Group: 00CORP  
FSC Class/Product Code: R499

Contract Number: GS-00F-155CA

Period Covered by Contract: June 1, 2015 through May 31, 2020

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

**Teledyne Brown Engineering, Inc.**

300 Sparkman Drive  
Huntsville, AL 35805  
Telephone: 256-726-1000  
Fax: 256-726-3187  
[www.tbe.com](http://www.tbe.com)

Type of Contractor: Large Business

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*Prices Shown Herein are Net (discount deducted)*

## CUSTOMER INFORMATION

### 1a. Awarded Special Item Numbers:

871-2	871-2RC	Concept Development and Requirements Analysis
871-3	871-3RC	System Design, Engineering and Integration
871-4	871-4RC	Test and Evaluation
871-5	871-5RC	Integrated Logistics Support
874-1	874-1RC	Integrated Consulting Services
874-7	874-7RC	Integrated Business Program Support Services
899-1	899-1RC	Environmental Consulting Services

See Pages 9 and 26 for item descriptions and awarded prices, respectively

**1b. Lowest prices/Government prices are shown in the Rate Tables included.** These tables anticipate that task orders will be performed by personnel based in and operating out of our Huntsville, Alabama facilities. If a task order requires the establishment of a local office in one of the 11 GSA geographic regions outside of Huntsville, Alabama, indexed surcharges will be added to reflect the current cost of living in that region. The index will be based on then-current Geographic Salary Differentials Report by William M. Mercer, Inc. of Louisville, Kentucky. The surcharge would only be applied to the Customer Facilities (On-Site) rate table, and would be applied in the quotation.

**1c. Services are offered based on hourly rates.** See Page 12 for description of corresponding job titles, experience requirements, functional responsibility and education requirements for those types of employees or subcontractors who will perform services

**2. Maximum Order:** The maximum dollar value per order will be \$1,000,000 for Services, in accordance with Clause 52.216-19 (Variation 1 – Aug. 1999).

**3. Small Order Requirements:** The minimum dollar value of orders is \$100.00.

**4. Geographic Coverage (delivery area):** The geographic scope of this contract is the 48 contiguous United States, Alaska, Hawaii, the District of Columbia, the Commonwealth of Puerto Rico, and all U.S. Government installations overseas.

### 5. Production Points:

Teledyne Brown Engineering, Inc., 300 Sparkman Drive, Huntsville, Madison County, AL 35805

**6-8. Discounts:** Prices shown herein are net. (Any applicable discount deducted.)

(a) Prompt Payment: NET 30

(b) Quantity - None

(c) Dollar Volume – None

(d) Government Educational Institutions - None

(e) Discount for use of Government Credit Card - None

(f) Other - None

**9a-b. Government Commercial Credit Cards will be accepted for payment,** both up to and above the micro-purchase threshold. In addition, bank account information for wire transfer payments will be shown on the invoice.

**10. Foreign Items:** None

**11a. Time of Delivery:** TBE will provide Services at a place and time mutually agreed upon by TBE and the Government.

**11b-c. Expedited delivery, overnight, and 2-day delivery do not apply.**

**11d. Urgent Requirements:** Clause I-FSS-140-B, URGENT REQUIREMENTS (JAN 1994), in the Contract is noted. Agencies can contact TBE's Contracts Representative to obtain accelerated delivery of Services, to the extent achievable by reasonable and practical means.

**12. FOB Destination.**

**13a. To Place Orders, Please Contact:**

Anna Curenton, Contracts Department  
Teledyne Brown Engineering, Inc.  
300 Sparkman Drive  
Huntsville, Alabama 35805  
Voice: (256) 726-1213  
Facsimile: (256) 726-3187  
E-mail: [anna.curenton@teledyne.com](mailto:anna.curenton@teledyne.com)

Ordering agencies may also contact to obtain ordering assistance:  
Angie Stevens, (256) 726-1211, [angie.stevens@teledyne.com](mailto:angie.stevens@teledyne.com)

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

**14. Payment should be sent to:**

Teledyne Brown Engineering, Inc.  
PO Box 360467  
Pittsburgh, Pennsylvania 15251-6467

**15. Warranty:** No warranty.

**16. Statement Concerning Availability of Export Packing:** N/A

**17. Terms and Conditions of Government purchase card acceptance:** See Item 9.

**18-24.** N/A

**25. DUNS Number:** 11-363-3189

**26. System for Award Management (SAM) registration is in place.**

## ORDERING PROCEDURE FOR PROFESSIONAL SERVICES

Ordering and receiving Professional Services from Teledyne Brown Engineering, Inc. via the GSA Schedule is very easy. In fact, it is as easy as 1, 2, 3, 4, 5. Just follow the five easy steps shown below. That's all there is to it!

**Step 1:** The end-user who has need of our services provides information regarding their need to their normal procurement or ordering officer in the normal fashion. The information provided would typically include a Statement of Work (indicating deliverables and schedule requirements), Government cost estimate, and funding documentation.

### Typical items included in the Statement of Work might be:

- ◆ Scope of Work
- ◆ Location of Work
- ◆ Period of Performance
- ◆ Deliverables Required (Type, quantity, and schedule)
- ◆ Applicable Standards, if any
- ◆ Acceptance Criteria
- ◆ Special Requirements (e.g., security clearances, travel, special knowledge, etc.)

### Useful information regarding our TBE GSA Schedule contract is:

◆ Contract Number:	GS-00F-155CA
◆ Contractor Establishment Code (DUNS):	11-363-3189
◆ Type of Contractor:	Large Business
◆ Woman Owned?	No
◆ TBE Taxpayers ID Number (TIN):	52-2195609
◆ SAM Registered	Yes
◆ CAGE Code	14925

**Step 2:** The ordering officer contacts TBE in one of the following ways (By phone: 256-726-1213 by Facsimile: 256-726-3187, or by E-mail: [anna.curenton@teledyne.com](mailto:anna.curenton@teledyne.com)) and provides us with a written preliminary Delivery Order, Statement of Work, and a request for cost estimate.

**Step 3:** TBE responds to the request with a price estimate based upon the stated requirement and in accordance with the established fixed rates for our labor categories in our GSA Schedule Contract. Elements of our response include:

- Total hours and price for labor
- Proposed completion/delivery date
- Other Direct Costs (ODCs), such as travel costs, if any, consistent with Joint Travel Regulations, or any other Open Market items (e.g., any other item not on the TBE Schedule contract, to be procured in order to meet the ordering agency's requirements).
- Total price for the order

**Step 4:** The ordering officer upon receiving the TBE response, reviews it and, makes a best value award determination.

**Step 5:** Upon notification of award, TBE will take action to provide our services in the manner agreed upon.

# TERMS AND CONDITIONS

## 1. ORDER

Agencies may use written orders, EDI orders, credit card orders, blanket purchase orders, individual purchase orders, or task orders for ordering services under this contract. Blanket Purchase Orders shall not extend beyond the end of the contract period.

## 2. INVOICES AND PAYMENT

Invoices for Professional Services shall be submitted by the contractor as soon as possible after completion of the work. Payment under blanket purchase orders will be made quarterly or monthly, except where cash payment procedures are used. Invoices shall be submitted separately to each Government office ordering services under the contract.

## 3. SERVICE ORDERS

Any Delivery Order format may be used (e.g. DD-1155). Orders should be accompanied by a Statement of Work indicating:

- Other unique project requirements
- Scope of work
- Period of performance
- Deliverables
- Government and/or commercial standards
- Data item descriptions
- Acceptance criteria
- Travel requirements

## 4. GOVERNMENT SITE SERVICES

For services performed at the government site, the Government will provide all standard office support including office space, computer work stations, telephone, facsimile machine, supplies and copier access.

## 5. MINIMUM ORDER

The minimum dollar value of orders is \$100.00.

## 6. TRAVEL

Any travel required by an ordering agency, in the performance of Services under this contract, will be reimbursed by the ordering agency. Contractor travel will be in accordance with the Federal Travel Regulation or Joint Travel Regulations, as applicable. Established Federal Government per diem rates plus an administrative fee will apply to Contractor travel. The Contractor shall not add the Industrial Funding Fee onto travel costs or the administrative fee.

## 7. OTHER DIRECT COSTS (ODCs)

Other Direct Costs (ODCs) are available outside the scope of this contract. These costs will be negotiated separately with the ordering agency per the guidelines set forth in the FAR and will include an administrative fee but no Industrial Funding Fee. ODCs may be written as a separate line item.

