

**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: [GSAAvantage.gov](http://GSAAvantage.gov).

**Multiple Award Schedule**

**Federal Supply Group:  
Professional Services  
Contract Number: GS-00F-155CA**

**Period Covered by Contract: June 1, 2015 through May 31, 2025  
Price List current as of Modification #PS-0014, effective  
May 19, 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**

Contract Administration: Anna Curenton  
[Anna.curenton@teledyne.com](mailto:Anna.curenton@teledyne.com)  
(256)726-1213

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*Prices Shown Herein are Net (discount deducted)*

## CUSTOMER INFORMATION

**1a. Awarded Special Item Numbers:**

OLM	Order Level Materials (OLM)
541330ENG	Engineering Services
541380	Testing Laboratory Services
541420	Engineering System Design and Integration Services
541611	Management and Financial Consulting, Acquisition and Grands Management
541620	Environmental Consulting Services
541715	Engineering Research and Development and Strategic Planning

See Pages 10 and 26 for item descriptions and awarded prices, respectively.

- 1b. Lowest prices/Government prices are shown in the Rate Tables included.** These tables anticipate 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 (OCT 1995).
- 3. Minimum Order:** 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. Discounts:** Prices shown herein are net. (Any applicable discount deducted.
- 7.** Quantity Discounts – None.
- 8.** Prompt Payment: NET 30 – Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions.
- 9a.** Notification that Government purchase cards are accepted at or below the micro-purchase threshold.

- 9b.** Government purchase cards will be accepted for payment above the micro-purchase threshold.
- 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. Expedited Delivery.** Contact Contractor.
- 11c. Overnight and 2-day delivery.** Contact Contractor.
- 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 are found in Federal Acquisition Regulation (FAR) 8.405-3.
- 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:** contact Contractor.
- 18. Terms and conditions of rental, maintenance, and repair (if applicable):** N/A

19. **Terms and conditions of installation (if applicable): N/A**
20. **Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable): N/A**
- 20a. **Terms and conditions for any other services (if applicable): N/A**
21. **List of service and distribution points (if applicable): N/A**
22. **List of participating dealers (if applicable): N/A**
23. **Preventive maintenance (if applicable): N/A**
- 24a. **Special attributes such as environmental attributes (e.g., recycled content, energy efficiency, and/or reduced pollutants): N/A**
  
25. **DUNS Number: 11-363-3189**
26. **System for Award Management (SAM) registration is in place.**

## ORDERING PROCEDURE

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.

**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.

Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions.

### **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 workstations, 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 LABOR STANDARDS**

The Service Contract Labor Standards (SCLS) is applicable to this contract and it includes SCLS applicable labor categories. The prices for the cited SCLS labor categories are based on the U.S. Department of Labor Wage Determination Number(s) identified in the SCLS 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	15-4604
Engineering Technician I	30081 – Engineering Technician I	15-4604
Business Admin III	01312 – Secretary II	15-4604
Business Admin II	01113 – General Clerk III	15-4604
Business Admin I	01112 – General Clerk II	15-4604



## 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 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:

### **SIN 541330ENG Engineering Services**

541330ENG Services include applying physical laws and principles of engineering in the design, development, and utilization of machines, materials, instruments, processes, and systems. Services may involve any of the following activities: provision of advice, concept development, requirements analysis, preparation of feasibility studies, preparation of preliminary and final plans and designs, provision of technical services during the construction or installation phase, inspection and evaluation of engineering projects, and related services.

NOTE: Services under this SIN cannot include architect-engineer services as defined in the Brooks Act and FAR Part 2, or construction services as defined in FAR Parts 2 and 36.

NAICS Number	Description	Business Size
541330	Engineering Services	\$16.5 million

**Cooperative Purchasing:** No  
**Set Aside:** No  
**FSC/PSC Code:** R414  
**Maximum Order:** \$1,000,000

### **SIN 541611 Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services**

541611 Provide operating advice and assistance on administrative and management issues. Examples include strategic and organizational planning, business process improvement, acquisition and grants management support, facilitation, surveys, assessment and improvement of financial management systems, financial reporting and analysis, due diligence in validating an agency's portfolio of assets and related support services, strategic financial planning, financial policy formulation, special cost studies development, actuarial services, economic and regulatory analysis, benchmarking and program metrics, and business program and project management. Inherently Governmental services as identified in FAR 7.503 or by the ordering agency are prohibited. It is the responsibility of the Contracting Officer placing the order to make this determination. Ordering activities must require prospective contractors to identify potential conflicts of interest and address those, prior to task order award.

