

Multiple Award Schedule Federal Supply Group: Professional Services

Contract Number: GS-00F-313CA

Price List current through Modification #PO-0044 dated March 3, 2023 and MASS Mod A853 Refresh 15 dated January 31, 2023

**For more information on ordering from Federal Supply Schedules
Go to the GSA schedules page at GSA.gov**

Contract Period: September 15, 2015 – September 14, 2025

General Dynamics Information Technology, Inc.

3150 Fairview Park Drive
Falls Church, VA 22042
GDITGSA@gdit.com

Business Size: Large 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".

Prices Shown Herein are Net (discount deducted)

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

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Customer Information

1a. Table of Awarded Special Item Numbers

SIN	Recovery	SIN Description
541810	541810RC	Advertising Services
541820	541820RC	Public Relations Services
541910	541910RC	Market Research and Analysis
512110	512110RC	Video / Film Production
541613	541613RC	Marketing Consulting Services
541715	541715RC	Engineering Research and Development and Strategic Planning
541380	541380RC	Testing Laboratories
541420	541420RC	Engineering System Design and Integration Services
541330ENG	541330ENGRC	Engineering Services
541611	541611RC	Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services
541614SVC	541614SVCRC	Supply and Value Chain Management
541614	541614RC	Deployment, Distribution and Transportation Logistics Services
611430	611430RC	Professional and Management Development Training
OLM	OLMRC	Order Level Materials (OLM)
541810ODC	54810ODCRC	Other Direct Costs for Marketing and Public Relations Services

1b. Pricing

Please see page 8 for award NET GSA Pricing

SIN	Labor Category	Labor Rate
541810	Support Specialist**	\$57.36
541820	Support Specialist**	\$57.36
541910	Support Specialist**	\$57.36
512110	Support Specialist**	\$57.36
541613	Support Specialist**	\$57.36
541715	Support Personnel L1 (G)	\$66.37
541380	Support Personnel L1 (G)	\$66.37
541420	Support Personnel L1 (G)	\$66.37
541330ENG	Support Personnel L1 (G)	\$66.37
541611	Support Specialist 1**	\$65.86
541614SVC	Administrative Support L1**	\$65.86
541614	Administrative Support L1**	\$65.86
611430	Support Specialist 1**	\$58.08
541810ODC	White Business Envelops #10 (240,000)	\$15,895.86

1c. Services and Labor Descriptions

Please see page 8 for awarded Services, Labor Categories and Descriptions.

2. Maximum Order

The Maximum Order value for all SINS \$1,000,000 except SIN 541380 and OLM- \$250,000

3. Minimum Order

The Minimum Order value \$100.00.

4. Geographical Coverage (Delivery Area)

For services awarded under SINS 611430, 541810, 541820, 541910, 512110 and 541810ODC, the delivery area is the 50 States, Washington, D.C., and Puerto Rico.

For services awarded under SINS 541715, 541380, 541330ENG, 541614SVC, 541614, 611430, 541611, the delivery area is both 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

Prices shown are NET Prices; Basic discounts has been deducted. See Rate Tables below.

7. Quantity Discounts

Discounts offered under SIN(s) 541810, 541820, 541910 and 512110:

- 0.5% for orders exceeding \$500,000
- 1% for orders exceeding \$1,000,000

8. Prompt Payment Terms

Net 30 days - Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions.

9. Foreign Items (listed by Country of Origin)

None

10a. Time of Delivery

Specified on individual Task Orders.

10b. Expedited Delivery

Contact the contractor for expedited delivery.

10c. Overnight and 2-Day Delivery

Contact the contractor for overnight and 2-Day delivery.

10d. Urgent Requirements

Contact the contractor for faster delivery or rush requirements.

11. F.O.B. Point(s)

The F.O.B Point(s) is destination.

12a. Ordering Address(es)

For mailed orders:

General Dynamics Information Technology, Inc.
3150 Fairview Park Drive
Falls Church, VA 22042-4504

12b. Ordering Procedures

For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA's), are found in Federal Acquisition Regulation (FAR) 8.405-3.

13. Payment Addresses

US Mail	Via Wire/ACH
General Dynamics Information Technology, Inc. PNC Bank, N.A P.O. Box 64304 Pittsburgh, PA 15264-3014	Please see Invoice

14. Warranty Provision

For MOBIS Training and AIMS, the contractor warrants and implies that the services/items delivered are merchantable and fit for use for the particular purpose described in the contract. PES, MOBIS, and LOGWORLD are N/A.

15. Export Packing Charges (if applicable)

Not applicable.

16. Terms and Conditions of Rental, Maintenance, and Repair (if applicable):

Not applicable.

17. Terms and conditions of installation (if applicable)

Not applicable.

18a. Terms and Conditions of Repair Parts indicating date of parts price lists and any discounts from list prices (if applicable)

Not applicable.

18b. Terms and Conditions for any Other Services (if applicable)

Not applicable.

19. List of service and distribution points (if applicable)

Not applicable.

20. List of participating dealers (if applicable)

Not applicable.

21. Preventive maintenance (if applicable)

Not applicable.

22a. Environmental attributes, e.g., recycled content, energy efficiency, and/or reduced pollutants

Not applicable.

22b. Section 508 Compliance

The EIT standards can be found at: www.Section508.gov/.

23. Unique Entity Identification (UEI) Number

SMNWM6HN79X5

24. System for Award Management:

Registered

AWARDED LABOR CATEGORIES AND RATES

**Rates are Inclusive of IFF
Annual Escalation Rate is 2.5%**

SIN	Proposed Labor Category	09/15/20 - 09/14/21	09/15/21 - 09/14/22	09/15/22 - 09/14/23	09/15/23 - 09/14/24	09/15/24 - 09/14/25
MOBIS						
541611	Engagement Manager	\$264.15	\$270.76	\$277.53	\$284.46	\$291.58
541611	Senior Manager	\$222.67	\$228.24	\$233.94	\$239.79	\$245.79
541611	Sr. Executive Consultant	\$403.61	\$413.70	\$424.05	\$434.65	\$445.51
541611	Executive Consultant	\$367.64	\$376.83	\$386.25	\$395.90	\$405.80
541611	Principal Consultant	\$225.56	\$231.20	\$236.98	\$242.91	\$248.98
541611	Senior Consultant	\$180.73	\$185.25	\$189.88	\$194.62	\$199.49
541611	Consultant	\$150.39	\$154.15	\$158.00	\$161.95	\$166.00
541611	Project Support Analyst	\$93.31	\$95.64	\$98.03	\$100.48	\$102.99
541611	Junior Project Support Analyst**	\$65.06	\$66.68	\$68.35	\$70.06	\$71.81
541611	Financial Analyst	\$93.98	\$96.33	\$98.74	\$101.21	\$103.74
541611	Analyst	\$142.41	\$145.97	\$149.62	\$153.36	\$157.20
541611	Associate Analyst	\$103.59	\$106.18	\$108.83	\$111.55	\$114.34
541611	Policy Consultant	\$176.95	\$181.37	\$185.90	\$190.55	\$195.31
541611	Expert 1	\$246.02	\$252.17	\$258.48	\$264.94	\$271.56
541611	Expert 2	\$269.62	\$276.36	\$283.27	\$290.35	\$297.61
541611	Expert 3	\$305.59	\$313.23	\$321.06	\$329.09	\$337.32
541611	Expert 4	\$340.51	\$349.02	\$357.74	\$366.69	\$375.85
541611	Junior Consultant	\$156.81	\$160.73	\$164.75	\$168.87	\$173.09
541611	Principal 1	\$222.67	\$228.24	\$233.94	\$239.79	\$245.79
541611	Principal 2	\$205.73	\$210.87	\$216.14	\$221.55	\$227.08
541611	Senior Analyst	\$168.30	\$172.50	\$176.82	\$181.24	\$185.77
541611	Operations Senior Consultant	\$192.77	\$197.59	\$202.53	\$207.59	\$212.78
541611	Support Specialist 1**	\$113.63	\$116.47	\$119.38	\$122.37	\$125.43
541611	Support Specialist 2**	\$92.05	\$94.35	\$96.71	\$99.13	\$101.60
541611	Support Specialist 3**	\$63.29	\$64.88	\$66.50	\$68.16	\$69.86
541611	Support Specialist 4**	\$53.25	\$54.58	\$55.94	\$57.34	\$58.78
MOBIS TRAINING						
611430	Analyst 1**	\$131.76	\$135.06	\$138.43	\$141.90	\$145.44
611430	Analyst 2	\$161.69	\$165.73	\$169.87	\$174.12	\$178.47
611430	Analyst 3	\$166.76	\$170.93	\$175.20	\$179.58	\$184.07
611430	Configuration Management 1**	\$88.49	\$90.70	\$92.97	\$95.29	\$97.67
611430	Configuration Management 2	\$112.74	\$115.56	\$118.45	\$121.41	\$124.45
611430	Configuration	\$183.83	\$188.42	\$193.14	\$197.96	\$202.91