## 8. RESUMES

Resumes shall be provided to the User Agency upon request.

## 9. GUARANTEE

People provided under the contract by the Contractor shall have the experience, education, and expertise as delineated in this pricelist.

#### **10. SECURITY REQUIREMENTS**

In the event security requirements are necessary, the ordering activities may incorporate, in their delivery order(s), a security clause in accordance with current laws, regulations, and individual agency policy; however, the burden of administering the security requirements shall be with the ordering agency. If any costs are incurred as a result of the inclusion of security requirements, such costs will be negotiated with the Schedule Contractor on an open market basis, outside the scope of the contract.

#### **11. SERVICE CONTRACT ACT**

The Service Contract Act (SCA) is applicable to this contract and it includes SCA applicable labor categories. The prices for the cited SCA labor categories are based on the U.S. Department of Labor Wage Determination Number(s) identified in the SCA matrix. The prices offered are in line with the geographic scope of the contract (i.e., nationwide).

<b>SCA Eligible Contract Labor Category</b>	<b>SCA Equivalent Code Title</b>	<b>WD Number</b>
Engineering Technician II	30082 – Engineering Technician II	05-2007
Engineering Technician I	30081 – Engineering Technician I	05-2007
Business Admin III	01312 – Secretary II	05-2007
Business Admin II	01113 – General Clerk III	05-2007
Business Admin I	01112 – General Clerk II	05-2007

## COMPANY OVERVIEW

Teledyne Brown Engineering, Incorporated (TBE) has over 50 years' experience in providing systems engineering and technical assistance to missile defense and space programs and organizations. Our corporate experience in delivering environmental, professional engineering and MOBIS services to space and military Government customers dates from 1953. This work draws on a broad array of management science business skills and scientific disciplines.

We provide system and project engineering support in a much larger set of engineering, physics, mathematical, scientific, and other related disciplines. Our core business includes all the Services identified by the Special Item Numbers listed on Pages 1 and 2, performed for Federal Government customers.

With our lengthy history of delivering environmental/system engineering/MOBIS services and products to the Government, the majority of TBE personnel have been working System Engineering and Technical Assistance Contractor (SETAC) projects for many years. SETAC is comprised of many highly technical and complex projects. Customers include the U.S. Army, Air Force, Navy, Missile Defense Agency, NASA/MSFC, and other contractors.

We receive project assignments by specific Task Orders (TOs), to provide systems engineering and other technical services to our customers. To do this we conduct studies; provide independent analyses; identify issues/risks, formulate and provide alternatives for resolution. We analyze, critique, assess adequacy, timeliness, and cost effectiveness of government programs and those of other contractors' work. We provide planning, coordination, and results analysis; prepare and deliver management and technical data and reports; host and conduct meetings. Each of the Projects/TOs is multidiscipline and multi-service in nature. Our capacity to perform multiple tasks in parallel with combinations of services is amply documented.

TBE's project management methodology, processes, and resources support quick-reaction to changing contract requirements with clear visibility and control of on-site and off-site support task efforts. A state-of-the-art communications network; appropriately selected analytical tools; experienced management, technical, and support staff; and well understood and executed procedures support flexibility and project status insight. We incorporate relevant "World Class Practices" such as Earned Value Management (EVM), Integrated Product and Process Development (IPPD), Just-in-Time Supplies, M&S, Simulation Based Acquisition (SBA), Partnering, and Risk Management in our planning and execution.

For more information on our capabilities and other information about our company please visit our website, [www.tbe.com](http://www.tbe.com).



## PROFESSIONAL SERVICES OFFERED

Teledyne Brown Engineering, Inc. offers services in the following specialties. Specific tasks include but are not limited to the examples in the following list:

### **871 2 Concept Development and Requirements Analysis:**

Services required under this SIN involve abstract or concept studies and analysis, requirements definition, preliminary planning, the evaluation of alternative technical approaches and associated costs for the development of enhancement of high level general performance specifications of a system, project, mission or activity. Typical associated tasks include, but are not limited to requirements analysis, cost/cost performance trade-off analysis, feasibility analysis, developing and completing fire safety evaluation worksheets as they relate to professional engineering services, regulatory compliance support, technology/system conceptual designs, training, and consulting. Example: The development and analysis of the total mission profile and life cycle of the improved satellite including examination of performance and cost tradeoffs. PES does not include architect-engineer services as defined in the Brooks Act and FAR Part 2. PES does not include design or construction services as defined in the Federal Acquisition Regulation Part 36 and Part 2.

### **871 3 System Design, Engineering and Integration:**

Services required under this SIN involve the translation of a system (or subsystem, program, project, activity) concept into a preliminary and detailed design (engineering plans and specifications), performing risk identification/analysis, mitigation, traceability, and then integrating the various components to produce a working prototype or model of the system. Typical associated tasks include, but are not limited to computer-aided design, e.g. CADD, design studies and analysis, design review services, shop drawing review services, submittal review services, conducting fire protection facility surveys, developing risk reduction strategies and recommendations to mitigate identified risk conditions, fire modeling, performance-based design reviews, high level detailed specification and scope preparation, configuration, management and document control, fabrication, assembly and simulation, modeling, training, and consulting. Example: The navigation satellite concept produced in the preceding stage will be converted to a detailed engineering design package, performance will be computer simulated and a working model will be built for testing and design verification. PES does not include architect-engineer services as defined in the Brooks Act and FAR Part 2. PES does not include design or construction services as defined in the Federal Acquisition Regulation Part 36 and Part 2.

### **871 4 Test and Evaluation:**

Services required under this SIN involve the application of various techniques demonstrating that a system (subsystem, program, project or activity) performs in accordance with the objectives outlined in the original design. Typical associated tasks include, but are not limited to testing of a prototype, and first article(s) testing, environmental testing, performing inspections and witnessing acceptance testing of fire protection and life safety systems as they relate to professional engineering services, independent verification and validation, reverse engineering, simulation and modeling (to test the feasibility of a concept), system, quality assurance, physical testing of the product system, training, and consulting. Example: The navigation satellite-working model will be subjected to a series of tests, which may simulate and ultimately duplicate its operational environment. PES does not include architect-engineer services as defined in the Brooks Act and FAR Part 2. PES does not include design or construction services as defined in the Federal Acquisition Regulation Part 36 and Part 2.

### **871 5 Integrated Logistics Support:**

Services required under this SIN involves the analysis, planning and detailed design of all engineering specific logistics support including material goods, personnel, and operational maintenance and repair of systems throughout their lifecycles, excluding those systems associated with real property. Typical associated tasks include, but are not limited to ergonomic/human performance analysis, feasibility analysis, logistics planning, requirements determination, policy standards/procedures development, conducting research studies, long-term reliability and maintainability, training, and consulting. Example: The full range of life cycle logistics support for the navigation satellite will be identified and

designed in this stage including training, operation and maintenance requirements, and replacement procedures. PES does not include architect-engineer services as defined in the Brooks Act and FAR Part 2. PES does not include design or construction services as defined in the Federal Acquisition Regulation Part 36 and Part 2.

#### **874 1 Integrated Consulting:**

Services Contractors 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 MOBIS solicitation for further information.

#### **874 7 Integrated Business Program Support:**

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

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

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

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

#### **899 1 Environmental Consulting Services:**

The services include, but are not limited to: Planning and Documentation Services for the development, planning, facilitation, coordination, and documentation of and/or for environmental initiatives (or mandates such as Executive Order 13423) in areas of chemical, radiological, and/or hazardous materials; ISO 14001 Environmental Management System (EMS) and sustainable performance measure development; Environmental Assessment (EA) and Environmental Impact Statement (EIS) preparation under the National Environmental Policy Act (NEPA); Endangered species, wetland, watershed, and other natural resource management plans; Archeological and/or cultural resource management plans; Environmental program and project management; Environmental regulation development; Economic, technical and/or risk analysis; other environmentally related studies and/or consultations; Homeland Security solutions that include Biochemical protection; Crime prevention through environmental design surveys (CPTED); Economical, technical and/or risk analysis; Identification and mitigation of threats inclusive of protective measures to mitigate the threats; and Vulnerability assessments. Compliance Services such as review, audit, and implementation/management of EMS and other compliance and contingency plans and performance measures; Permitting; Spill prevention/control and countermeasure plans; Pollution prevention surveys; and Community Right to-Know Act reporting. Advisory Services for ongoing advice and assistance with data and information in support of agency

environmental programs involving areas such as Hazardous material spills; Material safety data sheets (MSDS), Biological/medical data sheets; Information hotlines; Poison control hotlines; Environmental regulations and environmental policy/procedure updates; Management, furnishing, or inventory of MSDS. Waste Management Consulting Services to provide guidance in support of waste-related data collection, feasibility studies and risk analyses; Resource Conservation and Recovery Act/Comprehensive Environmental Response Compensation and Liability Act (RCRA/CERCLA) site investigations; Hazardous and/or non-hazardous exposure assessments; Waste characterization and source reduction studies; Review and recommendation of waste tracking or handling systems; Waste management plans and/or surveys; Waste minimization/pollution prevention initiatives; and Review of technologies and processes impacting waste management.

