

GENERAL SERVICES ADMINISTRATION

Federal Acquisition 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 is available through **GSA Advantage!**TM, a menu-driven database system. The INTERNET address for **GSA Advantage!**TM is: <http://www.GSAAdvantage.gov>.

Schedule for – Professional Services Schedule

Federal Supply Group: 00CORP Class:

Contract Number: GS-00F-137CA

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

Contract Period: 5/27/2015-5/26/2020 Option Period: 1

Contractor: **Systems Products and Solutions, Inc. (d.b.a. SPS)**
307 Wynn Drive
Huntsville, AL 35805-1960

Business Size: Small, Woman Owned Business

In accordance with 13 C.F.R. 121.404, the Contractor is ineligible to participate in any RFQ that is set aside for small business where the subject contract's awarded size status for the preponderance NAICS designated in the RFQ is "other than small".

Telephone: (256) 319-2135 Ext: 7719
FAX Number: (256) 382-7698
Web Site: www.services-sps.com
E-mail: contracts@services-sps.com
Contract Administration: Tanya Rone

CUSTOMER INFORMATION:

1a. Table of Awarded Special Item Number(s) with appropriate cross-reference to page numbers:

SIN	SIN Description
871-1	Strategic Planning for Technology Programs/Activities
871-4	Test and Evaluation
871-5	Integrated Logistics Support
871-6	Acquisition and Life Cycle Management
874-501	Supply and Value Chain Management
874-503	Distribution and Transportation Logistics Services
874-504	Deployment Logistics
874-505	Logistics Training Services

- 1b. **Identification of the lowest priced model number and lowest unit price for that model for each special item number awarded in the contract. This price is the Government price based on a unit of one, exclusive of any quantity/dollar volume, prompt payment, or any other concession affecting price. Those contracts that have unit prices based on the geographic location of the customer, should show the range of the lowest price, and cite the areas to which the prices apply.**
- 1c. **If the Contractor is proposing hourly rates a description of all corresponding commercial job titles, experience, functional responsibility and education for those types of employees or subcontractors who will perform services shall be provided. If hourly rates are not applicable, indicate “Not applicable” for this item. See LABOR CATEGORY DESCRIPTIONS BELOW.**
2. **Maximum Order:** \$1,000,000.00
3. **Minimum Order:** \$100.00
4. **Geographic Coverage (delivery Area):** Domestic and Overseas
5. **Point(s) of production (city, county, and state or foreign country):** Same as company address
6. **Discount from list prices or statement of net price:** Government net prices (discounts already deducted). See Attachment.
7. **Quantity discounts:** None Offered
8. **Prompt payment terms:** Net 30 days
- 9a. **Notification that Government purchase cards are accepted up to the micro-purchase threshold:** No
- 9b. **Notification whether Government purchase cards are accepted or not accepted above the micro-purchase threshold:** not accepted.
10. **Foreign items (list items by country of origin):** None
- 11a. **Time of Delivery (Contractor insert number of days):** Specified on the Task Order
- 11b. **Expedited Delivery. The Contractor will insert the sentence “Items available for expedited delivery are noted in this price list.” under this heading. The Contractor may use a symbol of its choosing to highlight items in its price list that have expedited delivery:** Contact Contractor
- 11c. **Overnight and 2-day delivery. The Contractor will indicate whether overnight and 2-day delivery are available. Also, the Contractor will indicate that the schedule customer may contact the Contractor for rates for overnight and 2-day delivery:** Contact Contractor
- 11d. **Urgent Requirements. The Contractor will note in its price list the “Urgent Requirements” clause of its contract and advise agencies that they can also contact the Contractor’s representative to effect a faster delivery:** Contact Contractor
12. **F.O.B Points(s):** Destination
- 13a. **Ordering Address(es):** Same as Contractor

- 13b. **Ordering procedures:** For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA's), and a sample BPA can be found at the GSA/FSS Schedule homepage (fss.gsa.gov/schedules).
14. **Payment address(es):** Same as company address
15. **Warranty provision.:** Contractor's standard commercial warranty.
16. **Export Packing Charges (if applicable):** N/A
17. **Terms and conditions of Government purchase card acceptance (any thresholds above the micro-purchase level):** 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. **Environmental attributes, e.g., recycled content, energy efficiency, and/or reduced pollutants:** N/A
- 24b. **If applicable, indicate that Section 508 compliance information is available on Electronic and Information Technology (EIT) supplies and services and show where full details can be found (e.g. contactor's website or other location.) The EIT standards can be found at: www.Section508.gov/.**
25. **Data Universal Numbering System (DUNS) number:** 614153117
26. **Notification regarding registration in Central Contractor Registration (CCR) database:** Registered
27. **Final Pricing:**
The rates shown below include the Industrial Funding Fee (IFF) of 0.75%.