Personal services as defined in FAR 37.104 are prohibited.

NAICS Number	Description	Business Size
541611	Administrative Management and General Management Consulting Services	\$16.5 million

**Cooperative Purchasing:** No  
**Set Aside:** No

**FSC/PSC Code:** R408  
**Maximum Order:** \$1,000,000  
**SIN 541620 Environmental Consulting Services**

541620 Services include providing advice and assistance to businesses and other organizations on environmental issues, such as the control of environmental contamination from pollutants, toxic substances, and hazardous materials; Endangered species, wetland, watershed, and other natural resource management plans; Archeological and/or cultural resource management plans. This includes identifying problems (e.g., inspect buildings for hazardous materials), measure and evaluate risks, and recommend solutions. Multi-disciplined staff of scientists, engineers, and other technicians with expertise in areas, such as air and water quality, asbestos contamination, remediation, ecological restoration, and environmental law such as Planning and Documentation Services for the development, planning, facilitation, coordination, and documentation of and/or for environmental initiatives (or mandates such as Executive Order 13693 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).

<b>NAICS Number</b>	<b>Description</b>	<b>Business Size</b>
541620	Environmental Consulting Services	\$16.5 million

**Cooperative Purchasing:** No  
**Set Aside:** No  
**FSC/PSC Code:** F999  
**Maximum Order:** \$1,000,000

**SIN 541380 Testing Laboratory Services**

541380 Includes testing laboratory services, such as physical, chemical, analytical, or other testing services; quality assurance; fire safety inspections; training; safety audits; etc.

<b>NAICS Number</b>	<b>Description</b>	<b>Business Size</b>
541380	Testing Laboratories	\$16.5 million

**Cooperative Purchasing:** No  
**Set Aside:** No  
**FSC/PSC Code:** R499  
**Maximum Order:** \$250,000

## **SIN 541420 Engineering System Design and Integration Services**

541420 Services include creating and developing designs and specifications that optimize the use, value, and appearance of their products. These services can include determination of the materials, construction, mechanisms, shape, color, and surface finishes of the product, taking into consideration human characteristics and needs, safety, market appeal, and efficiency in production, distribution, use, and maintenance.

Associated tasks include, but are not limited to computer-aided design, e.g., CADD, 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, consulting, analysis of single or multi spacecraft missions and mission design analysis.

NOTE: Services under this NAICs cannot include architect-engineer services as defined in the Brooks Act and FAR Part 2 or construction services as defined in the Federal Acquisition Regulation Part 36 and Part 2.

[An implementation guide for Space launch Integration Services \(SLIS\) can be found at www.gsa.gov/psschedule](http://www.gsa.gov/psschedule) - select Professional Engineering Solutions.

<b>NAICS Number</b>	<b>Description</b>	<b>Business Size</b>
541420	Industrial Design Services	\$8 million

**Cooperative Purchasing:** No  
**Set Aside:** No  
**FSC/PSC Code:** R425  
**Maximum Order:** \$1,000,000

## LABOR CATEGORY DEFINITIONS

### 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 skill 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 client's 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.

Labor Category	Educational Requirements Plus Required Experience
Program Manager IV	Master's Degree and 12 years of work experience
Program Manager III	Master's Degree and 8 years of work experience
Program Manager II	Bachelor's Degree and 8 years of work experience
Program Manager I	Bachelor's Degree and 6 years of work experience

## 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 and 25 years of work experience
Senior Technical Support IV	PhD and 18 years of work experience
Senior Technical Support III	PhD and 12 years of work experience
Senior Technical Support II	PhD and 6 years of work experience
Senior Technical Support I	PhD and 0 years of work experience

## 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, 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 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 and 24 years of experience
Engineer Analyst IX	Master's Degree and 18 years of experience
Engineer Analyst VIII	Master's Degree and 14 years of experience
Engineer/Analyst VII	Master's Degree and 12 years of work experience
Engineer/Analyst VI	Master's Degree 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