Note: Services involving only the consulting portion of environmental remediation efforts are included under this SIN. Any actual remediation efforts are performed under SIN 899-8.

## LABOR CATEGORY DEFINITIONS

### **LABOR CATEGORIES awarded under SINs 871-2, 871-3, 871-4 and 871-5**

#### **PROGRAM MANAGER**

##### **Summary:**

Defines objectives and policies of programs. Reviews overall effectiveness, adherence to policy and achievement of program objectives. Monitors daily operations of program. Responsible for planning, staffing, and business-development activities and interfaces with directors.

##### **Principal Duties and Responsibilities:**

- Responsible for all management activities relative to a program. Interfaces with divisional branches, staff, and other technical and support personnel on all matters pertaining to technical capabilities and solutions, resource requirements and allocation, personnel matters, and business development and maintenance. Performs administrative and supervisory duties required for operation of the program. Maintains an appropriate skills mix of the program staff through the professional development of the existing staff and the recruitment of new personnel.
- Interfaces with subcontractors on technical, limited financial, and schedule requirements. Ensures adequacy, accuracy, and technical quality of all contract deliverables. Ensures that contractual delivery orders and authorized funds are expended according to the projected spending plan. Develops and maintains employee-coverage projections.
- Identifies business opportunities with current and potential clients through developing and maintaining positive, professional relationships with clients, establishing personal and corporate technical credibility, developing an understanding of the clients operational environment, and identification of appropriate contractual vehicles. Represents company at meetings, seminars, and other professional gatherings.
- Prepares material for presentations or discussions relative to progress of the program. Conducts presentations, lectures, or discussions. Initiates meetings, ensuring representation from each operating element of the program. Ensures that meetings are timely and allow realistic decisions to be made relative to program policies, plans, and changes to allow the least adverse effect on program funds, schedules, manpower, and performance.
- Responsible for compliance with company policy on equal employment opportunity and affirmative action in all personnel actions under their jurisdiction.
- Performs other duties as assigned.

<b>Labor Category</b>	<b>Educational Requirements Plus Required Experience</b>
Program Manager IV	Master's Degree or equivalent and 12 years of work experience**
Program Manager III	Master's Degree or equivalent and 8 years of work experience**
Program Manager II	Bachelor's Degree or equivalent and 8 years of work experience*
Program Manager I	Bachelor's Degree or equivalent and 6 years of work experience*

\*Six (6) years of work experience is equivalent to a Bachelor's Degree.

\*\*Six (6) years of work experience with a Bachelor's Degree is equivalent to a Master's Degree.

## SENIOR TECHNICAL SUPPORT

### Summary:

Provides the highest level of expertise in performing a specialized job, task, or skill within the organization. Applies expert knowledge within a particular engineering discipline, sub-discipline or technology area to develop solutions for scientific problems or technical engineering. Provides leadership for engineering activities in support of technical programs and projects. Serves as a major contributor to the interpretation of engineering performance requirements, evaluation and implementation of systems, and other complex and critical engineering tasks. Recognized in the technical field or highly specialized engineering within the business or scientific community.

### Principal Duties and Responsibilities:

- Provide advice to major program/project leaders.
- Identify issues; conducts analysis and assessment of these issues.
- May be called upon to provide inputs, prepare and/or present high-level briefings of innovative technological or strategic goals.
- Plan and develop system, subsystem, or component designs to meet mission requirements or objectives.
- Review projects to assure maximum use of past experience and new technology and anticipate and provide for future technical requirements.
- Technical conduct and management control of projects and programs from initial definition through analysis, design, and development to final end products or results.
- Integrate the various systems and components into a product of specified reliability and quality within established design, schedules, and cost criteria.
- Conduct the more important contacts with high level technical and management personnel of other companies, customers and government agencies.

Labor Category	Educational Requirements Plus Required Experience
Senior Technical Support V	PHD or equivalent and 25 years of work experience***
Senior Technical Support IV	PHD or equivalent and 18 years of work experience***
Senior Technical Support III	PHD or equivalent and 12 years of work experience***
Senior Technical Support II	PHD or equivalent and 6 years of work experience***
Senior Technical Support I	PHD or equivalent and 0 years of work experience***

\*Six (6) years of general experience is considered equivalent to a Bachelor's Degree.

\*\*Six (6) years of work experience with a Bachelor's Degree is equivalent to a Master's Degree.

\*\*\*Four (4) years of work experience with a Master's Degree is equivalent to a PHD.

## ENGINEER/ANALYST

### Summary:

Performs professional engineering/analyst work in research, development, design, testing, analysis, production, maintenance, operation, planning, estimating, application, or standardization of engineering facilities, systems, structures, software applications, firmware, processes equipment, devices, or materials.

### Principal Duties and Responsibilities:

- Applies intensive and diversified knowledge of engineering principles and practices in broad areas. Makes decisions independently on engineering problems and methods, and represents the organization in conferences to resolve important questions and to plan and coordinate work. Requires use of advanced technology and the modification and extension of theories, precepts, and practices in the field.
- Plans, directs, and coordinates a large engineering project or a number of small ones with many complex features. Assesses the feasibility and soundness of proposed engineering evaluation tests, products, or equipment.
- Directs the work of a staff of engineers and technicians. Makes recommendations for hire, promotion, and other changes of status.
- Responsible for compliance with company policy on equal employment opportunity and affirmative action in all personnel actions under their jurisdiction.
- Travels on an as required basis.
- Performs other duties as assigned.

Labor Category	Educational Requirements Plus Required Experience
Engineer Analyst X	Master's Degree or equivalent and 24 years of experience**
Engineer Analyst IX	Master's Degree or equivalent and 18 years of experience**
Engineer Analyst VIII	Master's Degree or equivalent and 14 years of experience**
Engineer/Analyst VII	Master's Degree or equivalent and 12 years of work experience**
Engineer/Analyst VI	Master's Degree or equivalent and 8 years of work experience**
Engineer/Analyst V	Bachelor's Degree or equivalent and 12 years of work experience*
Engineer/Analyst IV	Bachelor's Degree or equivalent and 8 years of work experience*
Engineer/Analyst III	Bachelor's Degree or equivalent and 6 years of work experience*
Engineer/Analyst II	Bachelor's Degree or equivalent and 3 years of work experience*
Engineer/Analyst I	Bachelor's Degree or equivalent and 0 years of work experience*

\*Six (6) years of general experience is considered equivalent to a Bachelor's Degree.

\*\*Six (6) years of work experience with a Bachelor's Degree is equivalent to a Master's Degree.

\*\*\*Four (4) years of work experience with a Master's Degree is equivalent to a PHD.

## ENGINEERING TECHNICIAN

### Summary:

Provides semi-professional technical support for engineers working in such areas as research, design, development, testing, prototyping, or manufacturing. Applies practical skill and knowledge in a number of areas including but not limited to: electronics, engineering, mechanical prototyping, mechanical testing, solid and liquid propulsion technology.

### Principal Duties and Responsibilities:

- Supervisor outlines objectives, requirements and design approaches. Completed work is reviewed for technical adequacy and satisfaction of requirements.
- Performs non-routine and complex assignments involving responsibility for planning and conducting a complete project of relatively limited scope or a portion of a larger more diverse project. Selects and adapts plans, techniques, designs or layouts. Contacts personnel in related activities to resolve mutual problems and coordinate work
- Constructs experimental or prototype models to meet requirements. Conducts tests and experiments and redesigns as necessary. Records and evaluates data and reports findings.
- Constructs tests requiring selection and adaptation or modification of a variety of critical test equipment; records data; analyzes data and prepares test reports.
- Provides for safety of personnel. Applies safe practice in all operations to prevent destruction of equipment and components.
- Reviews, analyzes and integrates the work of other technicians. May train or be assisted by lower-level technicians.
- Performs other duties as assigned.