Item	SIN	Awarded Labor Category	Site	5/27/2015 to 5/26/2016 Year 1	5/27/2016 to 5/26/2017 Year 2	5/27/2017 to 5/26/2018 Year 3	5/27/2018 to 5/26/2019 Year 4	5/27/2019 to 5/26/2020 Year 5
1	871-1, 871-4, 871-5, 871-6	Engineer/Scientist I	Contractor	\$56.70	\$57.95	\$59.22	\$60.53	\$61.86
2	871-1, 871-4, 871-5, 871-6	Engineer/Scientist II	Contractor	\$71.47	\$73.04	\$74.65	\$76.29	\$77.97
3	871-1, 871-4, 871-5, 871-6	Engineer/Scientist III	Contractor	\$70.58	\$72.13	\$73.72	\$75.34	\$77.00
4	871-1, 871-4, 871-5, 871-6	Engineer/Scientist IV	Contractor	\$80.42	\$82.19	\$84.00	\$85.85	\$87.73
5	871-1, 871-4, 871-5, 871-6	Engineer/Scientist V	Contractor	\$96.17	\$98.29	\$100.45	\$102.66	\$104.92
6	871-1, 871-4, 871-5, 871-6	Engineer/Scientist VI	Contractor	\$110.71	\$113.15	\$115.63	\$118.18	\$120.78
7	871-1, 871-4, 871-5, 871-6	Engineer/Scientist VII	Contractor	\$155.54	\$158.96	\$162.46	\$166.03	\$169.69
8	871-1, 871-4, 871-5, 871-6	Engineer/Scientist VIII	Contractor	\$171.04	\$174.80	\$178.65	\$182.58	\$186.60
9	871-1, 871-4, 871-5, 871-6	Analyst I	Contractor	\$68.90	\$70.42	\$71.96	\$73.55	\$75.17
10	871-1, 871-4, 871-5, 871-6	Analyst II	Contractor	\$76.79	\$78.48	\$80.21	\$81.97	\$83.77
11	871-1, 871-4, 871-5, 871-6	Analyst III	Contractor	\$87.99	\$89.93	\$91.90	\$93.93	\$95.99
12	871-1, 871-4, 871-5, 871-6	Analyst IV	Contractor	\$107.28	\$109.64	\$112.05	\$114.52	\$117.04
13	871-1, 871-4, 871-5, 871-6	Analyst V	Contractor	\$123.01	\$125.72	\$128.48	\$131.31	\$134.20
14	871-1, 871-4, 871-5, 871-6	Analyst VI	Contractor	\$136.53	\$139.53	\$142.60	\$145.74	\$148.95
15	871-1, 871-4, 871-5, 871-6	Analyst VII	Contractor	\$155.47	\$158.89	\$162.39	\$165.96	\$169.61
16	871-1, 871-4, 871-5, 871-6	Analyst VIII	Contractor	\$173.52	\$177.34	\$181.24	\$185.23	\$189.30
17	871-1, 871-4, 871-5, 871-6	Programmer/Systems Analyst I	Contractor	\$67.74	\$69.23	\$70.75	\$72.31	\$73.90
18	871-1, 871-4, 871-5, 871-6	Programmer/Systems Analyst II	Contractor	\$82.80	\$84.62	\$86.48	\$88.39	\$90.33
19	871-1, 871-4, 871-5, 871-6	Programmer/Systems Analyst III	Contractor	\$96.32	\$98.44	\$100.60	\$102.82	\$105.08
20	871-1, 871-4, 871-5, 871-6	Programmer/Systems Analyst IV	Contractor	\$116.25	\$118.81	\$121.42	\$124.09	\$126.82
21	871-1, 871-4, 871-5, 871-6	Manager I	Contractor	\$130.21	\$133.07	\$136.00	\$138.99	\$142.05
22	871-1, 871-4, 871-5, 871-6	Manager II	Contractor	\$175.87	\$179.74	\$183.69	\$187.73	\$191.86
23	871-1, 871-4, 871-5, 871-6	Manager III	Contractor	\$196.25	\$200.57	\$204.98	\$209.49	\$214.10
24	871-1, 871-4, 871-5, 871-6	Manager IV	Contractor	\$206.53	\$211.07	\$215.72	\$220.46	\$225.31
25	871-1, 871-4, 871-5, 871-6	Manager V	Contractor	\$149.42	\$151.96	\$154.54	\$157.17	\$159.84
26	871-1, 871-4, 871-5, 871-6	Subject Matter Expert I	Contractor	\$166.55	\$170.21	\$173.96	\$177.79	\$181.70
27	871-1, 871-4, 871-5, 871-6	Subject Matter Expert II	Contractor	\$186.69	\$190.80	\$194.99	\$199.28	\$203.67
28	871-1, 871-4, 871-5, 871-6	Subject Matter Expert III	Contractor	\$203.52	\$208.00	\$212.57	\$217.25	\$222.03
29	871-1, 871-4, 871-5, 871-6	Subject Matter Expert IV	Contractor	\$290.93	\$297.33	\$303.87	\$310.56	\$317.39
30	871-1, 871-4, 871-5, 871-6	Technician I	Contractor	\$51.17	\$52.30	\$53.45	\$54.62	\$55.82
31	871-1, 871-4, 871-5, 871-6	Technician II	Contractor	\$63.72	\$65.12	\$66.55	\$68.02	\$69.52