SIN	Proposed Labor Category	09/15/20 - 09/14/21	09/15/21 - 09/14/22	09/15/22 - 09/14/23	09/15/23 - 09/14/24	09/15/24 - 09/14/25
	Management 3					
611430	Curriculum Developer 1	\$122.90	\$125.97	\$129.12	\$132.35	\$135.66
611430	Curriculum Developer 2	\$157.53	\$161.47	\$165.51	\$169.65	\$173.89
611430	Editor/Technical Writer 1**	\$79.64	\$81.63	\$83.67	\$85.77	\$87.91
611430	Editor/Technical Writer 2**	\$101.49	\$104.02	\$106.62	\$109.29	\$112.02
611430	Editor/Technical Writer 3	\$156.24	\$160.15	\$164.15	\$168.26	\$172.46
611430	Engineer 1	\$126.20	\$129.36	\$132.59	\$135.91	\$139.30
611430	Engineer 2	\$172.21	\$176.52	\$180.93	\$185.45	\$190.09
611430	Engineer 3	\$208.92	\$214.15	\$219.50	\$224.99	\$230.61
611430	Facilitator 1**	\$99.97	\$102.47	\$105.03	\$107.65	\$110.35
611430	Facilitator 2	\$138.47	\$141.93	\$145.48	\$149.11	\$152.84
611430	Facilitator 3	\$157.25	\$161.18	\$165.21	\$169.34	\$173.57
611430	Multi-Media Specialist 1**	\$110.87	\$113.65	\$116.49	\$119.40	\$122.38
611430	Multi-Media Specialist 2	\$135.38	\$138.77	\$142.24	\$145.79	\$149.44
611430	Multi-Media Specialist 3	\$189.54	\$194.28	\$199.14	\$204.11	\$209.22
611430	Information Center Specialist**	\$235.02	\$240.90	\$246.92	\$253.09	\$259.42
611430	Programmer 1	\$95.27	\$97.65	\$100.09	\$102.60	\$105.16
611430	Programmer 2	\$142.17	\$145.72	\$149.37	\$153.10	\$156.93
611430	Programmer 3	\$168.35	\$172.55	\$176.87	\$181.29	\$185.82
611430	Project Manager 1	\$185.19	\$189.82	\$194.56	\$199.43	\$204.41
611430	Project Manager 2	\$215.44	\$220.83	\$226.35	\$232.01	\$237.81
611430	Project Manager 3	\$264.28	\$270.88	\$277.65	\$284.60	\$291.71
611430	Quality Assurance Specialist 1	\$88.49	\$90.70	\$92.97	\$95.29	\$97.67
611430	Quality Assurance Specialist 2	\$161.67	\$165.72	\$169.86	\$174.10	\$178.46
611430	Quality Assurance Specialist 3	\$203.62	\$208.71	\$213.92	\$219.27	\$224.75
611430	Subject Matter Expert 1	\$212.27	\$217.58	\$223.02	\$228.59	\$234.31
611430	Subject Matter Expert 2	\$323.51	\$331.60	\$339.89	\$348.38	\$357.09
611430	Subject Matter Expert 3	\$427.70	\$438.39	\$449.35	\$460.59	\$472.10
611430	Support Specialist 1	\$58.08	\$59.53	\$61.02	\$62.54	\$64.11
611430	Support Specialist 2	\$83.35	\$85.44	\$87.57	\$89.76	\$92.01
611430	Support Specialist 3	\$104.93	\$107.55	\$110.24	\$112.99	\$115.82
611430	Technician 1**	\$118.39	\$121.35	\$124.39	\$127.50	\$130.68
611430	Technician 2**	\$126.20	\$129.36	\$132.59	\$135.91	\$139.30
611430	Technician 3**	\$159.87	\$163.87	\$167.96	\$172.16	\$176.47
611430	Security Specialist 1	\$183.35	\$187.94	\$192.64	\$197.45	\$202.39
611430	Security Specialist 2	\$207.93	\$213.13	\$218.46	\$223.92	\$229.52

SIN	Proposed Labor Category	09/15/20 - 09/14/21	09/15/21 - 09/14/22	09/15/22 - 09/14/23	09/15/23 - 09/14/24	09/15/24 - 09/14/25
611430	Security Specialist 3	\$323.51	\$331.60	\$339.89	\$348.38	\$357.09
LOGWORLD						
541614SVC, 541614, 611430	Principal	\$331.08	\$339.35	\$347.84	\$356.53	\$365.45
541614SVC, 541614, 611430	Project/Program Manager L1	\$271.97	\$278.77	\$285.74	\$292.89	\$300.21
541614SVC, 541614, 611430	Project/Program Manager L2	\$230.95	\$236.73	\$242.64	\$248.71	\$254.93
541614SVC, 541614, 611430	Logistics Engineer L1	\$211.04	\$216.32	\$221.73	\$227.27	\$232.95
541614SVC, 541614, 611430	Logistics Engineer L2	\$129.19	\$132.42	\$135.73	\$139.12	\$142.60
541614SVC, 541614, 611430,	Logistics Engineer L3	\$110.60	\$113.36	\$116.20	\$119.10	\$122.08
541614SVC, 541614, 611430	Logistics Engineers L4**	\$97.72	\$100.16	\$102.67	\$105.23	\$107.86
541614SVC, 541614, 611430	Logistics Analysts L1	\$151.70	\$155.49	\$159.38	\$163.36	\$167.45
541614SVC, 541614, 611430	Logistics Analysts L2	\$177.92	\$182.37	\$186.93	\$191.60	\$196.39
541614SVC, 541614, 611430	Logistics Analyst L3	\$139.16	\$142.64	\$146.21	\$149.86	\$153.61
541614SVC, 541614, 611430	Logistics Analysts L4**	\$97.80	\$100.24	\$102.75	\$105.31	\$107.95
541614SVC, 541614, 611430	Simulation Specialist L1	\$177.92	\$182.37	\$186.93	\$191.60	\$196.39
541614SVC, 541614, 611430	Simulation Specialist L2	\$167.60	\$171.79	\$176.09	\$180.49	\$185.00
541614SVC, 541614, 611430	Simulation Specialist L3	\$125.06	\$128.19	\$131.39	\$134.68	\$138.04
541614SVC, 541614, 611430	Simulation Specialist L4	\$99.38	\$101.87	\$104.42	\$107.03	\$109.70
541614SVC, 541614, 611430	IT Specialist (LT1) Sr. Programmer, NW Eng	\$198.05	\$203.00	\$208.08	\$213.28	\$218.61
541614SVC, 541614, 611430	Graphics Specialist L1	\$152.58	\$156.39	\$160.30	\$164.31	\$168.42
541614SVC, 541614, 611430	Graphics Specialist L2	\$106.46	\$109.12	\$111.85	\$114.64	\$117.51
541614SVC, 541614, 611430	Administration Support L1**	\$105.19	\$107.82	\$110.51	\$113.27	\$116.11
541614SVC, 541614, 611430	Administration Support L2**	\$65.86	\$67.50	\$69.19	\$70.92	\$72.70