Labor Category	Educational Requirements Plus Required Experience
Engineering Technician V	Associate's Degree or Equivalent; 4 years of general experience*
Engineering Technician IV	Associate's Degree or Equivalent
Engineering Technician III	HS Diploma or GED or Equivalent; 10 years of general experience*
Engineering Technician II	HS Diploma or GED or Equivalent; 4 years of general experience*
Engineering Technician I	HS Diploma or GED or Equivalent

\*Six (6) years of general experience is considered equivalent to an Associate's Degree.

## BUSINESS SUPPORT

### Summary:

Coordinates and participates in clerical/administrative support for an organizational segment of the company. Under general direction of supervisor and cognizant of organization's goals, priorities, policies, and practices, handles many office situations or minor problems.

Responsible for the overall management and supervision of program analyst, procurement analysts and other disciplines engaged in the research and development, production and fielding of a system. Works from policies and general objectives, under general direction.

### Principal Duties and Responsibilities:

- Plans, directs, and coordinates a program management or program support office. Directs the work of a staff of program analysts and procurement personnel either directly or through subordinate supervisors.
- Develops, plans, reviews, directs, and controls all activities within the department. Makes major decisions, anticipates problems and develops solutions. Supervises the establishment and maintenance of a review and analysis system that assures "closed loop" management within the program and provides the necessary checks and balances.
- Develops and maintains a close communication with higher level Government personnel, contractor, and company personnel. Responsible for compliance with company policy on equal employment opportunity and affirmative action in all personnel actions under their jurisdiction.
- Maintains a comprehensive knowledge of analytical models and simulations. Validates the user of models and simulations for performance of sensitivity analysis for decision making under extreme uncertainty.
- Performs other duties as required.

Labor Category	Educational Requirements Plus Required Experience
Business Analyst VI	Master's Degree or equivalent and 8 years of work experience**
Business Analyst V	Bachelor's Degree or equivalent and 8 years of work experience*
Business Analyst IV	Bachelor's Degree or equivalent and 4 years of work experience*
Business Analyst III	Bachelor's Degree or equivalent and 0 years of work experience*
Business Admin III	HS Diploma or GED or Equivalent; 8 years of work experience*
Business Admin II	HS Diploma or GED or Equivalent; 4 years of work experience*
Business Admin I	HS Diploma or GED or Equivalent; 0 years of work experience*

\*Six (6) years of general experience is considered equivalent to a Bachelor's Degree.

\*\*Six (6) years of work experience with a Bachelor's Degree is equivalent to a Master's Degree.



**LABOR CATEGORIES awarded under SINs 874-1 and 874-7**

**PROGRAM MANAGER**

**Summary:**

Defines objectives and policies of tasks or programs. Reviews overall effectiveness, adherence to policy, and achievement of program objectives. Monitors daily operations of task and/or program. Responsible for planning, staffing, and business development activities and interfaces with senior management. Tasks/Programs managed by Program Managers are less complex and less in number than those managed by a Senior Program Manager.

**Principal Duties and Responsibilities:**

- Responsible for all management activities relative to a task or program. Interfaces with divisional branches, staff, and other technical and support personnel on all matters pertaining to capabilities and solutions, resource requirements and allocation, personnel matters, and business development and maintenance. Performs administrative and supervisory duties required for operation of the task/program. Maintains an appropriate skills mix of the task/program staff through the professional development of the existing staff and the recruitment of new personnel.
- Interfaces with subcontractors on technical, limited financial, and schedule requirements. Ensures adequacy, accuracy, and quality of all contract deliverables. Ensures that contractual delivery orders and authorized funds are expended according to the projected spending plan. Develops and maintains employee-coverage projections. Identifies business opportunities with current and potential clients through developing and maintaining positive, professional relationships with clients, establishing personal and corporate credibility, developing an understanding of the clients operational environment, and identification of appropriate contractual vehicles. Represents company at meetings, seminars, and other professional gatherings.
- Prepares material for presentations or discussions relative to progress of the task/program. Conducts presentations, lectures, or discussions. Initiates meetings, ensuring representation from each operating element of the task/program. Ensures that meetings are timely and allow realistic decisions to be made relative to program policies, plans, and changes to allow the least adverse effect on program funds, schedules, manpower, and performance. Responsible for compliance with company policy on equal employment opportunity and affirmative action in all personnel actions under their jurisdiction.
- Increasing labor category levels defined by required experience for more and more complex task/program.
- Performs other duties as assigned.

<b>Labor Category</b>	<b>Educational Requirements Plus Required Experience</b>
Program Manager IV	Bachelor's Degree or equivalent and 18 years of work experience*
Program Manager III	Bachelor's Degree or equivalent and 16 years of work experience*
Program Manager II	Bachelor's Degree or equivalent and 14 years of work experience*
Program Manager I	Bachelor's Degree or equivalent and 12 years of work experience*

\*Six (6) years of work experience is equivalent to a Bachelor's Degree.

## SENIOR PRINCIPAL INVESTIGATOR (PI)

### Summary:

Defines objectives and policies of specific work areas of a program within the individual's specialized area of expertise. Reviews overall effectiveness, adherence to policy, and achievement of program objectives in that specialized area. Monitors operations of program in that area. Responsible for planning, staffing, and specialized area execution activities and interfaces with program and senior managers.

### Principal Duties and Responsibilities:

- Utilizes advanced experience, plus special expertise in solving problems which are expansive in nature and leads large teams to do so. Performs responsibilities using broad-based experience in multiple areas of expertise, and may be a nationally-recognized authority in applicable specialty area.
- Responsible for management activities relative to specialized areas of expertise on single or multiple tasks/programs. Interfaces with other company personnel on all matters pertaining to capabilities and solutions, resource requirements and allocation, personnel matters, and business development and maintenance. Performs administrative and supervisory duties required for specific work areas of the task/ program. Maintains an appropriate skills mix of the staff through the professional development of the existing staff and the recruitment of new personnel.
- Interfaces with subcontractors as required. Ensures adequacy, accuracy, and quality of contract deliverables in areas of responsibility. Ensures that contractual delivery orders and authorized funds are expended according to the projected spending plan. Identifies business opportunities with current and potential clients through developing and maintaining positive, professional relationships with clients, establishing personal and corporate credibility, developing an understanding of the clients operational environment, and identification of appropriate contractual vehicles. Represents company at meetings, seminars, and other professional gatherings. Prepares material for presentations or discussions relative to progress of the specific areas of the task/program for which they are responsible. Conducts presentations, lectures, or discussions. Initiates meetings, ensuring representation from each operating element of the program. Ensures that meetings are timely and allow realistic decisions to be made relative to program policies, plans, and changes to allow the least adverse effect on program funds, schedules, manpower, and performance. Responsible for compliance with company policy on equal employment opportunity and affirmative action in all personnel actions under their jurisdiction.
- Performs other duties as assigned.

Labor Category	Educational Requirements Plus Required Experience
Senior PI III	Bachelor's Degree or equivalent and 35 years of work experience*
Senior PI II	Bachelor's Degree or equivalent and 30 years of work experience*
Senior PI I	Bachelor's Degree or equivalent and 25 years of work experience*

\*Six (6) years of work experience is equivalent to a Bachelor's Degree.

## ANALYST

### Summary:

Performs professional analytical work in research, development, design, testing, analysis, production, maintenance, operation, planning, estimating, application, or standardization of MOBIS facilities, systems, structures, software applications, firmware, processes, equipment, devices, or materials.

### Principal Duties and Responsibilities:

- Applies intensive and diversified knowledge of analytical principles and practices in broad areas. Makes decisions independently on problems and methods, and represents the organization in meetings/conferences to resolve important questions and to plan and coordinate work.
- Maintains a comprehensive knowledge of analytical models and simulations. Validates the use of models and simulations for performance of sensitivity analysis for decision-making under extreme uncertainty.
- May require use of advanced technology and the modification and extension of theories, precepts, and practices in the field.
- Plans, directs, and coordinates a large project or a number of small ones with many complex features. Assesses the feasibility and soundness of proposed tests, products, or equipment.
- May direct the work of a staff of analysts and specialists. Makes recommendations for hire, promotion, and other changes of status.
- Responsible for compliance with company policy on equal employment opportunity and affirmative action in all personnel actions under their jurisdiction.
- Travels on an as required basis.
- Performs other duties as assigned.