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32	871-1, 871-4, 871-5, 871-6	Technician III	Contractor	\$73.90	\$75.53	\$77.19	\$78.89	\$80.62
33	871-1, 871-4, 871-5, 871-6	Administrative I	Contractor	\$31.19	\$31.88	\$32.58	\$33.29	\$34.03
34	871-1, 871-4, 871-5, 871-6	Administrative II	Contractor	\$39.79	\$40.67	\$41.56	\$42.47	\$43.41
35	871-1, 871-4, 871-5, 871-6	Administrative III	Contractor	\$53.05	\$54.22	\$55.41	\$56.63	\$57.87
36	871-1, 871-4, 871-5, 871-6	Administrative IV	Contractor	\$63.72	\$65.12	\$66.55	\$68.02	\$69.52
37	871-1, 871-4, 871-5, 871-6	Engineer/Scientist I	Customer	\$48.17	\$49.23	\$50.31	\$51.42	\$52.55
38	871-1, 871-4, 871-5, 871-6	Engineer/Scientist II	Customer	\$60.77	\$62.11	\$63.47	\$64.87	\$66.30
39	871-1, 871-4, 871-5, 871-6	Engineer/Scientist III	Customer	\$60.01	\$61.33	\$62.68	\$64.06	\$65.47
40	871-1, 871-4, 871-5, 871-6	Engineer/Scientist IV	Customer	\$68.36	\$69.86	\$71.40	\$72.97	\$74.58
41	871-1, 871-4, 871-5, 871-6	Engineer/Scientist V	Customer	\$81.75	\$83.55	\$85.39	\$87.27	\$89.18
42	871-1, 871-4, 871-5, 871-6	Engineer/Scientist VI	Customer	\$94.13	\$96.20	\$98.32	\$100.48	\$102.69
43	871-1, 871-4, 871-5, 871-6	Engineer/Scientist VII	Customer	\$132.15	\$135.06	\$138.03	\$141.07	\$144.17
44	871-1, 871-4, 871-5, 871-6	Engineer/Scientist VIII	Customer	\$159.92	\$163.44	\$167.03	\$170.71	\$174.46
45	871-1, 871-4, 871-5, 871-6	Analyst I	Customer	\$64.52	\$65.94	\$67.39	\$68.87	\$70.39
46	871-1, 871-4, 871-5, 871-6	Analyst II	Customer	\$71.87	\$73.45	\$75.07	\$76.72	\$78.41
47	871-1, 871-4, 871-5, 871-6	Analyst III	Customer	\$82.37	\$84.18	\$86.03	\$87.93	\$89.86
48	871-1, 871-4, 871-5, 871-6	Analyst IV	Customer	\$100.36	\$102.57	\$104.82	\$107.13	\$109.49
49	871-1, 871-4, 871-5, 871-6	Analyst V	Customer	\$113.77	\$116.27	\$118.83	\$121.45	\$124.12
50	871-1, 871-4, 871-5, 871-6	Analyst VI	Customer	\$124.08	\$126.81	\$129.60	\$132.45	\$135.36
51	871-1, 871-4, 871-5, 871-6	Analyst VII	Customer	\$145.15	\$148.34	\$151.61	\$154.94	\$158.35
52	871-1, 871-4, 871-5, 871-6	Analyst VIII	Customer	\$162.32	\$165.89	\$169.54	\$173.27	\$177.08
53	871-1, 871-4, 871-5, 871-6	Programmer/Systems Analyst I	Customer	\$61.60	\$62.96	\$64.34	\$65.76	\$67.20
54	871-1, 871-4, 871-5, 871-6	Programmer/Systems Analyst II	Customer	\$70.41	\$71.96	\$73.54	\$75.16	\$76.81
55	871-1, 871-4, 871-5, 871-6	Programmer/Systems Analyst III	Customer	\$81.90	\$83.70	\$85.54	\$87.43	\$89.35
56	871-1, 871-4, 871-5, 871-6	Programmer/Systems Analyst IV	Customer	\$107.84	\$110.21	\$112.64	\$115.12	\$117.65
57	871-1, 871-4, 871-5, 871-6	Manager I	Customer	\$110.67	\$113.10	\$115.59	\$118.14	\$120.74
58	871-1, 871-4, 871-5, 871-6	Manager II	Customer	\$149.49	\$152.78	\$156.14	\$159.58	\$163.09
59	871-1, 871-4, 871-5, 871-6	Manager III	Customer	\$166.82	\$170.49	\$174.24	\$178.07	\$181.99
60	871-1, 871-4, 871-5, 871-6	Manager IV	Customer	\$174.91	\$178.76	\$182.69	\$186.71	\$190.82
61	871-1, 871-4, 871-5, 871-6	Subject Matter Expert I	Customer	\$155.94	\$159.37	\$162.88	\$166.46	\$170.12
62	871-1, 871-4, 871-5, 871-6	Subject Matter Expert II	Customer	\$174.63	\$178.47	\$182.40	\$186.41	\$190.51

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63	871-1, 871-4, 871-5, 871-6	Subject Matter Expert III	Customer	\$190.54	\$194.73	\$199.02	\$203.39	\$207.87
64	871-1, 871-4, 871-5, 871-6	Subject Matter Expert IV	Customer	\$247.42	\$252.86	\$258.43	\$264.11	\$269.92
65	871-1, 871-4, 871-5, 871-6	Technician I	Customer	\$43.49	\$44.45	\$45.42	\$46.42	\$47.45
66	871-1, 871-4, 871-5, 871-6	Technician II	Customer	\$54.15	\$55.34	\$56.56	\$57.80	\$59.07
67	871-1, 871-4, 871-5, 871-6	Technician III	Customer	\$62.82	\$64.20	\$65.61	\$67.06	\$68.53
68	871-1, 871-4, 871-5, 871-6	Administrative I	Customer	\$26.50	\$27.08	\$27.68	\$28.29	\$28.91
69	871-1, 871-4, 871-5, 871-6	Administrative II	Customer	\$33.81	\$34.55	\$35.31	\$36.09	\$36.88
70	871-1, 871-4, 871-5, 871-6	Administrative III	Customer	\$45.11	\$46.10	\$47.12	\$48.15	\$49.21
71	871-1, 871-4, 871-5, 871-6	Administrative IV	Customer	\$54.15	\$55.34	\$56.56	\$57.80	\$59.07
72	874-501, 874- 503, 874-504, 874-505	Analyst I	Contractor	\$68.08	\$69.24	\$70.41	\$71.61	\$72.83
73	874-501, 874- 503, 874-504, 874-505	Analyst II	Contractor	\$75.88	\$77.17	\$78.48	\$79.82	\$81.17
74	874-501, 874- 503, 874-504, 874-505	Analyst III	Contractor	\$86.94	\$88.42	\$89.92	\$91.45	\$93.00
75	874-501, 874- 503, 874-504, 874-505	Analyst IV	Contractor	\$106.02	\$107.82	\$109.66	\$111.52	\$113.42
76	874-501, 874- 503, 874-504, 874-505	Analyst V	Contractor	\$121.56	\$123.63	\$125.73	\$127.87	\$130.04
77	874-501, 874- 503, 874-504, 874-505	Engineer V	Contractor	\$125.75	\$127.89	\$130.06	\$132.27	\$134.52
78	874-501, 874- 503, 874-504, 874-505	Engineer/Analyst IV	Contractor	\$89.75	\$91.28	\$92.83	\$94.41	\$96.01
79	874-501, 874- 503, 874-504, 874-505	Field Service Representative I*	Contractor	\$83.99	\$85.42	\$86.87	\$88.35	\$89.85
80	874-501, 874- 503, 874-504, 874-505	Field Service Representative II*	Contractor	\$87.42	\$88.91	\$90.42	\$91.95	\$93.52
81	874-501, 874- 503, 874-504, 874-505	Functional Analyst III	Contractor	\$92.20	\$93.77	\$95.36	\$96.98	\$98.63
82	874-501, 874- 503, 874-504, 874-505	General Clerk III*	Contractor	\$54.07	\$54.99	\$55.92	\$56.87	\$57.84
83	874-501, 874- 503, 874-504, 874-505	ILS Manger II*	Contractor	\$94.01	\$95.61	\$97.23	\$98.89	\$100.57
84	874-501, 874- 503, 874-504, 874-505	Logistician Journeyman	Contractor	\$65.28	\$66.39	\$67.52	\$68.67	\$69.83
85	874-501, 874- 503, 874-504, 874-505	Management Consultant III	Contractor	\$147.19	\$149.69	\$152.24	\$154.83	\$157.46
86	874-501, 874- 503, 874-504, 874-505	Manager V	Contractor	\$149.42	\$151.96	\$154.54	\$157.17	\$159.84
87	874-501, 874- 503, 874-504, 874-505	Program Analyst II	Contractor	\$77.68	\$79.00	\$80.34	\$81.71	\$83.10