## 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 Degree and 4 years of general experience
Engineering Technician IV	Associate Degree
Engineering Technician III	HS Diploma or GED and 10 years of general experience
Engineering Technician II	HS Diploma or GED and 4 years of general experience
Engineering Technician I	HS Diploma or GED



## 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 and 8 years of work experience
Business Analyst V	Bachelor's Degree and 8 years of work experience
Business Analyst IV	Bachelor's Degree and 4 years of work experience
Business Analyst III	Bachelor's Degree and 0 years of work experience
Business Admin III	HS Diploma or GED and 8 years of work experience
Business Admin II	HS Diploma or GED and 4 years of work experience
Business Admin I	HS Diploma or GED and 0 years of work experience

## 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 skill 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 client's 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 and 35 years of work experience
Senior PI II	Bachelor's Degree and 30 years of work experience
Senior PI I	Bachelor's Degree and 25 years of work experience

## 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 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 and 25 years of work experience
Analyst VII	Bachelor's Degree and 16 years of work experience
Analyst VI	Bachelor's Degree and 14 years of work experience
Analyst V	Bachelor's Degree and 10 years of work experience
Analyst IV	Bachelor's Degree and 8 years of work experience
Analyst III	Bachelor's Degree and 6 years of work experience
Analyst II	Bachelor's Degree and 3 years of work experience
Analyst I	Bachelor's Degree and 0 years of work experience

## 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 and 20 years of work experience
Specialist V	HS Diploma or GED and 15 years of work experience
Specialist IV	HS Diploma or GED and 12 years of work experience
Specialist III	HS Diploma or GED and 10 years of work experience
Specialist II	HS Diploma or GED and 5 years of work experience
Specialist I	HS Diploma or GED 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 administrative 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 and 8 years of work experience
Admin II	HS Diploma or GED and 4 years of work experience
Admin I	HS Diploma or GED and 0 years of work experience

**LABOR CATEGORIES (these labor categories are for SIN 541620)**

**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 skill 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 and 12 years of work experience
Program Manager III	Master's Degree and 10 years of work experience
Program Manager II	Bachelor's Degree and 14 years of work experience
Program Manager I	Bachelor's Degree and 12 years of work experience

## 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; 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 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 and 12 years of work experience
Engineer/Analyst, VI	Master's Degree 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
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## 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 and 12 years of general experience
Engineering Technician IV	Associates Degree and 4 years of general experience
Engineering Technician III	HS Diploma or GED and 6 years of general experience
Engineering Technician II	HS Diploma or GED and years of general experience
Engineering Technician I	HS Diploma or GED



## BUSINESS SUPPORT

### Summary:

Responsible for the overall management and supervision of program analyst, 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 use 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 and 8 years of work experience
Business Analyst V	Bachelor's Degree and 8 years of work experience
Business Analyst IV	Bachelor's Degree and 4 years of work experience

## LABOR RATES

			OPTION PERIOD 1				
Labor Category	SIN	SITE	Year 6 6/1/2020 - 5/31/2021	Year 7 6/1/2021 - 5/31/2022	Year 8 6/1/2022 - 5/31/2023	Year 9 6/1/2023 - 5/31/2024	Year 10 6/1/2024 - 5/31/2025
Program Manager IV	541330ENG 541380 541420 541715	Contractor	\$199.11	\$203.10	\$207.16	\$211.30	\$215.53
Program Manager III	541330ENG 541380 541420 541715	Contractor	\$194.61	\$198.50	\$202.47	\$206.52	\$210.65
Program Manager II	541330ENG 541380 541420 541715	Contractor	\$183.09	\$186.75	\$190.49	\$194.30	\$198.18
Program Manager I	541330ENG 541380 541420 541715	Contractor	\$165.94	\$169.26	\$172.65	\$176.10	\$179.62
Senior Technical Support V	541330ENG 541380 541420 541715	Contractor	\$325.01	\$331.51	\$338.14	\$344.91	\$351.80
Senior Technical Support IV	541330ENG 541380 541420 541715	Contractor	\$274.73	\$280.22	\$285.83	\$291.54	\$297.37
Senior Technical Support III	541330ENG 541380 541420 541715	Contractor	\$241.33	\$246.16	\$251.08	\$256.10	\$261.23
Senior Technical Support II	541330ENG 541380 541420 541715	Contractor	\$195.95	\$199.87	\$203.87	\$207.95	\$212.10
Senior Technical Support I	541330ENG 541380 541420 541715	Contractor	\$150.55	\$153.56	\$156.63	\$159.77	\$162.96
Engineer/Analyst X	541330ENG 541380 541420 541715	Contractor	\$235.61	\$240.32	\$245.13	\$250.03	\$255.03
Engineer/Analyst IX	541330ENG 541380 541420 541715	Contractor	\$211.09	\$215.31	\$219.62	\$224.01	\$228.49
Engineer/Analyst VIII	541330ENG 541380 541420 541715	Contractor	\$183.51	\$187.18	\$190.92	\$194.74	\$198.64