Labor Category	Educational Requirements Plus Required Experience
Analyst VIII	Bachelor's Degree or equivalent and 25 years work experience*
Analyst VII	Bachelor's Degree or equivalent and 16 years of work experience*
Analyst VI	Bachelor's Degree or equivalent and 14 years of work experience*
Analyst V	Bachelor's Degree or equivalent and 10 years of work experience*
Analyst IV	Bachelor's Degree or equivalent and 8 years of work experience*
Analyst III	Bachelor's Degree or equivalent and 6 years of work experience*
Analyst II	Bachelor's Degree or equivalent and 3 years of work experience*
Analyst I	Bachelor's Degree or equivalent and 0 years of work experience*

\*Six (6) years of work experience is considered equivalent to a Bachelor's Degree.

## MANAGEMENT/BUSINESS SPECIALIST

### Summary:

Provides semi-professional support for analysts working in MOBIS-related areas of performance. Applies practical skill and knowledge in any number of areas.

### Principal Duties and Responsibilities:

- Supervisor outlines objectives, requirements, and approaches. Reviews completed work is for adequacy and satisfaction of requirements.
- Performs non-routine and complex assignments involving responsibility for planning and conducting a complete project of relatively limited scope or a portion of a larger more diverse project. Selects and adapts plans, processes, techniques, designs or layouts. Contacts personnel in related activities to resolve mutual problems and coordinate work.
- Constructs models to meet requirements. Conducts tests and experiments and redesigns as necessary. Records and evaluates data and reports findings.
- Constructs activities requiring selection and adaptation or modification of a variety of critical resources; records data; analyzes data and prepares reports.
- Reviews, analyzes and integrates the work of other specialists. May train or be assisted by lower-level specialists.
- Performs other duties as assigned.

Labor Category	Educational Requirements Plus Required Experience
Specialist VI	HS Diploma or GED or Equivalent and 20 years of work experience
Specialist V	HS Diploma or GED or Equivalent and 15 years of work experience
Specialist IV	HS Diploma or GED or Equivalent and 12 years of work experience
Specialist III	HS Diploma or GED or Equivalent and 10 years of work experience
Specialist II	HS Diploma or GED or Equivalent and 5 years of work experience
Specialist I	HS Diploma or GED or Equivalent and 0 years of work experience

## ADMINISTRATIVE SUPPORT

### Summary:

Coordinates and participates in clerical/administrative support for an organizational segment of the company. Under general direction of supervisor and cognizant of organization's goals, priorities, policies, and practices, handles many office situations or minor problems.

### Principal Duties and Responsibilities:

- Responsible for typing and other administrative duties under the general supervision of a specialist, analyst, or manager.
- Uses a thorough knowledge of standards, government publications, manuals, various dictionaries and handbooks and standard lists of symbols and abbreviations prepared by management or technical societies.
- Checks, explains and assigns work to lower-level admin support personnel engaged in the administrative duties, typing and layout of reproducible manuscripts and other documentation.
- Prepares draft and final copy of written materials using personal computers and various other machines for typing, word processing, reproduction, facsimile, electronic mailing, and printing.
- Reviews written material for consistency, format, grammar and conformance to applicable specification. Coordinates and/or performs proof reading assignments.
- Assists in meeting coordination and participation.
- Sets up files and maintains records and documentation.
- Performs other duties as required.

Labor Category	Educational Requirements Plus Required Experience
Admin III	HS Diploma or GED or Equivalent and 10 years of work experience
Admin II	HS Diploma or GED or Equivalent and 4 years of work experience
Admin I	HS Diploma or GED or Equivalent and 0 years of work experience

## **LABOR CATEGORIES awarded under SIN 899-1**

### **PROGRAM MANAGER**

#### **Summary:**

Defines objectives and policies of programs. Reviews overall effectiveness, adherence to policy and achievement of program objectives. Monitors daily operations of program. Responsible for planning, staffing, and business-development activities and interfaces with directors.

#### **Principal Duties And Responsibilities:**

- Responsible for all management activities relative to a program. Performs administrative and supervisory duties required for operation of the program. Maintains an appropriate skills mix of the program staff through the professional development of the existing staff and the recruitment of new personnel.
- Interfaces with subcontractors on technical, limited financial, and schedule requirements. Ensures adequacy, accuracy, and technical quality of all contract deliverables. Ensures that contractual delivery orders and authorized funds are expended according to the projected spending plan. Develops and maintains employee-coverage projections.
- Prepares material for presentations or discussions relative to progress of the program. Conducts presentations, lectures, or discussions. Initiates meetings, ensuring representation from each operating element of the program.

#### **Level of Responsibilities:**

- Program Manager IV - Capable of managing very complex orders (e.g., high dollar value, multiple subcontractors, multiple work locations, charges in addition to labor); works independently.
- Program Manager III - Capable of managing complex orders that include some, but not all of the components listed for PM IV.
- Program Manager II - Capable of managing simple to moderately complex orders (e.g., up to several hundred thousand dollars value with charges in addition to labor).
- Program Manager I - Capable of managing simple orders (e.g, less than \$150,000 value, charges in addition to labor).

<b>Labor Category</b>	<b>Educational Requirements Plus Required Experience</b>
Program Manager IV	Master's Degree or equivalent and 12 years of work experience**
Program Manager III	Master's Degree or equivalent and 10 years of work experience**
Program Manager II	Bachelor's Degree or equivalent and 14 years of work experience*
Program Manager I	Bachelor's Degree or equivalent and 12 years of work experience*

\*Six (6) years of work experience is equivalent to a Bachelor's Degree.

\*\*Six (6) years of work experience with a Bachelor's Degree is equivalent to a Master's Degree.

## ENGINEER/ANALYST

### Summary:

Performs professional engineering/analyst work in research, development, design, testing, analysis, production, maintenance, operation, planning, estimating, application, or standardization of engineering facilities, systems, structures, software applications, firmware, processes equipment, devices, or materials.

### Principal Duties and Responsibilities:

- Applies intensive and diversified knowledge of engineering principles and practices in broad areas. Makes decisions independently on engineering problems and methods, and represents the organization in conferences to resolve important questions and to plan and coordinate work. Requires use of advanced technology and the modification and extension of theories, precepts, and practices in the field.
- Plans, directs, and coordinates a large engineering project or a number of small ones with many complex features. Assesses the feasibility and soundness of proposed engineering evaluation tests, products, or equipment. Directs the work of a staff of engineers and technicians. Makes recommendations for hire, promotion, and other changes of status.

### Level of Responsibilities:

- Engineer/Analyst VII - Performs all described duties and responsibilities; capable of planning and coordinating complex projects (e.g., Environmental Impact Statement, multiple compliance documents); capable of performing environmental analyses; works independently; may supervise lower level E/As or Engineer Technicians.
- E/A VI - Performs all described duties and responsibilities; capable of planning and coordinating moderately complex projects (e.g., Environmental Assessments, Document of Environmental Protection, Public Affairs Plan); capable of performing environmental analyses; may supervise lower level E/As or Engineer Technicians.
- E/A V - Applies knowledge of engineering/scientific principles and practices in broad areas; capable of planning and coordinating a moderately complex project (e.g., DOPAA, Document of Environmental Protection); capable of performing environmental analyses; may supervise lower level E/As.
- E/A IV - Applies knowledge of engineering/scientific principles and practices in broad areas; capable of planning and coordinating a relatively simple project (e.g., preparation of Finding of No Significant Impact, environmental permit); may supervise lower level E/As.
- E/A III - Applies knowledge of engineering/scientific principles and practices in broad areas; capable of researching and drafting documents (e.g., Finding of No Significant Impact, categorical exclusions); work is typically in support of higher level E/A.
- E/A II - Applies knowledge of engineering/scientific principles and practices in broad areas; capable of researching and drafting simple documents (e.g., Notice of Availability, Record of Decision); work is typically in support of higher level E/A.
- E/A I - Applies knowledge of engineering/scientific principles and practices in broad areas; capable of researching topics in support of higher level E/As.