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88	874-501, 874-503, 874-504, 874-505	Program Analyst IV	Contractor	\$87.73	\$89.22	\$90.74	\$92.28	\$93.85
89	874-501, 874-503, 874-504, 874-505	Senior Program Manager	Contractor	\$191.41	\$194.66	\$197.97	\$201.34	\$204.76
90	874-501, 874-503, 874-504, 874-505	Technical Writer*	Contractor	\$53.75	\$54.66	\$55.59	\$56.54	\$57.50
91	874-501, 874-503, 874-504, 874-505	Technician V	Contractor	\$80.97	\$82.35	\$83.75	\$85.17	\$86.62
92	874-501, 874-503, 874-504, 874-505	Technician VI	Contractor	\$65.55	\$66.66	\$67.80	\$68.95	\$70.12
93	874-501, 874-503, 874-504, 874-505	Analyst I	Customer	\$63.74	\$64.82	\$65.93	\$67.05	\$68.19
94	874-501, 874-503, 874-504, 874-505	Analyst II	Customer	\$62.74	\$63.81	\$64.89	\$65.99	\$67.12
95	874-501, 874-503, 874-504, 874-505	Analyst III	Customer	\$81.41	\$82.79	\$84.20	\$85.63	\$87.09
96	874-501, 874-503, 874-504, 874-505	Analyst IV	Customer	\$99.18	\$100.87	\$102.58	\$104.32	\$106.10
97	874-501, 874-503, 874-504, 874-505	Analyst V	Customer	\$112.44	\$114.35	\$116.30	\$118.27	\$120.28
98	874-501, 874-503, 874-504, 874-505	Engineer V	Customer	\$115.10	\$117.06	\$119.05	\$121.07	\$123.13
99	874-501, 874-503, 874-504, 874-505	Engineer/Analyst IV	Customer	\$85.86	\$87.32	\$88.80	\$90.31	\$91.85
100	874-501, 874-503, 874-504, 874-505	Field Service Representative I*	Customer	\$79.62	\$80.97	\$82.35	\$83.75	\$85.17
101	874-501, 874-503, 874-504, 874-505	Field Service Representative II*	Customer	\$82.53	\$83.93	\$85.36	\$86.81	\$88.29
102	874-501, 874-503, 874-504, 874-505	Functional Analyst III	Customer	\$87.41	\$88.90	\$90.41	\$91.94	\$93.51
103	874-501, 874-503, 874-504, 874-505	General Clerk III*	Customer	\$52.69	\$53.59	\$54.50	\$55.42	\$56.37
104	874-501, 874-503, 874-504, 874-505	ILS Manger II*	Customer	\$87.60	\$89.09	\$90.60	\$92.14	\$93.71
105	874-501, 874-503, 874-504, 874-505	Logistician Journeyman	Customer	\$61.57	\$62.62	\$63.68	\$64.76	\$65.86
106	874-501, 874-503, 874-504, 874-505	Management Consultant III	Customer	\$137.73	\$140.07	\$142.45	\$144.87	\$147.34
107	874-501, 874-503, 874-504, 874-505	Manager V	Customer	\$139.78	\$142.16	\$144.57	\$147.03	\$149.53
108	874-501, 874-503, 874-504, 874-505	Program Analyst II	Customer	\$73.57	\$74.82	\$76.09	\$77.39	\$78.70
109	874-501, 874-503, 874-504, 874-505	Program Analyst IV	Customer	\$81.19	\$82.57	\$83.97	\$85.40	\$86.85

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110	874-501, 874-503, 874-504, 874-505	Senior Program Manager	Customer	\$178.95	\$181.99	\$185.09	\$188.23	\$191.43
111	874-501, 874-503, 874-504, 874-505	Technical Writer*	Customer	\$49.99	\$50.84	\$51.70	\$52.58	\$53.48
112	874-501, 874-503, 874-504, 874-505	Technician V	Customer	\$76.93	\$78.24	\$79.57	\$80.92	\$82.30
113	874-501, 874-503, 874-504, 874-505	Technician VI	Customer	Not Priced	Not Priced	Not Priced	Not Priced	Not Priced