Engineer/Analyst VII	541330ENG 541380 541420 541715	Contractor	\$180.57	\$184.18	\$187.87	\$191.62	\$195.46
Engineer/Analyst VI	541330ENG 541380 541420 541715	Contractor	\$148.98	\$151.96	\$155.00	\$158.10	\$161.26
Engineer/Analyst V	541330ENG 541380 541420 541715	Contractor	\$135.30	\$138.01	\$140.77	\$143.58	\$146.46
Engineer/Analyst IV	541330ENG 541380 541420 541715	Contractor	\$121.22	\$123.64	\$126.11	\$128.64	\$131.21
Engineer/Analyst III	541330ENG 541380 541420 541715	Contractor	\$110.85	\$113.07	\$115.33	\$117.64	\$119.99
Engineer/Analyst II	541330ENG 541380 541420 541715	Contractor	\$98.62	\$100.60	\$102.61	\$104.66	\$106.75
Engineer/Analyst I	541330ENG 541380 541420 541715	Contractor	\$86.63	\$88.36	\$90.13	\$91.93	\$93.77
Engineering Technician V	541330ENG 541380 541420 541715	Contractor	\$140.11	\$142.91	\$145.77	\$148.68	\$151.66
Engineering Technician IV	541330ENG 541380 541420 541715	Contractor	\$113.59	\$115.86	\$118.18	\$120.54	\$122.95
Engineering Technician III	541330ENG 541380 541420 541715	Contractor	\$98.62	\$100.60	\$102.61	\$104.66	\$106.75
Engineering Technician II	541330ENG 541380 541420 541715	Contractor	\$79.02	\$80.60	\$82.21	\$83.86	\$85.53
Engineering Technician I	541330ENG 541380 541420 541715	Contractor	\$72.08	\$73.53	\$75.00	\$76.50	\$78.03
Business Admin III	541330ENG 541380 541420 541715	Contractor	\$59.97	\$61.17	\$62.39	\$63.64	\$64.91
Business Admin II	541330ENG 541380 541420 541715	Contractor	\$51.40	\$52.43	\$53.47	\$54.54	\$55.63

Business Admin I	541330ENG 541380 541420 541715	Contractor	\$37.83	\$38.59	\$39.36	\$40.15	\$40.95
Business Analyst VI	541330ENG 541380 541420 541715	Contractor	\$177.09	\$180.63	\$184.25	\$187.93	\$191.69
Business Analyst V	541330ENG 541380 541420 541715	Contractor	\$145.51	\$148.42	\$151.39	\$154.42	\$157.51
Business Analyst IV	541330ENG 541380 541420 541715	Contractor	\$114.84	\$117.14	\$119.48	\$121.87	\$124.31
Business Analyst III	541330ENG 541380 541420 541715	Contractor	\$78.68	\$80.26	\$81.86	\$83.50	\$85.17
Program Manager IV	541330ENG 541380 541420 541715	Customer	\$154.07	\$157.15	\$160.30	\$163.50	\$166.77
Program Manager III	541330ENG 541380 541420 541715	Customer	\$150.60	\$153.62	\$156.69	\$159.82	\$163.02
Program Manager II	541330ENG 541380 541420 541715	Customer	\$141.68	\$144.51	\$147.40	\$150.35	\$153.36
Program Manager I	541330ENG 541380 541420 541715	Customer	\$128.41	\$130.98	\$133.60	\$136.27	\$138.99
Senior Technical Support V	541330ENG 541380 541420 541715	Customer	\$260.13	\$265.33	\$270.64	\$276.05	\$281.57
Senior Technical Support IV	541330ENG 541380 541420 541715	Customer	\$219.88	\$224.28	\$228.76	\$233.34	\$238.01
Senior Technical Support III	541330ENG 541380 541420 541715	Customer	\$193.16	\$197.02	\$200.96	\$204.98	\$209.08
Senior Technical Support II	541330ENG 541380 541420 541715	Customer	\$156.86	\$159.99	\$163.19	\$166.46	\$169.79
Senior Technical Support I	541330ENG 541380 541420 541715	Customer	\$120.51	\$122.92	\$125.38	\$127.89	\$130.45