Labor Category	Educational Requirements Plus Required Experience
Engineer/Analyst, VII	Master's Degree or equivalent and 12 years of work experience**
Engineer/Analyst, VI	Master's Degree or equivalent and 8 years of work experience**
Engineer/Analyst, V	Bachelor's Degree and 12 years of work experience*
Engineer/Analyst, IV	Bachelor's Degree and 8 years of work experience*
Engineer/Analyst, III	Bachelor's Degree and 6 years of work experience*
Engineer/Analyst, II	Bachelor's Degree and 3 years of work experience*
Engineer/Analyst, I	Bachelor's Degree and 0 years of work experience*

\*Six (6) years of work experience is equivalent to a Bachelor's Degree.

\*\*Six (6) years of work experience with a Bachelor's Degree is equivalent to a Master's Degree.

## ENGINEERING TECHNICIAN

### Summary:

Provides semi-professional technical support for engineers working in such areas as research, design, development, testing, prototyping, or manufacturing. Applies practical skill and knowledge in a number of areas including but not limited to: electronics, engineering, mechanical prototyping, mechanical testing, solid and liquid propulsion technology.

### Principal Duties And Responsibilities:

- Pursues objectives, requirements and design approaches as outlined by Supervisor. Completed work is reviewed for technical adequacy and satisfaction of requirements.
- Performs non-routine and complex assignments involving responsibility for planning and conducting a complete project of relatively limited scope or a portion of a larger more diverse project. Selects and adapts plans, techniques, designs or layouts. Contacts personnel in related activities to resolve mutual problems and coordinate work. Reviews, analyzes and integrates the work of other technicians.
- Constructs experimental or prototype models to meet requirements. Conducts tests and experiments and redesigns as necessary. Records and evaluates data; analyzes data and prepares test reports.
- Provides for safety of personnel. Applies safe practice in all operations.

### Level of Responsibilities:

- Engineering Technician V - Performs all described duties and responsibilities; performs non-routine and complex assignments (e.g., constructing prototypes); may supervise lower level ETs.
- ET IV - Performs all described duties and responsibilities; performs non-routine or complex assignments (e.g., developing unique system test plans); may supervise lower level ETs.
- ET III - Plans and conducts complete projects of limited scope (e.g., developing standard test procedures); may supervise lower level ETs.
- ET II - Performs relatively simple tasks (e.g., calibrating equipment, tests using standard operating procedures); assists with personnel safety measures.
- ET I - Performs relatively simple tasks (e.g., calibrating equipment).

Labor Category	Educational Requirements Plus Required Experience
Engineering Technician V	Associates Degree or Equivalent+12 years of general experience*
Engineering Technician IV	Associates Degree or Equivalent+ 4 years of general experience*
Engineering Technician III	HS Diploma or GED or + 6 years of general experience*
Engineering Technician II	HS Diploma or GED + 4 years of general experience*
Engineering Technician I	HS Diploma or GED

\*Six (6) years of general experience is considered equivalent to an Associate's Degree.



## BUSINESS SUPPORT

### Summary:

Responsible for the overall management and supervision of program analysts, procurement analysts and other disciplines. Coordinates and participates in clerical/administrative support for an organizational segment of the company. Works from policies and general objectives, under general direction.

### Principal Duties And Responsibilities:

- Plans, directs, and coordinates a program management or program support office. Directs the work of a staff of program analysts and procurement personnel either directly or through subordinate supervisors.
- Develops, plans, reviews, directs, and controls all activities within the department. Makes major decisions, anticipates problems and develops solutions. Supervises the establishment and maintenance of a review and analysis system that assures "closed loop" management within the program and provides the necessary checks and balances.
- Develops and maintains a close communication with higher level Government personnel, contractor, and company personnel. Responsible for compliance with company policy on equal employment opportunity and affirmative action in all personnel actions under their jurisdiction.
- Maintains a comprehensive knowledge of analytical models and simulations. Validates the user of models and simulations for performance of sensitivity analysis for decision-making under extreme uncertainty.

### Level of Responsibilities:

- Business Analyst VI - Performs all described duties and responsibilities; capable of planning, directing, and coordinating a program management or program support office with multiple projects; works independently; may supervise lower level BAs.
- BA V - Performs all described duties and responsibilities; capable of planning, directing, and coordinating a program management or program support office for a project; may supervise lower level BA.
- BA IV - Plans and coordinates program support.

Labor Category	Educational Requirements Plus Required Experience
Business Analyst VI	Master's Degree or equivalent and 8 years of work experience**
Business Analyst V	Bachelor's Degree or equivalent and 8 years of work experience*
Business Analyst IV	Bachelor's Degree or equivalent and 4 years of work experience*

\*Six (6) years of work experience is equivalent to a Bachelor's Degree.

\*\*Six (6) years of work experience with a Bachelor's Degree is equivalent to a Master's Degree.

## LABOR RATES

Direct Labor Category	SIN(s)	SITE	Contract Year 1	Contract Year 2	Contract Year 3	Contract Year 4	Contract Year 5
			(06/01/2015 - 05/31/2016)	(06/01/2016 - 05/31/2017)	(06/01/2017 - 05/31/2018)	(06/01/2018 - 05/31/2019)	(06/01/2019 - 05/31/2020)
Program Management IV	871- 2, 871-3, 871-4, 871-5	Customer Site	\$139.55	\$142.34	\$145.19	\$148.09	\$151.05
Program Management III	871- 2, 871-3, 871-4, 871-5	Customer Site	\$136.40	\$139.13	\$141.91	\$144.75	\$147.65
Program Management II	871- 2, 871-3, 871-4, 871-5	Customer Site	\$128.32	\$130.89	\$133.51	\$136.18	\$138.90
Program Management I	871- 2, 871-3, 871-4, 871-5	Customer Site	\$116.30	\$118.63	\$121.00	\$123.42	\$125.89
Sr. Technical Support V	871- 2, 871-3, 871-4, 871-5	Customer Site	\$235.61	\$240.32	\$245.13	\$250.03	\$255.03
Sr. Technical Support IV	871- 2, 871-3, 871-4, 871-5	Customer Site	\$199.16	\$203.14	\$207.20	\$211.34	\$215.57
Sr. Technical Support III	871- 2, 871-3, 871-4, 871-5	Customer Site	\$174.95	\$178.45	\$182.02	\$185.66	\$189.37
Sr. Technical Support II	871- 2, 871-3, 871-4, 871-5	Customer Site	\$142.06	\$144.90	\$147.80	\$150.76	\$153.78
Sr, Technical Support I	871- 2, 871-3, 871-4, 871-5	Customer Site	\$109.15	\$111.33	\$113.56	\$115.83	\$118.15
Engineer/Analyst X	871- 2, 871-3, 871-4, 871-5	Customer Site	\$170.83	\$174.25	\$177.74	\$181.29	\$184.92
Engineer/Analyst IX	871- 2, 871-3, 871-4, 871-5	Customer Site	\$153.04	\$156.10	\$159.22	\$162.40	\$165.65
Engineer/Analyst VIII	871- 2, 871-3, 871-4, 871-5	Customer Site	\$133.04	\$135.70	\$138.41	\$141.18	\$144.00
Engineer/Analyst VII	871- 2, 871-3, 871-4, 871-5	Customer Site	\$126.57	\$129.10	\$131.68	\$134.31	\$137.00
Engineer/Analyst VI	871- 2, 871-3, 871-4, 871-5	Customer Site	\$104.43	\$106.52	\$108.65	\$110.82	\$113.04
Engineer/Analyst V	871- 2, 871-3, 871-4, 871-5	Customer Site	\$94.84	\$96.74	\$98.67	\$100.64	\$102.65
Engineer/Analyst IV	871- 2, 871-3, 871-4, 871-5	Customer Site	\$84.97	\$86.67	\$88.40	\$90.17	\$91.97
Engineer/Analyst III	871- 2, 871-3, 871-4, 871-5	Customer Site	\$77.70	\$79.25	\$80.84	\$82.46	\$84.11
Engineer/Analyst II	871- 2, 871-3, 871-4, 871-5	Customer Site	\$69.12	\$70.50	\$71.91	\$73.35	\$74.82