Service Contract Act (SCA) Matrix

SCA Eligible Labor Category	SCA Equivalent Code Title	Wage Determination No
General Clerk III	01013 - General Clerk III	2005-2007
Technical Writer	30461 - Technical Writer III	2005-2007
ILS Manager II	21030 - Material Expediter	2005-2007
Field Service Representative I	14044 - Computer Operator IV	2005-2007
Field Service Representative II	14045 - Computer Operator V	2005-2007
Technician I	30081 - Engineering Technician I	2005-2007
Technician II	30082 - Engineering Technician II	2005-2007
Technician III	30083 - Engineering Technician III	2005-2007
Administrative I	01111 - General Clerk I	2005-2007
Administrative II	01312 - Secretary II	2005-2007
Administrative III	01313 - Secretary III	2005-2007
Administrative IV	01020 - Administrative Assistant	2005-2007

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

<u>LOGWORLD</u> <u>Labor</u> <u>Categories</u>	<u>Work Description/Functional Responsibility</u>	<u>Minimum</u> <u>Education</u> <u>Level</u>	<u>Minimum</u> <u>Years</u>	<u>Substitute</u> <u>Experience</u> <u>for</u> <u>Education</u>
Analyst I	Three or more years of management experience in the analysis, planning, design, development, implementation and support of various ADP, telecommunication and hardware systems. Knowledgeable in program, financial and resources management, logistics support and acquisition and contract management processes. Knowledgeable of planning, monitoring and tracking government contract activities, including prime and subcontractor activities and deliverables. Bachelor's degree with three years relevant experience, or high school degree with 13 years relevant experience in computer science, information systems, business administration, finance, accounting, engineering, or related field.	BS/BA	3	HS/GED w/13 years
Analyst II	Five or more years of management experience in the analysis, planning, design, development, implementation and support of various ADP, telecommunication and hardware systems. Knowledgeable in program, financial and resources management, logistics support and acquisition and contract management processes. Knowledgeable of planning, monitoring and tracking government contract activities, including prime and subcontractor activities and deliverables. Bachelor's degree with five years relevant experience, or high school degree with 15 years relevant experience in computer science, information systems, business administration, finance, accounting, engineering, or related field.	BS/BA	5	HS/GED w/15 years
Analyst III	Six or more years of management experience in the analysis, planning, design, development, implementation and support of various ADP, telecommunication and hardware systems. Knowledgeable in program, financial and resources management, logistics support and acquisition and contract management processes. Knowledgeable of planning, monitoring and tracking government contract activities, including prime and subcontractor activities and deliverables. Bachelor's degree with six years relevant experience, or high school degree with 16 years relevant experience in computer science, information systems, business administration, finance, accounting, engineering, or related field.	BS/BA	6	HS/GED w/16 years
Analyst IV	Seven or more years of management experience in the analysis, planning, design, development, implementation and support of various ADP, telecommunication and hardware systems. Experienced in program, financial and resources management, logistics support and acquisition and contract management processes. Demonstrated experience in planning, monitoring and tracking government contract activities, including prime and subcontractor activities and deliverables. Advanced degree, a Bachelor's degree with at least seven years relevant experience, or Associate degree with 12 years relevant experience, or high school degree with 17 years relevant experience in computer science, information systems, business administration, finance, accounting, engineering, or related field.	BA/BS	7	AA w/12 years or HS/GED w/17 years

<u>LOGWORLD Labor Categories</u>	<u>Work Description/Functional Responsibility</u>	<u>Minimum Education Level</u>	<u>Minimum Years</u>	<u>Substitute Experience for Education</u>
Analyst V	Ten or more years of management experience in the analysis, planning, design, development, implementation and support of various ADP, telecommunication and hardware systems. Highly experienced in program, financial and resources management, logistics support and acquisition and contract management processes. Highly experienced in automated government acquisition and contract management processes. Significant experience in planning, monitoring and tracking government contract activities, including prime and subcontractor activities and deliverables. Advanced degree, a Bachelor's degree with at least 10 years relevant experience, or Associate degree with 15 years relevant experience or high school degree with 20 years relevant experience in computer science, information systems, business administration, finance, accounting, engineering, or related field.	BS/BA	10	AA w/15 years/GED/ HS w/20 years
Engineer V	Ten or more years of management experience in the analysis, planning, design, development, installation and support of integrated systems. Highly experienced in program, financial and resources management, engineering support and acquisition/development of systems and equipment. Highly experienced in automated government acquisition and contract management processes. Significant experience in planning, monitoring and tracking government contract activities, including prime and subcontractor activities and deliverables. Advanced degree, a Bachelor's degree with at least 10 years relevant experience, or Associate degree with 15 years relevant experience or high school degree with 20 years relevant experience in engineering or a related field.	BS/BA	10	AA w/15yr or HS/GED w/ 20 years
Engineer/Analyst IV	Under supervision performs a variety of engineering tasks which are broad in nature, concerned with the design & implementation, including personnel, hardware, software & support facilities and/or equipment. Performs with some latitude for un-reviewed actions & decisions. Plans and performs engineering research, design development, & other assignments in conformance with design, engineering and customer specifications. Responsible for the technical/engineering part of a major project or a project of lesser complexity and importance than those normally assigned to Engineer V.	BS/BA	10	AA w/15 years/GED/ HS w/20 years.