SIN	Proposed Labor Category	09/15/20 - 09/14/21	09/15/21 - 09/14/22	09/15/22 - 09/14/23	09/15/23 - 09/14/24	09/15/24 - 09/14/25
541614SVC, 541614, 611430	Programming Specialist - L1	\$212.62	\$217.94	\$223.39	\$228.97	\$234.69
541614SVC, 541614, 611430	Programming Specialist - L2	\$173.79	\$178.13	\$182.59	\$187.15	\$191.83
541614SVC, 541614, 611430	Programming Specialist - L3	\$142.12	\$145.67	\$149.31	\$153.04	\$156.87
541614SVC, 541614, 611430	Programming Specialist - L4	\$110.28	\$113.04	\$115.86	\$118.76	\$121.73
541614SVC, 541614, 611430	Quality Assurance/Configuration Mgmt.	\$196.69	\$201.60	\$206.64	\$211.81	\$217.10
541614SVC, 541614, 611430	Emerging Technology Spec.	\$139.64	\$143.13	\$146.70	\$150.37	\$154.13
541614SVC, 541614, 611430	Applications Specialist - L1	\$211.13	\$216.41	\$221.82	\$227.36	\$233.05
541614SVC, 541614, 611430	Applications Specialist - L2	\$188.71	\$193.43	\$198.27	\$203.22	\$208.30
541614SVC, 541614, 611430	Applications Specialist - L3	\$144.51	\$148.12	\$151.83	\$155.62	\$159.51
541614SVC, 541614, 611430	Applications Specialist - L4	\$111.97	\$114.77	\$117.64	\$120.58	\$123.60
541614SVC, 541614, 611430	Training Engagement Manager	\$205.14	\$210.27	\$215.53	\$220.92	\$226.44
541614SVC, 541614, 611430	Senior Trainer	\$176.84	\$181.26	\$185.80	\$190.44	\$195.20
541614SVC, 541614, 611430	Training/Instructor	\$149.28	\$153.02	\$156.84	\$160.76	\$164.78
541614SVC, 541614, 611430	Systems Administrator/Help Desk Support**	\$131.76	\$135.06	\$138.43	\$141.90	\$145.44
AIMS						
541810,541820, 541910, 512110, 541613	Executive Manager III	\$261.65	\$268.19	\$274.90	\$281.77	\$288.81
541810,541820, 541910, 512110, 541613	Executive Manager II	\$233.01	\$238.83	\$244.80	\$250.92	\$257.20
541810,541820, 541910, 512110, 541613	Executive Manager I	\$207.92	\$213.12	\$218.45	\$223.91	\$229.51
541810,541820, 541910, 512110, 541613	Program Director III	\$235.35	\$241.24	\$247.27	\$253.45	\$259.79

SIN	Proposed Labor Category	09/15/20 - 09/14/21	09/15/21 - 09/14/22	09/15/22 - 09/14/23	09/15/23 - 09/14/24	09/15/24 - 09/14/25
541810,541820, 541910, 512110, 541613	Program Director II	\$208.35	\$213.55	\$218.89	\$224.37	\$229.98
541810,541820, 541910, 512110, 541613	Program Director I	\$180.26	\$184.76	\$189.38	\$194.12	\$198.97
541810,541820, 541910, 512110, 541613	Media Analyst/Mktg Mgr. V	\$261.65	\$268.19	\$274.90	\$281.77	\$288.81
541810,541820, 541910, 512110, 541613	Media Analyst/Mktg Mgr. IV	\$234.45	\$240.32	\$246.32	\$252.48	\$258.79
541810,541820, 541910, 512110, 541613	Media Analyst/Mktg Mgr. III	\$207.02	\$212.19	\$217.50	\$222.94	\$228.51
541810,541820, 541910, 512110, 541613	Media Analyst/Mktg Mgr. II	\$178.44	\$182.90	\$187.47	\$192.16	\$196.96
541810,541820, 541910, 512110, 541613	Media Analyst/Mktg Mgr. I	\$126.17	\$129.32	\$132.56	\$135.87	\$139.27
541810,541820, 541910, 512110, 541613	Principal Multimedia Engr IV	\$261.65	\$268.19	\$274.90	\$281.77	\$288.81
541810,541820, 541910, 512110, 541613	Principal Multimedia Engr III	\$235.49	\$241.37	\$247.41	\$253.59	\$259.93
541810,541820, 541910, 512110, 541613	Principal Multimedia Engr II	\$206.83	\$212.00	\$217.30	\$222.73	\$228.30
541810,541820, 541910, 512110, 541613	Principal Multimedia Engr I	\$178.81	\$183.28	\$187.86	\$192.56	\$197.37
541810,541820, 541910, 512110, 541613	Sr Multimedia Engr IV	\$235.49	\$241.37	\$247.41	\$253.59	\$259.93
541810,541820, 541910, 512110, 541613	Sr Multimedia Engr III	\$206.83	\$212.00	\$217.30	\$222.73	\$228.30
541810,541820, 541910, 512110, 541613	Sr Multimedia Engr II	\$180.22	\$184.72	\$189.34	\$194.07	\$198.92
541810,541820, 541910, 512110, 541613	Sr Multimedia Engr I	\$152.65	\$156.47	\$160.38	\$164.39	\$168.50

SIN	Proposed Labor Category	09/15/20 - 09/14/21	09/15/21 - 09/14/22	09/15/22 - 09/14/23	09/15/23 - 09/14/24	09/15/24 - 09/14/25
541810,541820, 541910, 512110, 541613	Multimedia Engr/Graphics Design Spec IV	\$180.22	\$184.72	\$189.34	\$194.07	\$198.92
541810,541820, 541910, 512110, 541613	Multimedia Engr/Graphics Design Spec III	\$152.65	\$156.47	\$160.38	\$164.39	\$168.50
541810,541820, 541910, 512110, 541613	Multimedia Engr/Graphics Design Spec II	\$126.51	\$129.67	\$132.92	\$136.24	\$139.64
541810,541820, 541910, 512110, 541613	Multimedia Engr/Graphics Design Spec I	\$100.18	\$102.69	\$105.26	\$107.89	\$110.58
541810,541820, 541910, 512110, 541613	Technician V**	\$152.26	\$156.07	\$159.97	\$163.97	\$168.07
541810,541820, 541910, 512110, 541613	Technician IV**	\$125.95	\$129.10	\$132.33	\$135.64	\$139.03
541810,541820, 541910, 512110, 541613	Technician III**	\$99.91	\$102.41	\$104.97	\$107.59	\$110.28
541810,541820, 541910, 512110, 541613	Technician II**	\$84.29	\$86.39	\$88.55	\$90.77	\$93.04
541810,541820, 541910, 512110, 541613	Technician I**	\$70.27	\$72.02	\$73.83	\$75.67	\$77.56
541810,541820, 541910, 512110, 541613	Support Specialist V	\$127.34	\$130.52	\$133.78	\$137.13	\$140.56
541810,541820, 541910, 512110, 541613	Support Specialist IV	\$85.08	\$87.20	\$89.38	\$91.62	\$93.91
541810,541820, 541910, 512110, 541613	Support Specialist III	\$83.00	\$85.08	\$87.21	\$89.39	\$91.62
541810,541820, 541910, 512110, 541613	Support Specialist II**	\$72.74	\$74.55	\$76.42	\$78.33	\$80.29
541810,541820, 541910, 512110, 541613	Support Specialist I**	\$57.36	\$58.79	\$60.26	\$61.77	\$63.31
PES (CONTRACTOR SITE)						
541715, 541380, 541330ENG, 541420	Subject Matter Expert (SME) - L1	\$256.37	\$262.78	\$269.35	\$276.08	\$282.98