Engineer/Analyst I	871- 2, 871-3, 871-4, 871-5	Customer Site	\$60.73	\$61.94	\$63.18	\$64.44	\$65.73
Engineering Technician V	871- 2, 871-3, 871-4, 871-5	Customer Site	\$98.20	\$100.16	\$102.16	\$104.20	\$106.28
Engineering Technician IV	871- 2, 871-3, 871-4, 871-5	Customer Site	\$79.62	\$81.21	\$82.83	\$84.49	\$86.18
Engineering Technician III	871- 2, 871-3, 871-4, 871-5	Customer Site	\$69.12	\$70.50	\$71.91	\$73.35	\$74.82
Engineering Technician II	871- 2, 871-3, 871-4, 871-5	Customer Site	\$55.38	\$56.49	\$57.62	\$58.77	\$59.95
Engineering Technician I	871- 2, 871-3, 871-4, 871-5	Customer Site	\$50.52	\$51.53	\$52.56	\$53.61	\$54.68
Business Analyst VI	871- 2, 871-3, 871-4, 871-5	Customer Site	\$124.14	\$126.62	\$129.15	\$131.73	\$134.36
Business Analyst V	871- 2, 871-3, 871-4, 871-5	Customer Site	\$101.99	\$104.03	\$106.11	\$108.23	\$110.39
Business Analyst IV	871- 2, 871-3, 871-4, 871-5	Customer Site	\$80.49	\$82.10	\$83.74	\$85.41	\$87.12
Business Analyst III	871- 2, 871-3, 871-4, 871-5	Customer Site	\$57.05	\$58.19	\$59.35	\$60.54	\$61.75
Business Admin III	871- 2, 871-3, 871-4, 871-5	Customer Site	\$42.03	\$42.87	\$43.73	\$44.60	\$45.49
Business Admin II	871- 2, 871-3, 871-4, 871-5	Customer Site	\$36.02	\$36.74	\$37.47	\$38.22	\$38.98
Business Admin I	871- 2, 871-3, 871-4, 871-5	Customer Site	\$26.53	\$27.06	\$27.60	\$28.15	\$28.71
Program Management IV	871- 2, 871-3, 871-4, 871-5	Contractor Site	\$180.34	\$183.95	\$187.63	\$191.38	\$195.21
Program Management III	871- 2, 871-3, 871-4, 871-5	Contractor Site	\$176.25	\$179.78	\$183.38	\$187.05	\$190.79
Program Management II	871- 2, 871-3, 871-4, 871-5	Contractor Site	\$165.83	\$169.15	\$172.53	\$175.98	\$179.50
Program Management I	871- 2, 871-3, 871-4, 871-5	Contractor Site	\$150.29	\$153.30	\$156.37	\$159.50	\$162.69
Sr. Technical Support V	871- 2, 871-3, 871-4, 871-5	Contractor Site	\$294.36	\$300.25	\$306.26	\$312.39	\$318.64
Sr. Technical Support IV	871- 2, 871-3, 871-4, 871-5	Contractor Site	\$248.82	\$253.80	\$258.88	\$264.06	\$269.34
Sr. Technical Support III	871- 2, 871-3, 871-4, 871-5	Contractor Site	\$218.58	\$222.95	\$227.41	\$231.96	\$236.60
Sr. Technical Support II	871- 2, 871-3, 871-4, 871-5	Contractor Site	\$177.48	\$181.03	\$184.65	\$188.34	\$192.11

Sr, Technical Support I	871- 2, 871-3, 871-4, 871-5	Contractor Site	\$136.36	\$139.09	\$141.87	\$144.71	\$147.60
Engineer/Analyst X	871- 2, 871-3, 871-4, 871-5	Contractor Site	\$213.40	\$217.67	\$222.02	\$226.46	\$230.99
Engineer/Analyst IX	871- 2, 871-3, 871-4, 871-5	Contractor Site	\$191.19	\$195.01	\$198.91	\$202.89	\$206.95
Engineer/Analyst VIII	871- 2, 871-3, 871-4, 871-5	Contractor Site	\$166.21	\$169.53	\$172.92	\$176.38	\$179.91
Engineer/Analyst VII	871- 2, 871-3, 871-4, 871-5	Contractor Site	\$163.55	\$166.82	\$170.16	\$173.56	\$177.03
Engineer/Analyst VI	871- 2, 871-3, 871-4, 871-5	Contractor Site	\$134.94	\$137.64	\$140.39	\$143.20	\$146.06
Engineer/Analyst V	871- 2, 871-3, 871-4, 871-5	Contractor Site	\$122.55	\$125.00	\$127.50	\$130.05	\$132.65
Engineer/Analyst IV	871- 2, 871-3, 871-4, 871-5	Contractor Site	\$109.79	\$111.99	\$114.23	\$116.51	\$118.84
Engineer/Analyst III	871- 2, 871-3, 871-4, 871-5	Contractor Site	\$100.40	\$102.41	\$104.46	\$106.55	\$108.68
Engineer/Analyst II	871- 2, 871-3, 871-4, 871-5	Contractor Site	\$89.32	\$91.11	\$92.93	\$94.79	\$96.69
Engineer/Analyst I	871- 2, 871-3, 871-4, 871-5	Contractor Site	\$78.46	\$80.03	\$81.63	\$83.26	\$84.93
Engineering Technician V	871- 2, 871-3, 871-4, 871-5	Contractor Site	\$126.90	\$129.44	\$132.03	\$134.67	\$137.36
Engineering Technician IV	871- 2, 871-3, 871-4, 871-5	Contractor Site	\$102.88	\$104.94	\$107.04	\$109.18	\$111.36
Engineering Technician III	871- 2, 871-3, 871-4, 871-5	Contractor Site	\$89.32	\$91.11	\$92.93	\$94.79	\$96.69
Engineering Technician II	871- 2, 871-3, 871-4, 871-5	Contractor Site	\$71.57	\$73.00	\$74.46	\$75.95	\$77.47
Engineering Technician I	871- 2, 871-3, 871-4, 871-5	Contractor Site	\$65.28	\$66.59	\$67.92	\$69.28	\$70.67
Business Analyst VI	871- 2, 871-3, 871-4, 871-5	Contractor Site	\$160.40	\$163.61	\$166.88	\$170.22	\$173.62
Business Analyst V	871- 2, 871-3, 871-4, 871-5	Contractor Site	\$131.79	\$134.43	\$137.12	\$139.86	\$142.66
Business Analyst IV	871- 2, 871-3, 871-4, 871-5	Contractor Site	\$104.02	\$106.10	\$108.22	\$110.38	\$112.59
Business Analyst III	871- 2, 871-3, 871-4, 871-5	Contractor Site	\$71.27	\$72.70	\$74.15	\$75.63	\$77.14
Business Admin III	871- 2, 871-3, 871-4, 871-5	Contractor Site	\$54.31	\$55.40	\$56.51	\$57.64	\$58.79

Business Admin II	871- 2, 871-3, 871-4, 871-5	Contractor Site	\$46.55	\$47.48	\$48.43	\$49.40	\$50.39
Business Admin I	871- 2, 871-3, 871-4, 871-5	Contractor Site	\$34.26	\$34.95	\$35.65	\$36.36	\$37.09
Program Manager IV	874-1, 874-7	Customer Site	\$176.93	\$180.47	\$184.08	\$187.76	\$191.52
Program Manager III	874-1, 874-7	Customer Site	\$157.01	\$160.15	\$163.35	\$166.62	\$169.95
Program Manager II	874-1, 874-7	Customer Site	\$138.20	\$140.96	\$143.78	\$146.66	\$149.59
Program Manager I	874-1, 874-7	Customer Site	\$125.01	\$127.51	\$130.06	\$132.66	\$135.31
Senior Principal Investigator III	874-1, 874-7	Customer Site	\$209.71	\$213.90	\$218.18	\$222.54	\$226.99
Senior Principal Investigator II	874-1, 874-7	Customer Site	\$190.01	\$193.81	\$197.69	\$201.64	\$205.67
Senior Principal Investigator I	874-1, 874-7	Customer Site	\$177.49	\$181.04	\$184.66	\$188.35	\$192.12
Analyst VIII	874-1, 874-7	Customer Site	\$166.91	\$170.25	\$173.66	\$177.13	\$180.67
Analyst VII	874-1, 874-7	Customer Site	\$147.42	\$150.37	\$153.38	\$156.45	\$159.58
Analyst VI	874-1, 874-7	Customer Site	\$131.72	\$134.35	\$137.04	\$139.78	\$142.58
Analyst V	874-1, 874-7	Customer Site	\$117.69	\$120.04	\$122.44	\$124.89	\$127.39
Analyst IV	874-1, 874-7	Customer Site	\$101.15	\$103.17	\$105.23	\$107.33	\$109.48
Analyst III	874-1, 874-7	Customer Site	\$79.32	\$80.91	\$82.53	\$84.18	\$85.86
Analyst II	874-1, 874-7	Customer Site	\$64.62	\$65.91	\$67.23	\$68.57	\$69.94
Analyst I	874-1, 874-7	Customer Site	\$56.18	\$57.30	\$58.45	\$59.62	\$60.81
Specialist VI	874-1, 874-7	Customer Site	\$122.42	\$124.87	\$127.37	\$129.92	\$132.52
Specialist V	874-1, 874-7	Customer Site	\$106.10	\$108.22	\$110.38	\$112.59	\$114.84
Specialist IV	874-1, 874-7	Customer Site	\$84.69	\$86.38	\$88.11	\$89.87	\$91.67
Specialist III	874-1, 874-7	Customer Site	\$72.33	\$73.78	\$75.26	\$76.77	\$78.31