<u>LOGWORLD Labor Categories</u>	<u>Work Description/Functional Responsibility</u>	<u>Minimum Education Level</u>	<u>Minimum Years</u>	<u>Substitute Experience for Education</u>
Field Service Representative I	Proven comprehensive technical knowledge to operate/maintain complex systems/equipment. Ability to identify and correct system/equipment problems. Interprets manufactures reference and technical manuals. Conducts preventive and corrective maintenance to system components. Systems may include but are not limited to electronic systems/equipment electromagnetic radiation (RF) spectrum communications systems; High Frequency (HF)/Mid Frequency (MF)/Low Frequency (LF) or Very Low Frequency (VLF) transmit/ receive antennas and tower structures.	AA or 2yr Tech School	3	HS/GED w/ 8 years
Field Service Representative II	Proven comprehensive technical knowledge to operate/maintain complex systems/equipment. Ability to identify and correct system/equipment problems. Interprets manufactures reference and technical manuals. Conducts preventive and corrective maintenance to system components. Support training of lower level technicians. Systems may include but are not limited to electronic systems/equipment electromagnetic radiation (RF) spectrum communications systems; High Frequency (HF)/Mid Frequency (MF)/Low Frequency (LF) or Very Low Frequency (VLF) transmit/ receive antennas and tower structures. May supervise one or more Field Service Representative I personnel.	AA or 2yr Tech School	5	HS/GED w/ 10 years
Functional Analyst III	Responsible for project coordination, data management, data analysis, event coordination, budget management, financial management, documentation preparation, and customer service communication with a working knowledge the principles of data review and reporting, standard office procedures and practices related to record keeping, English grammar, computerized data management systems, basic accounting and budget principles and effective research methods at a supervisory level.	BS or AA w/2yr Tech School	6	HS/GED w/ 16 years
General Clerk III	Four years experience in providing a variety of administrative duties such as: maintaining a wide variety of financial or other records; verifying statistical reports for accuracy and completeness; and handling and adjusting complaints. High school degree with four years relevant experience.	HS Diploma	4	GED w/4 years
Integrated Logistics Supply (ILS) Manager II	Supervises logistics personnel performing requisitioning, receiving, storing, inventorying, and issuing materials. Requires high school degree or GED with at least 8 years relevant experience in logistics.	HS Diploma	8	GED w/4 years

<u>LOGWORLD Labor Categories</u>	<u>Work Description/Functional Responsibility</u>	<u>Minimum Education Level</u>	<u>Minimum Years</u>	<u>Substitute Experience for Education</u>
Logistician Journeyman	Shall have a Bachelor's Degree in related scientific or technical discipline and two (2) years of military, aviation or electronics logistics experience. A Certified Professional Logistician (CPL) certificate with two (2) years additional related experience may be substituted for the BS degree. Performs logistic program activities from conceptual stage through life cycle of product. Develops and implements logistics program activities including Integrated Logistics Supply (ILS), technical documentation, R&M, provisioning, etc.; coordinates efforts of subcontractors and field service personnel; resolves logistics problems; and compiles data on standardization and interchangeability of parts to expedite logistic activities.	BS/BA	2	HS/GED w/ 12 years
Management Consultant III	The Management Consultant III is an individual who exhibits the highest level of expertise in performing a specialized job, task, or skill within the organization. Minimum 8 years experience at the GS-13/14 level or higher. This individual must have achieved a high level of experience and recognition by professional societies in his or her field. Must have performed at senior levels in areas of expertise and be well known in his or her professional community. Possess the ability to solve complex problems in an efficient and unique manner. Individual possesses a one-of-a-kind, unique expertise not readily available.	BA/BS	8	HS/GED 18 years
Manager V	Directs the performance of a variety of related projects which may be organized by technology, program or client. Oversees technology development and/or application, marketing, and resource allocation within program client base.	BS/BA	6	HS/GED w/16 years
Program Analyst II	Responsible for project coordination, data management, data analysis, event coordination, budget management, financial management, documentation preparation, and customer service communication with a working knowledge the principles of data review and reporting, standard office procedures and practices related to record keeping, English grammar, computerized data management systems, basic accounting and budget principles and effective research methods.	AA or 2yr Tech School	4	HS/GED w/9 years
Program Analyst IV	Responsible for project coordination, data management, data analysis, event coordination, budget management, financial management, documentation preparation, and customer service communication with a working knowledge the principles of data review and reporting, standard office procedures and practices related to record keeping, English grammar, computerized data management systems, basic accounting and budget principles and effective research methods at a supervisory level.	BS or AA w/2yr Tech School	6	HS/GED w/16 years

<u>LOGWORLD Labor Categories</u>	<u>Work Description/Functional Responsibility</u>	<u>Minimum Education Level</u>	<u>Minimum Years</u>	<u>Substitute Experience for Education</u>
Senior Program Manager	Develops and enforces work standards, provides quality assurance and configuration management, reviews work quality, assigns contractor schedules, and communicates goals, objectives, and policies of the organization to subordinates. Oversees financial management and administrative activities, such as budgeting, financial reporting, and manpower and resource planning. Performs complex evaluations of existing procedures, processes, techniques, models, and/or systems relating to management problems or contractual issues that require reports and recommended solutions. Supervises and directs staff on a daily basis. Experience in some project development life cycle phases from inception to deployment, with an ability to provide guidance and direction in these tasks areas is required. The requirements for Senior Program Manager are the minimum requirements. The Senior Program Managers available under this contract will very often have more experience, a higher education level and past military experience.	BS/BA	12	HS/GED w/20 years
Technical Writer	Experienced in collecting and organizing information for preparation of user manuals, training materials, installation guides, proposals, and reports. Edit functional descriptions, system specifications, user manuals, special reports, or any other customer deliverables and documents.	AA or 2yr Tech School	3	HS/GED w/8 years.
Technician V	Works under supervision to perform a variety of engineering tasks which are broad in nature and are concerned with the design and implementation, including support facilities and/or equipment. Supports the planning and performance of engineering and customer specifications. Supports the technical/engineering activities related to the development and integration, of testing of a project assigned to higher level engineers. Works under the supervision of Sr. Engineer or Project/Program Manager.	BS/BA	6	HS w/8 years
Technician VI	Works under supervision to perform a variety of engineering tasks which are broad in nature and are concerned with the design and implementation, including support facilities and/or equipment. Supports the planning and performance of engineering and customer specifications. Supports the technical/engineering activities related to the development and integration, of testing of a project assigned to higher level engineers. Works under the supervision of Sr. Engineer or Project/Program Manager.	BS/BA	6	HS w/8 years