Engineer/Analyst X	541330ENG 541380 541420 541715	Customer	\$188.62	\$192.39	\$196.24	\$200.16	\$204.17
Engineer/Analyst IX	541330ENG 541380 541420 541715	Customer	\$168.96	\$172.34	\$175.79	\$179.30	\$182.89
Engineer/Analyst VIII	541330ENG 541380 541420 541715	Customer	\$146.88	\$149.82	\$152.81	\$155.87	\$158.99
Engineer/Analyst VII	541330ENG 541380 541420 541715	Customer	\$139.74	\$142.53	\$145.39	\$148.29	\$151.26
Engineer/Analyst VI	541330ENG 541380 541420 541715	Customer	\$115.30	\$117.61	\$119.96	\$122.36	\$124.81
Engineer/Analyst V	541330ENG 541380 541420 541715	Customer	\$104.70	\$106.80	\$108.93	\$111.11	\$113.33
Engineer/Analyst IV	541330ENG 541380 541420 541715	Customer	\$93.81	\$95.69	\$97.60	\$99.55	\$101.54
Engineer/Analyst III	541330ENG 541380 541420 541715	Customer	\$85.79	\$87.51	\$89.26	\$91.04	\$92.86
Engineer/Analyst II	541330ENG 541380 541420 541715	Customer	\$76.32	\$77.84	\$79.40	\$80.99	\$82.61
Engineer/Analyst I	541330ENG 541380 541420 541715	Customer	\$67.04	\$68.39	\$69.75	\$71.15	\$72.57
Engineering Technician V	541330ENG 541380 541420 541715	Customer	\$108.41	\$110.57	\$112.79	\$115.04	\$117.34
Engineering Technician IV	541330ENG 541380 541420 541715	Customer	\$87.90	\$89.66	\$91.45	\$93.28	\$95.15
Engineering Technician III	541330ENG 541380 541420 541715	Customer	\$76.32	\$77.84	\$79.40	\$80.99	\$82.61
Engineering Technician II	541330ENG 541380 541420 541715	Customer	\$61.15	\$62.37	\$63.62	\$64.89	\$66.19

Engineering Technician I	541330ENG 541380 541420 541715	Customer	\$55.77	\$56.89	\$58.03	\$59.19	\$60.37
Business Admin III	541330ENG 541380 541420 541715	Customer	\$46.40	\$47.33	\$48.27	\$49.24	\$50.22
Business Admin II	541330ENG 541380 541420 541715	Customer	\$39.76	\$40.55	\$41.37	\$42.19	\$43.04
Business Admin I	541330ENG 541380 541420 541715	Customer	\$29.28	\$29.87	\$30.47	\$31.08	\$31.70
Business Analyst VI	541330ENG 541380 541420 541715	Customer	\$137.05	\$139.79	\$142.58	\$145.44	\$148.34
Business Analyst V	541330ENG 541380 541420 541715	Customer	\$112.60	\$114.85	\$117.15	\$119.49	\$121.88
Business Analyst IV	541330ENG 541380 541420 541715	Customer	\$88.86	\$90.64	\$92.45	\$94.30	\$96.19
Business Analyst III	541330ENG 541380 541420 541715	Customer	\$62.99	\$64.24	\$65.53	\$66.84	\$68.18
Program Manager IV	541611	Contractor	\$208.06	\$212.22	\$216.47	\$220.79	\$225.21
Program Manager III	541611	Contractor	\$184.64	\$188.33	\$192.10	\$195.94	\$199.86
Program Manager II	541611	Contractor	\$162.51	\$165.76	\$169.07	\$172.45	\$175.90
Program Manager I	541611	Contractor	\$147.03	\$149.97	\$152.97	\$156.03	\$159.15
Senior Principal Investigator III	541611	Contractor	\$246.62	\$251.55	\$256.58	\$261.71	\$266.94
Senior Principal Investigator II	541611	Contractor	\$223.48	\$227.95	\$232.51	\$237.16	\$241.90