SIN	Proposed Labor Category	09/15/20 - 09/14/21	09/15/21 - 09/14/22	09/15/22 - 09/14/23	09/15/23 - 09/14/24	09/15/24 - 09/14/25
541715, 541380, 541330ENG, 541420	Subject Matter Expert (SME) - L2	\$203.39	\$208.47	\$213.69	\$219.03	\$224.50
541715, 541380, 541330ENG, 541420	Subject Matter Expert (SME) - L3	\$172.44	\$176.75	\$181.17	\$185.70	\$190.34
541715, 541380, 541330ENG, 541420	Subject Matter Expert (SME) - L4	\$138.02	\$141.47	\$145.00	\$148.63	\$152.34
541715, 541380, 541330ENG, 541420	Engineering - L1	\$197.56	\$202.50	\$207.56	\$212.75	\$218.07
541715, 541380, 541330ENG, 541420	Engineering - L2	\$162.41	\$166.47	\$170.63	\$174.90	\$179.27
541715, 541380, 541330ENG, 541420	Engineering - L3	\$136.11	\$139.51	\$143.00	\$146.57	\$150.24
541715, 541380, 541330ENG, 541420	Engineering - L4	\$109.36	\$112.09	\$114.89	\$117.77	\$120.71
541715, 541380, 541330ENG, 541420	Analyst - L1	\$185.34	\$189.97	\$194.72	\$199.59	\$204.58
541715, 541380, 541330ENG, 541420	Analyst - L2	\$141.59	\$145.13	\$148.76	\$152.48	\$156.29
541715, 541380, 541330ENG, 541420	Analyst - L3	\$119.83	\$122.83	\$125.90	\$129.04	\$132.27
541715, 541380, 541330ENG, 541420	Analyst - L4	\$89.92	\$92.17	\$94.47	\$96.84	\$99.26
541715, 541380, 541330ENG, 541420	Support Personnel - L1	\$123.23	\$126.31	\$129.47	\$132.70	\$136.02
541715, 541380, 541330ENG, 541420	Support Personnel - L2	\$95.79	\$98.18	\$100.64	\$103.15	\$105.73
541715, 541380, 541330ENG, 541420	Support Personnel - L3**	\$75.42	\$77.31	\$79.24	\$81.22	\$83.25
541715, 541380, 541330ENG, 541420	Support Personnel - L4**	\$71.16	\$72.93	\$74.76	\$76.63	\$78.54
PES (GOVERNMENT SITE)						
541715, 541380, 541330ENG, 541420	Subject Matter Expert (SME) - L1	\$217.35	\$222.79	\$228.36	\$234.06	\$239.92
541715, 541380, 541330ENG, 541420	Subject Matter Expert (SME) - L2	\$172.43	\$176.74	\$181.16	\$185.69	\$190.33

SIN	Proposed Labor Category	09/15/20 - 09/14/21	09/15/21 - 09/14/22	09/15/22 - 09/14/23	09/15/23 - 09/14/24	09/15/24 - 09/14/25
541715, 541380, 541330ENG, 541420	Subject Matter Expert (SME) - L3	\$146.21	\$149.86	\$153.61	\$157.45	\$161.38
541715, 541380, 541330ENG, 541420	Subject Matter Expert (SME) - L4	\$117.00	\$119.93	\$122.93	\$126.00	\$129.15
541715, 541380, 541330ENG, 541420	Engineering - L1	\$167.51	\$171.70	\$175.99	\$180.39	\$184.90
541715, 541380, 541330ENG, 541420	Engineering - L2	\$137.72	\$141.16	\$144.69	\$148.31	\$152.02
541715, 541380, 541330ENG, 541420	Engineering - L3	\$115.43	\$118.31	\$121.27	\$124.30	\$127.41
541715, 541380, 541330ENG, 541420	Engineering - L4	\$92.71	\$95.03	\$97.40	\$99.84	\$102.33
541715, 541380, 541330ENG, 541420	Analyst - L1	\$157.16	\$161.09	\$165.12	\$169.25	\$173.48
541715, 541380, 541330ENG, 541420	Analyst - L2	\$120.06	\$123.06	\$126.14	\$129.29	\$132.52
541715, 541380, 541330ENG, 541420	Analyst - L3	\$101.61	\$104.15	\$106.75	\$109.42	\$112.16
541715, 541380, 541330ENG, 541420	Analyst - L4	\$76.25	\$78.16	\$80.11	\$82.11	\$84.17
541715, 541380, 541330ENG, 541420	Support Personnel - L1	\$104.49	\$107.10	\$109.78	\$112.52	\$115.34
541715, 541380, 541330ENG, 541420	Support Personnel - L2	\$81.24	\$83.27	\$85.35	\$87.48	\$89.67
541715, 541380, 541330ENG, 541420	Support Personnel - L3**	\$63.96	\$65.56	\$67.20	\$68.88	\$70.60
541715, 541380, 541330ENG, 541420	Support Personnel - L4**	\$60.33	\$61.84	\$63.39	\$64.97	\$66.60

Note 1) SINS 541715, 541380, 541330ENG, 541420- Required pay differentials in connection with overseas work are classified as ODC's in accordance with our accounting practices. GDIT does not provide OCONUS rates under this schedule.

OTHER DIRECT COSTS

SIN(s)	Support Product/ Labor (ODCs)	Unit Of Issue	Contractor or Customer Facility or Both	Domestic or Overseas	Ceiling Price/Rate Offered To GSA (including IFF)
541810ODC	White Business Envelopes (#10)	Lot ¹	Both	Domestic Only	\$15,895.86
541810ODC	White 10" x 13" Tyvek Envelopes	Lot ²	Both	Domestic Only	\$113,473.45
541810ODC	US Postage - First Class Letter 1st Ounce	Lot ³	Both	Domestic Only	\$133,481.11
541810ODC	US Postage - First Class Letter Each Additional Ounce	Lot ⁴	Both	Domestic Only	\$96,725.44

LOT	EST. QTY.
Lot ¹	240,000
Lot ²	110,000
Lot ³	240,000
Lot ⁴	400,000

SERVICE CONTRACT LABOR STANDARDS (SCLS) MATRIX

SCLS Eligible Contract Labor Category (SINs 541614SVC, 541614, 611430 Labor Categories)	SCLS Equivalent Code and SCLS Equivalent Title	WD Number
Administration Support L1	01020 Administrative Assistant	WD 15-4281
Administration Support L2	01111 General Clerk I	WD 15-4281
Logistics Analyst L4	01410 Supply Technician	WD 15-4281
Logistics Engineer L4	01410 Supply Technician	WD 15-4281
Systems Administrator/Help Desk Support	04170 Systems Support Specialist	WD 15-4281

SCLS Eligible Contract Labor Category (SINs 541715, 541380, 541330ENG, 541420 Labor Categories)	SCLS Equivalent Code and SCLS Equivalent Title	WD Number
Support Personnel – L3	01113 General Clerk III	WD 15-4281
Support Personnel – L4	01112 General Clerk II	WD 15-4281

SCLS Eligible Contract Labor Category (SIN 611430 Labor Categories)	SCLS Equivalent Code and SCLS Equivalent Title	WD Number
Analyst 1	01020 Administrative Assistant	WD 15-4281
Configuration Management 1	30082 Engineering Technician II	WD 15-4281
Editor/Technical Writer 1	30461 Technical Writer I	WD 15-4281
Editor/Technical Writer 2	30462 Technical Writer II	WD 15-4281
Facilitator 1	15090 Technical Instructor	WD 15-4281
Information Center Specialist	14170 Systems Support Specialist	WD 15-4281
Multimedia Specialist 1	15080 Graphic Artist	WD 15-4281
Technician 1	30081 Engineering Technician I	WD 15-4281
Technician 2	30082 Engineering Technician II	WD 15-4281
Technician 3	30083 Engineering Technician III	WD 15-4281

SCLS Eligible Contract Labor Category (SIN 541611 Labor Categories)	SCLS Equivalent Code and SCLS Equivalent Title	WD Number
Junior Project Support Analyst	01020 Administrative Assistant	WD 15-4281
Support Specialist 1	01112 General Clerk II	WD 15-4281
Support Specialist 2	01113 General Clerk III	WD 15-4281
Support Specialist 3	01020 Administrative Assistant	WD 15-4281
Support Specialist 4	01112 General Clerk	WD 15-4281

SCLS Eligible Contract Labor Category (SINs 541810, 541820, 541910, 512110, 541613 Labor Categories)	SCLS Equivalent Code and SCLS Equivalent Title	WD Number
Support Specialist I	01113 General Clerk III	WD 15-4281
Support Specialist II	01020 Administrative Assistance	WD 15-4281
Technician I	30081 Engineering Technician I	WD 15-4281
Technician II	30082 Engineering Technician II	WD 15-4281
Technician III	30083 Engineering Technician III	WD 15-4281
Technician IV	30084 Engineering Technician IV	WD 15-4281
Technician V	30085 Engineering Technician V	WD 15-4281

The Service Contract Labor Standards, formerly the Service Contract Act (SCA) apply to this contract and it includes SCLS applicable labor categories. Labor categories and fixed price services marked with a (**) in this pricelist are based on the U.S. Department of Labor Wage Determination Number(s) identified in the SCLV/SCA matrix. The prices awarded are in line with the geographic scope of the contract (i.e., nationwide). Subject to change periodically in accordance with the Wage Determination Codes and Titles.

Overtime: Should overtime be required and authorized, GDIT will invoice the Government at one and one-half Times the task order negotiated labor rates for categories determined to be covered by the SCA (identified ** above).