PES Labor Categories	Minimum Education Level	Minimum Years	Work Description/Functional Responsibility
Engineer/Scientist I	BS	0-2	This entry level position requires a bachelor's degree in engineering, physics, science or math from an accredited college or university. Similar to senior engineering positions, a specific degree may be required (electrical engineering, aerospace engineering, computer science, etc.). Assists in design, development, troubleshooting, and analysis of projects. May perform modeling, simulation, and analysis. Designs and develops tools to assist in performing tasks.
Engineer/Scientist II	BS	2-4	
Engineer/Scientist III	BS	4-6	This mid-level position requires a bachelor's degree in engineering, physics, science or math from an accredited college or university. Similar to the senior engineering positions, a specific degree may be required (electrical engineering, aerospace engineering, computer science, etc.). Assists in design, development, troubleshooting, and analysis of projects. May perform modeling, simulation, and analysis. Designs and develops tools to assist in performing tasks.
Engineer/Scientist IV	BS	6-8	
Engineer/Scientist V	BS	8-10	
Engineer/Scientist VI	BS	10-13	A senior level position which requires a bachelor's degree in engineering, physics, science or math in a specific field of study (electrical engineering, aerospace engineering, computer science, etc.) from an accredited college or university. Diverse experience in commercial or government industry and significant managerial experience or unique technical skills is essential. The Senior Scientist is a technical degreed employee who analyzes complex information technology data and provides direction to analysts, programmers, engineers, and technicians. This person is responsible for developing plans and progress reports to management, as well as resolving technical problems of significant difficulty. This person is capable of assuming a manager role for the customer's business area(s) comprised of multiple programs and projects. Other responsibilities will include obtaining patents and copyrights for innovations.
Engineer/Scientist VII	BS	13-15	
Engineer/Scientist VIII	BS	15+	
Analyst I	BS/BA	0-2	Entry level staff professional with general knowledge of the domain area. Possesses limited direct experience in the domain. Performs tasks requiring little independent judgment. Works at the task level with supervision and guidance from more senior staff.
Analyst II	BS/BA	2-4	
Analyst III	BS/BA	4-6	Mid-level staff professional with general knowledge and experience in the domain area. Performs tasks requiring little independent judgment. Works at the task level with supervision and guidance from senior staff. May be teamed with entry level staff to assist in their assignments.
Analyst IV	BS/BA	6-8	
Analyst V	BS/BA	8-10	

PES Labor Categories	Minimum Education Level	Minimum Years	Work Description/Functional Responsibility
Analyst VI	BS/BA	10-12	Senior-level staff professional with more detailed knowledge and experience in the domain area. Works at the task level with minimal direction; supervises and mentors less-experienced Analysts.
Analyst VII	BS/BA	12-15	
Analyst VIII	BS/BA	15+	
Programmer/Systems Analyst I	BS/BA	0-3	Under direct supervision, analyzes and evaluates user requirements by coordinating with the user to define the problem, data availability, report requirements, and system design problems. Defines system objectives and prepares system design specifications. Analyzes alternative means of deriving input data to select the most accurate, feasible, and economical methods. Defines input and output file specifications including file organization. Defines controls, conversion procedures, and system implementation plans. Performs the development, documentation, testing, and debugging of computer software.
Programmer/Systems Analyst II	BS/BA	4-7	Analyzes and evaluates user requirements by coordinating with the user to define the problem, data availability, report requirements, and system design problems. Defines system objectives and prepares system design specifications. Analyzes alternative means of deriving input data to select the most accurate, feasible, and economical methods. Defines input and output file specifications including file organization. Defines controls, conversion procedures, and system implementation plans. Performs the development, documentation, testing, and debugging of computer software. May provide task assistance to team members.
Programmer/Systems Analyst III	BS/BA	8-12	Analyzes and evaluates moderately complex user requirements by coordinating with the user to define the problem, data availability, report requirements, and system design problems. Defines system objectives and prepares system design specifications. Analyzes alternative means of deriving input data to select the most accurate, feasible, and economical methods. Defines input and output file specifications including file organization. Defines controls, conversion procedures, and system implementation plans. Performs the development, documentation, testing, and debugging of computer software. Mentors and provides task direction to other Programmer / System Analysts and team members.