Senior Principal Investigator I	541611	Contractor	\$208.72	\$212.90	\$217.15	\$221.50	\$225.93
Analyst VIII	541611	Contractor	\$196.30	\$200.22	\$204.23	\$208.31	\$212.48
Analyst VII	541611	Contractor	\$173.38	\$176.85	\$180.38	\$183.99	\$187.67
Analyst VI	541611	Contractor	\$154.90	\$158.00	\$161.16	\$164.38	\$167.67
Analyst V	541611	Contractor	\$138.42	\$141.19	\$144.02	\$146.90	\$149.83
Analyst IV	541611	Contractor	\$118.93	\$121.31	\$123.74	\$126.21	\$128.74
Analyst III	541611	Contractor	\$93.27	\$95.13	\$97.04	\$98.98	\$100.96
Analyst II	541611	Contractor	\$75.98	\$77.50	\$79.05	\$80.63	\$82.24
Analyst I	541611	Contractor	\$66.09	\$67.41	\$68.76	\$70.13	\$71.53
Specialist VI	541611	Contractor	\$143.97	\$146.85	\$149.79	\$152.79	\$155.84
Specialist V	541611	Contractor	\$124.79	\$127.28	\$129.83	\$132.42	\$135.07
Specialist IV	541611	Contractor	\$99.58	\$101.57	\$103.61	\$105.68	\$107.79
Specialist III	541611	Contractor	\$85.07	\$86.77	\$88.50	\$90.27	\$92.08
Specialist II	541611	Contractor	\$69.36	\$70.75	\$72.16	\$73.61	\$75.08

Specialist I	541611	Contractor	\$60.62	\$61.83	\$63.07	\$64.33	\$65.62
Program Manager IV	541611	Customer	\$195.35	\$199.26	\$203.24	\$207.31	\$211.45
Program Manager III	541611	Customer	\$173.35	\$176.82	\$180.35	\$183.96	\$187.64
Program Manager II	541611	Customer	\$152.58	\$155.63	\$158.75	\$161.92	\$165.16
Program Manager I	541611	Customer	\$138.02	\$140.78	\$143.59	\$146.46	\$149.39
Senior Principal Investigator III	541611	Customer	\$231.53	\$236.16	\$240.88	\$245.70	\$250.62
Senior Principal Investigator II	541611	Customer	\$209.78	\$213.98	\$218.26	\$222.62	\$227.08
Senior Principal Investigator I	541611	Customer	\$195.96	\$199.88	\$203.88	\$207.96	\$212.12
Analyst VIII	541611	Customer	\$184.28	\$187.97	\$191.73	\$195.56	\$199.47
Analyst VII	541611	Customer	\$162.77	\$166.03	\$169.35	\$172.73	\$176.19
Analyst VI	541611	Customer	\$145.43	\$148.34	\$151.31	\$154.33	\$157.42
Analyst V	541611	Customer	\$129.94	\$132.54	\$135.19	\$137.89	\$140.65
Analyst IV	541611	Customer	\$111.67	\$113.90	\$116.18	\$118.50	\$120.87
Analyst III	541611	Customer	\$87.58	\$89.33	\$91.12	\$92.94	\$94.80



Analyst II	541611	Customer	\$71.34	\$72.77	\$74.22	\$75.71	\$77.22
Analyst I	541611	Customer	\$62.03	\$63.27	\$64.53	\$65.82	\$67.14
Specialist VI	541611	Customer	\$135.17	\$137.87	\$140.63	\$143.44	\$146.31
Specialist V	541611	Customer	\$117.14	\$119.48	\$121.87	\$124.31	\$126.79
Specialist IV	541611	Customer	\$93.50	\$95.37	\$97.28	\$99.23	\$101.21
Specialist III	541611	Customer	\$79.88	\$81.47	\$83.10	\$84.77	\$86.46
Specialist II	541611	Customer	\$65.13	\$66.43	\$67.76	\$69.11	\$70.50
Specialist I	541611	Customer	\$56.93	\$58.06	\$59.23	\$60.41	\$61.62
Program Manager IV	541620	Contractor	\$217.05	\$221.39	\$225.81	\$230.33	\$234.94
Program Manager III	541620	Contractor	\$179.87	\$183.46	\$187.13	\$190.88	\$194.69
Program Manager II	541620	Contractor	\$165.27	\$168.58	\$171.95	\$175.39	\$178.89
Program Manager I	541620	Contractor	\$150.49	\$153.50	\$156.57	\$159.70	\$162.90
Engineer/Analyst VII	541620	Contractor	\$164.10	\$167.38	\$170.73	\$174.14	\$177.62
Engineer/Analyst VI	541620	Contractor	\$139.93	\$142.73	\$145.59	\$148.50	\$151.47