LABOR CATEGORIES AWARDED UNDER SINs 611430

ANALYST 1

Minimum/General Experience: 0 years of experience in applicable discipline. Must be able to communicate with customer and know how to extract information.

Functional Responsibility: Review and evaluate, customer requirements and develops solutions this may include, but is not limited to, analyzing user requirements, processes, procedures, business models and existing systems. May produce design documents, reports, and prototypes. May provide training. Designs or modifies applicable system to meet the requirements of the customer. Generally, works under direct supervision.

Minimum Education: Associate Degree

Approved Substitutions	
Education	Experience
High School Diploma	2 years of experience in applicable discipline

ANALYST 2

Minimum/General Experience: 4 years of experience in applicable discipline. Must be able to communicate with customer and know how to extract information.

Functional Responsibility: Review and evaluate, customer requirements and develops solutions this may include, but is not limited to, analyzing user requirements, processes, procedures, business models and existing systems. May produce design documents, reports, and prototypes. May provide training. Designs or modifies applicable system to meet the requirements of the customer. Works on project with minimum supervision. May provide supervision to others.

Minimum Education: Bachelor's Degree

Approved Substitutions	
Education	Experience
Associates Degree	6 years of experience in applicable discipline
Master's Degree	2 years of experience in applicable discipline

ANALYST 3

Minimum/General Experience:

8 years of experience in applicable discipline. Must be able to communicate with customer and know how to extract information.

Functional Responsibility: Review and evaluate, customer requirements and develops solutions this may include, but is not limited to, analyzing user requirements, processes, procedures, business models and existing systems. May produce design documents, reports, and prototypes. May provide training. Designs or modifies applicable system to meet the requirements of the customer. Works with little or no supervision on increasingly complex projects. May be task lead, supervisor or project supervisor.

Minimum Education: Bachelor's Degree

Approved Substitutions	
Education	Experience
Associates Degree	10 years of experience in applicable discipline
Master's Degree	6 years of experience in applicable discipline

CONFIGURATION MANAGEMENT 1

Minimum/General Experience: 0 years of experience in applicable discipline. A background in SEI/ISO9000

Functional Responsibility: Responsible for configuration management activities including product identification, change control, status accounting, operation of the support library, and development and monitoring of equipment/system acceptance plans. Management of security features and assurances through control of changes made to hardware, software, firmware, documentation, test, test fixtures and test documentation of an automated information system, throughout the development and operational life of a system.

Minimum Education: High School diploma

CONFIGURATION MANAGEMENT 2

Minimum/General Experience: 4 years of experience in applicable discipline. A background in SEI/ISO9000.

Functional Responsibility: Responsible for configuration management activities including product identification, change control, status accounting, operation of the support library, and development and monitoring of equipment/system acceptance plans. Management of security features and assurances through control of changes made to hardware, software, firmware, documentation, test, test fixtures and test documentation of an automated information system, throughout the development and operational life of a system.

Minimum Education: Associate Degree

CONFIGURATION MANAGEMENT 3

Minimum/General Experience: 8 years of experience in applicable discipline. A background in SEI/ISO9000.

Functional Responsibility: Responsible for configuration management activities including product identification, change control, status accounting, operation of the support library, and development and monitoring of equipment/system acceptance plans. Management of security features and assurances through control of changes made to hardware, software, firmware, documentation, test, test fixtures and test documentation of an automated information system, throughout the development and operational life of a system.

Minimum Education: Bachelor's Degree

Approved Substitutions	
Education	Experience
Associates Degree	10 years of experience in applicable discipline
Master's Degree	6 years of experience in applicable discipline

CURRICULUM DEVELOPER 1

Minimum/General Experience: 0 years of experience in applicable discipline with 2 yr general training experience. Knowledge of curriculum development process. Must be able to communicate with customer and understand customer requirements.

Functional Responsibility: Conduct training analysis, design and develop training course content establishes a system to develop, implement, and assess the local curriculum and its alignment to customer requirement. May develop instructional material, coordinate educational content, and incorporate current technology in specialized fields. Develop training scenarios, training plans, and curricula using current technology. Generally, works under direct supervision.

Minimum Education: Bachelor's Degree

Approved Substitutions	
Education	Experience
Associates Degree	2 years of experience in applicable discipline with training experience

CURRICULUM DEVELOPER 2

Minimum/General Experience: 4 years of experience in applicable discipline. With 3 years general training experience. Knowledge of curriculum development. Must be able to communicate with customer and understand customer requirements.

Functional Responsibility: Conduct training analysis, design and develop training course content establishes a system to develop, implement, and assess the local curriculum and its alignment to customer requirement. May develop instructional material, coordinate educational content, and incorporate current technology in specialized fields. Develop training scenarios, training plans, and curricula using current technology. My provide supervision to others.

Minimum Education: Bachelor's Degree

Approved Substitutions	
Education	Experience
Associates Degree	6 years of experience in applicable discipline with 5 years training experience
Master's Degree	2 years of experience in applicable discipline and training experience

EDITOR 1 / TECHNICAL WRITER 1

Minimum/General Experience: 0 years of experience in applicable discipline. Must be able to communicate with customer and co-worker and understand customer requirements.

Functional Responsibility: Prepares and reviews technical documentation and training course materials. Translate requirements into written material to produce such products as but not limited to written documentation, online help screens, and training course material. Generally works under direct supervision.

Minimum Education: High School Diploma

EDITOR 2/TECHNICAL WRITER 2

Minimum/General Experience: 4 years of experience in applicable discipline. Must be able to communicate with customer and co-worker and understand customer requirements.

Functional Responsibility: Prepares and reviews technical documentation and training course materials. Translate requirements into written material to produce such products as but not limited to written documentation, online help screens, training course material. May provide supervision to others.

Minimum Education: Associate Degree

Approved Substitutions	
Education	Experience
High School Diploma	6 years of experience in applicable discipline

EDITOR 3/TECHNICAL WRITER 3

Minimum/General Experience: 8 years of experience in applicable discipline.

Functional Responsibility: Prepares and reviews technical documentation and training course materials. Must be able to communicate with customer and understand customer requirements. Capable of working with minimum supervision. Works with little or no supervision on increasingly complex projects. May be task lead, supervisor or project supervisor.

Minimum Education: Bachelor's Degree

Approved Substitutions	
Education	Experience
Associates Degree	10 years of experience in applicable discipline
Master's Degree	6 years of experience in applicable discipline

ENGINEER 1

Minimum/General Experience: 0 years of experience in applicable discipline. Must be able to communicate with customer and understand customer requirements.

Functional Responsibility: Analyzes, design, integration, and installation, to include, but not limited to, analyzes, defines, develops, engineers, implements, installs, and tests solutions to customer requirements. Generally, works under direct supervision.

Minimum Education: Bachelor’s Degree in applicable engineering discipline.

ENGINEER 2

Minimum/General Experience: 4 years of experience in applicable discipline. Must be able to communicate with customer and understand customer requirements.

Functional Responsibility: Analyzes, design, integration, and installation, to include, but not limited to, analyzes, defines, develops, engineers, implements, installs, and tests solutions to customer requirements. Works with minimum supervision. May be tasked with supervisory duties.

Minimum Education: Bachelor’s Degree in applicable engineering discipline.

ENGINEER 3

Minimum/General Experience: 8 years of experience in applicable discipline. Must be able to communicate with customer and understand customer requirements.

Functional Responsibility: Analyzes, design, integration, and installation, to include, but not limited to, analyzes, defines, develops, engineers, implements, installs, and tests solutions to customer requirements. Works with little or no supervision on increasingly complex projects. May be task lead, supervisor or project supervisor.

Minimum Education: Master’s Degree in applicable engineering discipline

Approved Substitutions	
Education	Experience
BS/BA Degree	10 years of experience in applicable discipline
PhD or Doctorate	6 years of experience in applicable discipline

FACILITATOR 1

Minimum/General Experience: 0 years of experience in applicable discipline. 4 years general experience. Good understating of subject matter, experience in training or public speaking.

Functional Responsibility: Provides guidance, order and assistance to participating members of a class, seminar or conference in order to meet customer objective. Leads or assists instructor to include but not limited to such areas as instructor lead training, seminars, conferences, focus groups, working groups. Generally, works under direct supervision.