PES Labor Categories	Minimum Education Level	Minimum Years	Work Description/Functional Responsibility
Programmer/Systems Analyst IV	BS/BA	12+	Analyzes and evaluates complex user requirements by coordinating with the user to define the problem, data availability, report requirements, and system design problems. Defines system objectives and prepares system design specifications. Analyzes alternative means of deriving input data to select the most accurate, feasible, and economical methods. Defines input and output file specifications including file organization. Defines controls, conversion procedures and system implementation plans. Performs the development, documentation, testing and debugging of computer software. Mentors and provides task direction to other programmer/system analysts and team members. Activities range from operating system architecture integration and software design to recommendation of commercial-off-the-shelf (COTS) products. Provides functional and empirical analyses related to the design, development, and implementation of software operating systems for products including, but not limited to, utility software, development software, and diagnostic software.
Manager I	BS/BA	8-10	Directs and monitors the performance of a small number or less complex level of projects within a related technology, program, or set of clients. Oversees the technology development and/or application, marketing, and resource allocation within the program client base.
Manager II	BS/BA	10-12	Directs and monitors the performance of several related projects which may be organized by technology, program, or client. Oversees the technology development and/or application, marketing, and resource allocation within the program client base.
Manager III	BS/BA	12-15	Directs and monitors the performance of a significant variety or complexity level of related projects which may be organized by technology, program, or client. Oversees the technology development and/or application, marketing, and resource allocation within the program client base.
Manager IV	BS/BA	15+	Directs and monitors the performance of key strategic projects which may be organized by technology, program, or client. Oversees the technology development and/or application, marketing, and resource allocation within the program client base.
Subject Matter Expert I	BS/BA	10-12	Serves as an entry-level subject matter technical expert in areas relevant to the project. Analyzes user needs to determine functional requirements. Performs functional allocation to identify required tasks and their interrelationship. Identifies resources for each task. Exhibits an adequate general knowledge of functional areas. Interfaces with and reports to management representatives and functional proponents. Provides oral and written reports and communications to management representatives.
Subject Matter Expert II	BS/BA	12-15	

PES Labor Categories	Minimum Education Level	Minimum Years	Work Description/Functional Responsibility
Subject Matter Expert III	BS/BA	15-20	Serves as a mid-level subject matter technical expert in areas relevant to the project. Analyzes user needs to determine functional requirements. Performs functional allocation to identify required tasks and their interrelationship. Identifies resources for each task. Provides guidance to the technical staff on the functional procedures/processes/policies reflecting a more detailed and comprehensive knowledge of functional areas. Interfaces with and reports to management representatives and functional proponents. Demonstrates skill in oral and written communications.
Subject Matter Expert IV	BS/BA	20+	Serves as a subject matter technical expert in areas relevant to the project. Analyzes user needs to determine functional requirements. Performs functional allocation to identify required tasks and their interrelationship. Identifies resources for each task. Provides guidance to the technical staff on the functional procedures/processes/policies reflecting detailed knowledge of functional areas. Interfaces with and reports to management representatives and functional proponents. Possesses requisite knowledge and expertise to be recognized in the professional community. Demonstrates exceptional oral and written communication skills.
Technician I	HS	0-4	Under direct supervision, performs direct technical work on projects, installing, operating, maintaining, configuring, troubleshooting and repairing simple user, IT, system, device, circuit, cable, component, software, end-user device, and/or connectivity problems. Routes complex problems to more experienced technical specialists. May provide installation support to cable or network infrastructure.
Technician II	HS	4-7	Provides support to users on issues of moderate complexity. Applies knowledge of state-of-the-art software, hardware, network infrastructure, and information technology to troubleshoot user/system problems. Provides installation services and defines facilities requirements. Routes complex problems to more experienced technical specialists. Simulates or recreates customer problems to resolve user operating difficulties. Assists users on technical matters regarding product use and problems or inquiries, and ensures proper handling and follow-up. Documents problems and corrective procedures. Works with development personnel to determine problem solutions.
Technician III	HS	7+	Provides high-level support to users. Applies expertise and knowledge of state-of-the-art software, hardware, network infrastructure, and/or information technology to troubleshoot complex user/system problems. Maintains currency and high level of technical skill in field of expertise. Documents problems and corrective procedures. Works with development personnel to determine problem solutions. Conducts training sessions for less experienced staff. May provide guidance to lower level technical analysts and specialists.

PES Labor Categories	Minimum Education Level	Minimum Years	Work Description/Functional Responsibility
Administrative I	HS	0-3	Provides direct support to the assigned manager or supervisor, and may support his/her direct reports. Responds to routine telephone requests that have standard answers; refers calls and inquiries to appropriate staff. Controls mail and assures timely staff response. As instructed, maintains or organizes project data, assists in producing reports and presentations, making appointments, and arranging for meeting rooms. Reviews materials prepared for manager's approval for typographical accuracy and proper format. Maintains recurring internal reports. Requisitions supplies, printing, maintenance, or other services. Establishes and maintains office files.
Administrative II	HS	3-5	Provides direct support to the assigned manager and may support his/her direct reports. Screens telephone calls, visitors, and incoming correspondence; personally responds to requests for information concerning office procedures. Makes arrangements for conferences and meetings, and assembles established background materials. Reviews outgoing materials and correspondence for internal consistency and conformance with procedures. Collects information from the files or staff for routine inquiries on office programs or periodic reports. May provide task direction to lower level secretarial/administrative personnel.
Administrative III	HS	5-9	Provides direct support to the mid-level manager and may support his/her direct reports. Composes correspondence regarding administrative matters and general office policies for supervisor's approval. Prepares materials needed for conferences, correspondence, appointments, meetings, telephone calls, etc. Prepares special one-time reports, summaries, or replies to inquiries, selecting relevant information from a variety of sources such as reports, documents, correspondence, other offices, etc. May provide task direction to lower level secretarial/administrative personnel.
Administrative IV	HS	10+	Provides direct support to a high level manager, and may support his/her direct reports. Composes correspondence requiring some understanding of technical matters. Reads outgoing correspondence for manager's approval and alerts writers to any conflict with the file or departure from policies; gives advice to resolve problems. Summarizes the content of incoming materials, specially gathered information, or meetings to assist executive; coordinates the new information with background office sources; draws attention to important parts or conflicts. May provide task direction to lower level secretarial/administrative personnel.

****Education/Experience Substitution Policy** – Four years experience for BS/BA; two additional years experience for MS (six years); and three additional years for PhD (nine years).