Engineer/Analyst V	541620	Contractor	\$125.59	\$128.10	\$130.67	\$133.28	\$135.95
Engineer/Analyst IV	541620	Contractor	\$111.48	\$113.71	\$115.98	\$118.30	\$120.66
Engineer/Analyst III	541620	Contractor	\$105.20	\$107.31	\$109.45	\$111.64	\$113.87
Engineer/Analyst II	541620	Contractor	\$93.62	\$95.49	\$97.40	\$99.35	\$101.33
Engineer/Analyst I	541620	Contractor	\$80.76	\$82.38	\$84.03	\$85.71	\$87.42
Engineering Technician V	541620	Contractor	\$152.69	\$155.75	\$158.86	\$162.04	\$165.28
Engineering Technician IV	541620	Contractor	\$132.76	\$135.42	\$138.13	\$140.89	\$143.71
Engineering Technician III	541620	Contractor	\$95.94	\$97.86	\$99.82	\$101.81	\$103.85
Engineering Technician II	541620	Contractor	\$71.27	\$72.69	\$74.15	\$75.63	\$77.14
Engineering Technician I	541620	Contractor	\$63.00	\$64.26	\$65.54	\$66.85	\$68.19
Business Analyst VI	541620	Contractor	\$153.52	\$156.59	\$159.72	\$162.92	\$166.18
Business Analyst V	541620	Contractor	\$113.75	\$116.03	\$118.35	\$120.71	\$123.13
Business Analyst IV	541620	Contractor	\$93.52	\$95.39	\$97.30	\$99.25	\$101.23
Program Manager IV	541620	Customer	\$185.93	\$189.64	\$193.44	\$197.31	\$201.25

Program Manager III	541620	Customer	\$154.07	\$157.15	\$160.30	\$163.50	\$166.77
Program Manager II	541620	Customer	\$141.59	\$144.42	\$147.31	\$150.25	\$153.26
Program Manager I	541620	Customer	\$128.94	\$131.52	\$134.15	\$136.83	\$139.57
Engineer/Analyst VII	541620	Customer	\$140.59	\$143.40	\$146.27	\$149.19	\$152.18
Engineer/Analyst VI	541620	Customer	\$119.84	\$122.24	\$124.68	\$127.17	\$129.72
Engineer/Analyst V	541620	Customer	\$107.59	\$109.74	\$111.94	\$114.17	\$116.46
Engineer/Analyst IV	541620	Customer	\$95.50	\$97.41	\$99.36	\$101.35	\$103.38
Engineer/Analyst III	541620	Customer	\$90.15	\$91.95	\$93.79	\$95.67	\$97.58
Engineer/Analyst II	541620	Customer	\$80.17	\$81.78	\$83.41	\$85.08	\$86.78
Engineer/Analyst I	541620	Customer	\$72.19	\$73.63	\$75.10	\$76.60	\$78.14
Engineering Technician V	541620	Customer	\$130.80	\$133.42	\$136.09	\$138.81	\$141.59
Engineering Technician IV	541620	Customer	\$113.74	\$116.02	\$118.34	\$120.70	\$123.12
Engineering Technician III	541620	Customer	\$84.98	\$86.68	\$88.41	\$90.18	\$91.98
Engineering Technician II	541620	Customer	\$63.69	\$64.96	\$66.26	\$67.59	\$68.94

Engineering Technician I	541620	Customer	\$56.28	\$57.41	\$58.56	\$59.73	\$60.92
Business Analyst VI	541620	Customer	\$131.51	\$134.14	\$136.82	\$139.56	\$142.35
Business Analyst V	541620	Customer	\$97.46	\$99.41	\$101.40	\$103.43	\$105.49
Business Analyst IV	541620	Customer	\$80.13	\$81.73	\$83.37	\$85.04	\$86.74