Minimum Education: Bachelor’s Degree

Approved Substitutions	
Education	Experience
Associates Degree	6 years of experience in applicable discipline

Master's Degree	2 years of experience in applicable discipline
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FACILITATOR 2

Minimum/General Experience: 4 years of experience in applicable discipline with 4 years general experience. Good understanding of subject matter, experience in training or public speaking.

Functional Responsibility: Provides guidance, order and assistance to participating members of a class, seminar or conference in order to meet customer objective. Leads or assists instructor to include but not limited to such areas as instructor lead training, seminars, conferences, focus groups, working groups. Utilizes a variety of instructional strategies (methods, techniques, etc.) and resources (media, technologies, etc.), classroom organization skills, and effective, communication techniques to establish and facilitate engaging and meaningful learning environments. Works with minimum supervision. May be tasked with supervisory duties. May be task lead, or project manager.

Minimum Education: Bachelor's Degree

Approved Substitutions	
Education	Experience
Associates Degree	8 years of experience in applicable discipline
Master's Degree	4 years of experience in applicable discipline

FACILITATOR 3

Minimum/General Experience: 8 years of experience in applicable discipline with 6 years general experience. Good understanding of subject matter, experience in training or public speaking.

Functional Responsibility: Provides guidance, order and assistance to participating members of a class, seminar or conference in order to meet customer objective. Leads or assists instructor to include but not limited to such areas as instructor lead training, seminars, conferences, focus groups, working groups. Utilizes a variety of instructional strategies (methods, techniques, etc.) and resources (media, technologies, etc.), classroom organization skills, and effective, communication techniques to establish and facilitate engaging and meaningful learning environments. Works with little or no supervision on increasingly complex projects. May be task lead, supervisor or project supervisor.

Minimum Education: Bachelor's Degree

Approved Substitutions	
Education	Experience
Associates Degree	10 years of experience in applicable discipline
Master's Degree	6 years of experience in applicable discipline

MULTI-MEDIA SPECIALIST 1

Minimum/General Experience: 0 experience in applicable discipline. Experience with software required to manipulate electronic images.

Functional Responsibility: Use computers and related technologies to create and manipulate electronic images. May design and produce web or desktop multimedia products including graphic design, digital video, audio capture, editing digital and conventional still photography, or hand drawn or computer design. Must be able to communicate with customer and understand customer requirements. Generally, works under direct supervision.

Minimum Education: High School diploma and certification or equivalent experience, or military experience.

MULTI-MEDIA SPECIALIST 2

Minimum/General Experience: 4 years of experience in applicable discipline. Experience with software required to manipulate electronic images. Understanding of technology required to create graphics.

Functional Responsibility: Use computers and related technologies to create and manipulate electronic images. May design and produce web or desktop multimedia products including graphic design, digital video, audio capture, editing digital and conventional still photography, or hand drawn or computer design. Must be able to communicate with customer and understand customer requirements. Works with minimum supervision. May be tasked with supervisory duties. May be task lead.

Minimum Education: Associate Degree

Approved Substitutions	
Education	Experience
High School Diploma	6 years of experience in applicable discipline
BS/BA Degree	0 years of experience in applicable discipline

MULTI-MEDIA SPECIALIST 3

Minimum/General Experience: 8 years of experience in applicable discipline. Experience with software required to manipulate electronic images. Understanding of technology required to create graphic images.

Functional Responsibility: Use computers and related technologies to create and manipulate electronic images. May design and produce web or desktop multimedia products including graphic design, digital video, and audio capture, editing digital and conventional still photography, or hand drawn or computer design. Must be able to communicate with customer and understand customer requirements. Works with little or no supervision on increasingly complex projects. May be task lead, supervisor or project supervisor.

Minimum Education: Bachelor's Degree

Approved Substitutions	
Education	Experience
Associates Degree	10 years of experience in applicable

	discipline
Master's Degree	6 years of experience in applicable discipline

INFORMATION CENTER SPECIALIST

Minimum/General Experience: 2 years of experience in applicable discipline.

Functional Responsibility: Under general direction, advises and assists users in problem-solving activities using information center tools. May assist in training sessions, helping to coordinate and schedule classes. Must be able to communicate with customer and understand customer requirements. Works with minimum supervision. May be tasked with supervisory duties. May be task lead.

Minimum Education: Bachelor's Degree

Approved Substitutions	
Education	Experience
Associates Degree	4 years of experience in applicable discipline
Master's Degree	0 years of experience in applicable discipline

PROGRAMMER 1

Minimum/General Experience: 0 years of experience in applicable software language and computer systems.

Functional Responsibility: Create and/or modify all or part of a system. Writes, tests and maintains software on computers. Must be able to communicate with customer and understand customer requirements. Generally, works under direct supervision.

Minimum Education: High School diploma

PROGRAMMER 2

Minimum/General Experience: 4 years of experience in applicable software language and computer systems.

Functional Responsibility: Create and/or modify all or part of a system. Writes, tests and maintains software on computers. Must be able to communicate with customer and understand customer requirements. Works with minimum supervision. May be tasked with supervisory duties. May be task lead.

Minimum Education: Associate Degree

Approved Substitutions	
Education	Experience
High School Diploma	6 years of experience in applicable software language and computer systems
BS/BA Degree	2 years of experience in applicable software language and computer systems

PROGRAMMER 3

Minimum/General Experience: 8 plus years of experience in applicable software language and computer systems.

Functional Responsibility: Create and/or modify all or part of a system. Writes, tests and maintains software on computers. Must be able to communicate with customer and understand customer requirements. Works with little or no supervision on increasingly complex projects. May be task lead, supervisor or project supervisor.

Minimum Education: Bachelor's Degree

Approved Substitutions	
Education	Experience
Associates Degree	10 years of experience in applicable software language/computer systems
Master's Degree	6 years of experience in applicable software language/computer systems

PROJECT MANAGER 1

Minimum/General Experience: 6 years of experience in systems engineering or the business/technology directly relating to the assigned business segment. Including supervisory experience, in a lead or management role, with a demonstrated success in the ability to staff and lead/manage technically oriented projects and personnel.

Functional Responsibility: Responsible for the overall performance of the task order such as formulating work standards, assigning contractor schedules and resources, reviewing performance, cost, and budget information; supervising contractor personnel; and communicating policies, purposes, and goals of the organization to subordinates. Ensures desired results by determining and implementing objectives, and allocating appropriate resources. Interfaces with client sponsor on all aspects of the program.

Minimum Education: Bachelor's Degree, engineering, mathematics, business, or equivalent experience.

Approved Substitutions	
Education	Experience
Master's Degree	4 years of experience in systems engineering

PROJECT MANAGER 2

Minimum/General Experience: 8 years of experience in systems engineering or the business/technology directly relating to the assigned business segment. Two years of supervisory experience, in a lead or management role, with a demonstrated success in the ability to staff and lead/manage technically oriented projects and personnel.

Functional Responsibility: Responsible for the overall performance of the task order such as formulating work standards, assigning contractor schedules and resources, reviewing performance, cost, and budget information; supervising contractor personnel; and communicating policies, purposes, and goals of the organization to subordinates. Ensures

desired results by determining and implementing objectives, and allocating appropriate resources. Interfaces with client sponsor on all aspects of the program.

Minimum Education: Bachelor's Degree in engineering, mathematics, business, or equivalent experience.

Approved Substitutions	
Education	Experience
Master's Degree	6 years of experience in systems engineering/Business Technology
PhD or Doctorate	4 years of experience in systems engineering/Business Technology

PROJECT MANAGER 3

Minimum/General Experience: 10 years of experience in systems engineering or the business/technology directly relating to the assigned business segment. Two years of supervisory experience, in a lead or management role, with a demonstrated success in the ability to staff and lead/manage technically oriented projects and personnel.

Functional Responsibility: Serves as the overall manager for a contract, or program, and lead for complex technical projects. Responsible for the administrative, contractual, and financial aspects of projects. Oversees the quality assurance efforts of the program, contract or project.

Minimum Education: Master's Degree in engineering, mathematics, business, or equivalent experience.

Approved Substitutions	
Education	Experience
BS/BA Degree	12 years of experience in systems engineering/business technology
PhD or Doctorate	8 years of experience in systems engineering/business technology

QUALITY ASSURANCE SPECIALIST 1

Minimum/General Experience: 0 years of experience in applicable discipline.