Specialist II	874-1, 874-7	Customer Site	\$58.99	\$60.17	\$61.37	\$62.60	\$63.85
Specialist I	874-1, 874-7	Customer Site	\$51.57	\$52.60	\$53.65	\$54.72	\$55.81
Program Manager IV	874-1, 874-7	Contractor Site	\$188.45	\$192.22	\$196.06	\$199.98	\$203.98
Program Manager III	874-1, 874-7	Contractor Site	\$167.24	\$170.58	\$173.99	\$177.47	\$181.02
Program Manager II	874-1, 874-7	Contractor Site	\$147.20	\$150.14	\$153.14	\$156.20	\$159.32
Program Manager I	874-1, 874-7	Contractor Site	\$133.17	\$135.83	\$138.55	\$141.32	\$144.15
Senior Principal Investigator III	874-1, 874-7	Contractor Site	\$223.36	\$227.83	\$232.39	\$237.04	\$241.78
Senior Principal Investigator II	874-1, 874-7	Contractor Site	\$202.41	\$206.46	\$210.59	\$214.80	\$219.10
Senior Principal Investigator I	874-1, 874-7	Contractor Site	\$189.05	\$192.83	\$196.69	\$200.62	\$204.63
Analyst VIII	874-1, 874-7	Contractor Site	\$177.79	\$181.35	\$184.98	\$188.68	\$192.45
Analyst VII	874-1, 874-7	Contractor Site	\$157.04	\$160.18	\$163.38	\$166.65	\$169.98
Analyst VI	874-1, 874-7	Contractor Site	\$140.29	\$143.10	\$145.96	\$148.88	\$151.86
Analyst V	874-1, 874-7	Contractor Site	\$125.37	\$127.88	\$130.44	\$133.05	\$135.71
Analyst IV	874-1, 874-7	Contractor Site	\$107.72	\$109.87	\$112.07	\$114.31	\$116.60
Analyst III	874-1, 874-7	Contractor Site	\$84.48	\$86.17	\$87.89	\$89.65	\$91.44
Analyst II	874-1, 874-7	Contractor Site	\$68.82	\$70.20	\$71.60	\$73.03	\$74.49
Analyst I	874-1, 874-7	Contractor Site	\$59.85	\$61.05	\$62.27	\$63.52	\$64.79
Specialist VI	874-1, 874-7	Contractor Site	\$130.40	\$133.01	\$135.67	\$138.38	\$141.15
Specialist V	874-1, 874-7	Contractor Site	\$113.02	\$115.28	\$117.59	\$119.94	\$122.34
Specialist IV	874-1, 874-7	Contractor Site	\$90.20	\$92.00	\$93.84	\$95.72	\$97.63
Specialist III	874-1, 874-7	Contractor Site	\$77.05	\$78.59	\$80.16	\$81.76	\$83.40

Specialist II	874-1, 874-7	Contractor Site	\$62.82	\$64.08	\$65.36	\$66.67	\$68.00
Specialist I	874-1, 874-7	Contractor Site	\$54.90	\$56.00	\$57.12	\$58.26	\$59.43
Program Manager IV	899-1	Customer Site	\$168.40	\$171.77	\$175.21	\$178.71	\$182.28
Program Manager III	899-1	Customer Site	\$139.55	\$142.34	\$145.19	\$148.09	\$151.05
Program Manager II	899-1	Customer Site	\$128.24	\$130.80	\$133.42	\$136.09	\$138.81
Program Manager I	899-1	Customer Site	\$116.78	\$119.12	\$121.50	\$123.93	\$126.41
Engineer/Analyst VII	899-1	Customer Site	\$127.33	\$129.88	\$132.48	\$135.13	\$137.83
Engineer/Analyst VI	899-1	Customer Site	\$108.55	\$110.72	\$112.93	\$115.19	\$117.49
Engineer/Analyst V	899-1	Customer Site	\$97.44	\$99.39	\$101.38	\$103.41	\$105.48
Engineer/Analyst IV	899-1	Customer Site	\$86.50	\$88.23	\$89.99	\$91.79	\$93.63
Engineer/Analyst III	899-1	Customer Site	\$81.65	\$83.28	\$84.95	\$86.65	\$88.38
Engineer/Analyst II	899-1	Customer Site	\$72.62	\$74.07	\$75.55	\$77.06	\$78.60
Engineer/Analyst I	899-1	Customer Site	\$65.38	\$66.69	\$68.02	\$69.38	\$70.77
Engineering Technician V	899-1	Customer Site	\$118.47	\$120.84	\$123.26	\$125.73	\$128.24
Engineering Technician IV	899-1	Customer Site	\$103.02	\$105.08	\$107.18	\$109.32	\$111.51
Engineering Technician III	899-1	Customer Site	\$76.97	\$78.51	\$80.08	\$81.68	\$83.31
Engineering Technician II	899-1	Customer Site	\$57.69	\$58.84	\$60.02	\$61.22	\$62.44
Engineering Technician I	899-1	Customer Site	\$50.98	\$52.00	\$53.04	\$54.10	\$55.18
Business Analyst VI	899-1	Customer Site	\$119.11	\$121.49	\$123.92	\$126.40	\$128.93
Business Analyst V	899-1	Customer Site	\$88.27	\$90.04	\$91.84	\$93.68	\$95.55
Business Analyst IV	899-1	Customer Site	\$72.58	\$74.03	\$75.51	\$77.02	\$78.56

Program Manager IV	899-1	Contractor Site	\$196.59	\$200.52	\$204.53	\$208.62	\$212.79
Program Manager III	899-1	Contractor Site	\$162.91	\$166.17	\$169.49	\$172.88	\$176.34
Program Manager II	899-1	Contractor Site	\$149.70	\$152.69	\$155.74	\$158.85	\$162.03
Program Manager I	899-1	Contractor Site	\$136.30	\$139.03	\$141.81	\$144.65	\$147.54
Engineer/Analyst VII	899-1	Contractor Site	\$148.64	\$151.61	\$154.64	\$157.73	\$160.88
Engineer/Analyst VI	899-1	Contractor Site	\$126.74	\$129.27	\$131.86	\$134.50	\$137.19
Engineer/Analyst V	899-1	Contractor Site	\$113.75	\$116.03	\$118.35	\$120.72	\$123.13
Engineer/Analyst IV	899-1	Contractor Site	\$100.97	\$102.99	\$105.05	\$107.15	\$109.29
Engineer/Analyst III	899-1	Contractor Site	\$95.29	\$97.20	\$99.14	\$101.12	\$103.14
Engineer/Analyst II	899-1	Contractor Site	\$84.79	\$86.49	\$88.22	\$89.98	\$91.78
Engineer/Analyst I	899-1	Contractor Site	\$73.16	\$74.62	\$76.11	\$77.63	\$79.18
Engineering Technician V	899-1	Contractor Site	\$138.29	\$141.06	\$143.88	\$146.76	\$149.70
Engineering Technician IV	899-1	Contractor Site	\$120.25	\$122.66	\$125.11	\$127.61	\$130.16
Engineering Technician III	899-1	Contractor Site	\$86.90	\$88.64	\$90.41	\$92.22	\$94.06
Engineering Technician II	899-1	Contractor Site	\$64.55	\$65.84	\$67.16	\$68.50	\$69.87
Engineering Technician I	899-1	Contractor Site	\$57.06	\$58.20	\$59.36	\$60.55	\$61.76
Business Analyst VI	899-1	Contractor Site	\$139.05	\$141.83	\$144.67	\$147.56	\$150.51
Business Analyst V	899-1	Contractor Site	\$103.03	\$105.09	\$107.19	\$109.33	\$111.52
Business Analyst IV	899-1	Contractor Site	\$84.71	\$86.40	\$88.13	\$89.89	\$91.69