Functional Responsibility: Perform activities required to ensure quality deliverables. Participates in quality reviews on all deliverables prior to delivery. Performs quality assurance reviews of all the types of training products, including but not limited to instructional material, multimedia products, and process and procedures. Organizes and maintains QA documents as required. Ensure compliance with standards and practices are met. Track test results as required. May perform quality audits and provide reports to management. Must be able to communicate with customer and understand customer requirements. Generally, works under direct supervision.

Minimum Education: Bachelor's Degree

Approved Substitutions	
Education	Experience
High School Diploma	4 years of experience in applicable discipline
Associates Degree	2 years of experience in applicable discipline

QUALITY ASSURANCE SPECIALIST 2

Minimum/General Experience: 4 years of experience in applicable discipline.

Functional Responsibility: Perform activities required to ensure quality deliverables. Participates in quality reviews on all deliverables prior to delivery. Performs quality assurance reviews of all the types of training products, including but not limited to instructional material, multimedia products, and process and procedures. Organizes and maintains QA documents as required. Ensure compliance with standards and practices are met. Track test results as required. May perform quality audits and provide reports to management. Must be able to communicate with customer and understand customer requirements. May be tasked with supervisory duties. May be task lead.

Possible Job Titles: Quality Assurance

Minimum Education: Bachelor's Degree

Approved Substitutions	
Education	Experience
Associates Degree	6 years of experience in applicable discipline
Master's Degree	2 years of experience in applicable discipline

QUALITY ASSURANCE SPECIALIST 3

Minimum/General Experience: 8 years of experience in applicable discipline.

Functional Responsibility: Perform activities required to ensure quality deliverables. Participates in quality reviews on all deliverables prior to delivery. Performs quality assurance reviews of all the types of training products, including but not limited to instructional material, multimedia products, and process and procedures. Organizes and maintains QA documents as required. Ensure compliance with standards and practices are met. Track test results as required. May perform quality audits and provide reports to management. Must be able to communicate with customer and understand customer requirements. Works with little or no supervision on increasingly complex projects. May be task lead, supervisor or project supervisor.

Possible Job Titles: Quality Assurance

Minimum Education: Bachelor's Degree

Approved Substitutions	
Education	Experience
Associates Degree	10 years of experience in applicable discipline
Master's Degree	6 years of experience in applicable discipline
PhD or Doctorate	4 years of experience in applicable discipline

SUBJECT MATTER EXPERT 1

Minimum/General Experience: 4 Years of Experience. Recognized, as an industry or specialty expert in area of expertise, through exposure such as publications, research, teaching, and speeches. Experience involving required systems and often-unique specialization.

Functional Responsibility: Expert consulting in a specialized subject matter. Provides highly technical specialized guidance with regards to area of expertise. Often called upon as a recognized specialist with unique knowledge and skills. Must be able to communicate with customer and understand customer requirements.

Minimum Education: Bachelor's Degree.

For emerging technologies 0 years of experience with applicable training, degree not required. (GDIT considers emerging technologies to be any new information technology or application of information technology that is not yet commonly used in the information technology community. It is one whose science, basic principles and theory are understood, and at least some useful applications are recognized or recently accepted in the information technology community but is not yet widely available.)

Approved Substitutions	
Education	Experience
Associates Degree	6 years of experience in applicable discipline
Master's Degree	2 years of experience in applicable discipline

SUBJECT MATTER EXPERT 2

Minimum/General Experience: 4 years of experience. Recognized as an industry or specialty expert in area of expertise, through exposure such as publications, research, teaching, and speeches. Experience involving information technology and related systems and often-unique specialization.

Functional Responsibility: Expert consulting in a specialized subject matter and/or technology. Provides highly technical specialized guidance with regards to area of expertise. Often called upon as a recognized specialist with unique knowledge and skills. Must be able to communicate with customer and understand customer requirements. May be tasked with supervisory duties. May be task lead.

Minimum Education: Master's Degree in specialty area, including but not limited to information technology, computer science, operations research, electrical engineering, behavioral science, industrial hygiene, or mathematics, or equivalent experience, or military experience. Specialized training or experience may be substituted for education.

For emerging technologies 2 years of experience with applicable training, degree not required. (GDIT considers emerging technologies to be any new information technology or application of information technology that is not yet commonly used in the information technology community. It is one whose science, basic principles and theory are understood, and at least some useful applications are recognized or recently accepted in the information technology community but is not yet widely available.)

Approved Substitutions	
Education	Experience
BS/BA Degree	6 years of experience in applicable discipline

PhD or Doctorate	2 years of experience in applicable discipline
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SUBJECT MATTER EXPERT 3

Minimum/General Experience: 4 years of experience. Recognized, as an industry or specialty expert in area of expertise, through exposure such as publications, research, teaching, and speeches. Recognized by industry as an expert. Experience involving information technology and related systems and often-unique specialization.

Functional Responsibility: Expert consulting in a specialized subject matter and/or technology. Provides highly technical specialized guidance with regards to area of expertise. Often called upon as a recognized specialist with unique knowledge and skills. Must be able to communicate with customer and understand customer requirements. May be tasked with supervisory duties. May be task lead.

Minimum Education: PhD Degree in specialty area, including but not limited to information technology, computer science, operations research, electrical engineering, or mathematics, or equivalent experience or military experience. Specialized training or experience may be substituted for education.

For emerging technologies 4 years of experience with applicable training, degree not required. (GDIT considers emerging technologies to be any new information technology or application of information technology that is not yet commonly used in the information technology community. It is one whose science, basic principles and theory are understood, and at least some useful applications are recognized or recently accepted in the information technology community but is not yet widely available.)

Approved Substitutions	
Education	Experience
BS/BA Degree	8 years of experience in applicable discipline
Master's Degree	6 years of experience in applicable discipline

SUPPORT SPECIALIST 1

Minimum/General Experience: 0 experience in applicable discipline.

Functional Responsibility: Performs variety of professional support functions. Use organization's office automation systems. Various general clerical and administrative duties. May conduct research or plan events and schedules. Support project team as required. May be required to assist with documentation and graphics as required. May be required to address facility, logistics and property issues as required. Must be able to communicate with customer and understand customer requirements. Generally, works under direct supervision.

Minimum Education: High school diploma

SUPPORT SPECIALIST 2

Minimum/General Experience: 4 years of experience in applicable discipline.

Functional Responsibility: Performs variety of professional support functions. Use organization's office automation systems. Various general clerical and administrative duties. May conduct research or plan events and schedules. Support project team as required. May

be required to assist with documentation and graphics as required. May be required to address facility, logistics and property issues as required. Must be able to communicate with customer and understand customer requirements. Works with little or no supervision on increasingly complex projects.

Minimum Education: High School Diploma

SUPPORT SPECIALIST 3

Minimum/General Experience: 8 years of experience in applicable discipline.

Functional Responsibility: Performs variety of professional support functions. Use organization's office automation systems. Various general clerical and administrative duties. May conduct research or plan events and schedules. Support project team as required. May be required to assist with documentation and graphics as required. May be required to address facility, logistics and property issues as required. Must be able to communicate with customer and understand customer requirements. Works with little or no supervision on increasingly complex projects. May be task lead, supervisor or project supervisor.

Minimum Education: High School Diploma

Approved Substitutions	
Education	Experience
Associates Degree	6 years of experience in applicable discipline
BS/BA Degree	4 years of experience in applicable discipline

TECHNICIAN I

Minimum/General Experience: 0 years of experience in applicable discipline.

Functional Responsibility: Capable of hardware/software support. Support development of hardware/software systems. Could be required to fabricate, test, install, maintain, repair or calibration hardware/software as required. May be asked to provide documentation, prepare technical reports or do system deployments. Must be able to communicate with customer and understand customer requirements. Generally, works under direct supervision.

Minimum Education: High School diploma

TECHNICIAN 2

Minimum/General Experience: 4 years of experience in applicable discipline.

Functional Responsibility: Support development of hardware/software systems. Could be required to fabricate, test, install, maintain, repair or calibration hardware/software as required. May be asked to provide documentation, prepare technical reports, or do system deployments. Must be able to communicate with customer and understand customer requirements. May be tasked with supervisory duties. May be task lead.

Minimum Education: High School Diploma

Approved Substitutions	
Education	Experience

Associates Degree	2 years of experience in applicable discipline
BS/BA Degree	0 years of experience in applicable discipline

TECHNICIAN 3

Minimum/General Experience: 8 years of experience in applicable discipline.

Functional Responsibility: Support development of hardware/software systems. Could be required to fabricate, test, install, maintain, repair or calibration hardware/software as required. May be asked to provide documentation, prepare technical reports, or do system deployments. Must be able to communicate with customer and understand customer requirements. Prepares and delivers presentations and briefings as required by the task order. Works with little or no supervision on increasingly complex projects. May be task lead, supervisor, or project supervisor.

Minimum Education: High School diploma

Approved Substitutions	
Education	Experience
Associates Degree	6 years of experience in applicable discipline
BS/BA Degree	2 years of experience in applicable discipline

SECURITY SPECIALIST 1

Minimum/General Experience: 0 years of experience in applicable discipline. Knowledgeable in customer defined work field.

Functional Responsibility: Provides an advanced level of information security expertise needed to solve difficult challenges pertaining to the design and implementation of information security solutions. This may include, but is not limited, to network, operating system, application and database security – relative to both techniques and technologies. Analyses, defines, and develops security requirements/policy for software or hardware protection.

Minimum Education: High School diploma

SECURITY SPECIALIST 2

Minimum/General Experience: 4 years of experience in applicable discipline. Knowledgeable in customer defined work field.

Functional Responsibility: Provides an advanced level of information security expertise needed to solve difficult challenges pertaining to the design and implementation of information security solutions. This may include, but is not limited, to network, operating system, application, and database security – relative to both techniques and technologies. Analyses, defines, and develops security requirements/policy for software or hardware protection. Works with little or no supervision on increasingly complex projects. May be task lead, supervisor, or project supervisor.

Minimum Education: Bachelor's Degree

Approved Substitutions	
Education	Experience
Associates Degree	6 years of experience in applicable discipline
Master's Degree	2 years of experience in applicable discipline

SECURITY SPECIALIST 3

Minimum/General Experience: 5 years of experience in applicable discipline. Knowledgeable in customer defined work field.

Functional Responsibility: provides an advanced level of information security expertise needed to solve difficult challenges pertaining to the design and implementation of information security solutions. This may include, but is not limited, to network, operating system, application and database security – relative to both techniques, technologies analysis, defines, and develops security requirements/policy for software or hardware protection. Works with little or no supervision on increasingly complex projects. May be task lead, supervisor, or project supervisor.

Minimum Education: Bachelor's Degree

Approved Substitutions	
Education	Experience
Associates Degree	7 years of experience in applicable discipline
Master's Degree	3 years of experience in applicable discipline

Equivalency Relationships (Education/Experience Substitutions)

The following presents the allowable substitutions based on education and experience:

Two (2) years' experience (in addition to minimum requirements and a high school diploma) may be substituted for an Associate degree.

Four (4) years' experience (in addition to minimum experience requirements and a high school diploma) may be substituted for a Bachelor's degree.

Two (2) years' experience (in addition to minimum experience requirements and Bachelor's degree) may be substituted for a Master's degree.

Two (2) years' experience (in addition to minimum requirements and Master's degree) may be substituted for a Ph.D.

For categories where a Bachelor's degree is required, a Master's degree may be substituted for two (2) years' experience; or a doctoral degree may be substituted for three (3) years' experience.

Certifications and unique experience in a specialize or emerging technology may be substituted for a year of experience

Note: Labor rates include the 0.75% Industrial Funding Fee (IFF) that will be paid to GSA FAS

LABOR CATEGORIES AWARDED UNDER SIN(S) 54161SVC, 514614, 611430,

PRINCIPAL

Description of Job Duties: Experience as Vice President, executive staff position, or Division Director. Performs and manages work that requires a superior knowledge of engineering or management. Demonstrates ability to analyze complex problems, research and synthesize data, and propose unique solutions or alternatives. Maintains technical excellence. Acts as a consultant in complex and critical client assignments. Develops plans and products based on customer requirements and best industry practices. Manages programs and major projects. Broad mandate for independent action. Responsible for strategic planning. Is a recognized leader in one or more disciplines. Serves as a prime point of contact for clients. Holds substantial position within company.

Minimum Qualifications: Bachelor's Degree + 15 years of general experience, of which at least 10 years must be specialized in the field of engineering, logistics, or acquisition management.

Approved Substitutions	
Education	Experience
Master's Degree	11 years of general experience of which 6 years specialized in applicable discipline
PhD or Doctorate	7 years of general experience of which 2 years specialized in applicable discipline

PROJECT/PROGRAM MANAGER

Description of Job Duties: Performs and manages work that requires an advanced knowledge of engineering, science or other discipline customarily acquired through specialized instruction. Maintains technical excellence. Develops plans and products based on customer requirements and best industry practices. Manages programs and major projects. Broad mandate for independent action.

Minimum Qualifications:

1. PM1 = Bachelor's Degree + 12 years specialized experience in project or program management.

Approved Substitutions	
Education	Experience
High School Diploma	16 years specialized experience in project or program management.
Associate' s Degree	14 years specialized experience in project or program management.
Master's Degree	8 years specialized experience in project or program management.
PhD or Doctorate	4 years specialized experience in project or program management

2. PM2 = Bachelor's Degree + 10 years specialized experience in project or program management.

Approved Substitutions	
Education	Experience
High School Diploma	14 years specialized experience in project or program management.
Associate' s Degree	12 years specialized experience in project or program management.

Master's Degree	6 years specialized experience in project or program management.
PhD or Doctorate	2 years specialized experience in project or program management

LOGISTICS ENGINEER

Description of Job Duties: Performs logistics or engineering work that is intellectual in nature and that requires an advanced knowledge of engineering, science or another discipline customarily acquired through specialized instruction and study. Consistently exercises discretion and judgment in performing work. Requires the ability to accomplish complex tasking independently when directed by a member of the senior staff. Levels within this group correlate with ability to work independently.

Minimum Qualifications:

1. LE1 = Bachelor's Degree + 12 years specialized experience in logistics engineering.

Approved Substitutions	
Education	Experience
High School Diploma	16 years specialized experience in logistic engineering.
Associate' s Degree	14 years specialized experience in logistic engineering.
Master's Degree	4 years specialized experience in logistic engineering
PhD or Doctorate	4 years specialized experience in logistic engineering

2. LE2 = Bachelor's Degree + 8 years specialized experience in logistics engineering.

Approved Substitutions	
Education	Experience
High School Diploma	14 years specialized experience in logistic engineering.
Associate' s Degree	12 years specialized experience in logistic engineering.
Master's Degree	2 years specialized experience in logistic engineering
PhD or Doctorate	2 years specialized experience in logistic engineering

3. LE3 = Bachelor's Degree + 4 years specialized experience in logistics or engineering.

Approved Substitutions	
Education	Experience
High School Diploma	14 years specialized experience in logistic engineering.
Associate' s Degree	12 years specialized experience in logistic engineering.
Master's Degree	2 years specialized experience in logistic engineering
PhD or Doctorate	2 years specialized experience in logistic engineering

4. LE4 = Bachelor's Degree

Approved Substitutions	
Education	Experience
High School Diploma	4 years specialized experience in logistic engineering.
Associate' s Degree	2 years specialized experience in logistic engineering.

LOGISTICS ANALYST

Description of Job Duties: Performs logistics analysis work that is intellectual in nature and requires knowledge of engineering, science or another discipline customarily acquired through specialized instruction and study. Work performance requires the ability to accomplish complex tasking with guidance from a member of the senior staff. Entry level to technical professional ranks are included in this category; levels within this group correlate with ability to work independently.

Minimum Qualifications:

1. LA1 = Bachelor's Degree + 12 years specialized experience in logistics.

Approved Substitutions	
Education	Experience
High School Diploma	16 years specialized experience in logistics
Associate' s Degree	14 years specialized experience in logistics
Master's Degree	4 years specialized experience in logistics
PhD or Doctorate	4 years specialized experience in logistics

2. LA2 = Bachelor's Degree + 8 or MA + 2 years specialized experience in logistics.

Approved Substitutions	
Education	Experience
High School Diploma	14 years specialized experience in logistics
Associate' s Degree	12 years specialized experience in logistics
Master's Degree	2 years specialized experience in logistics
PhD or Doctorate	2 years specialized experience in logistics

3. LA3 = Bachelor's Degree + 4 years specialized experience in logistics.

Approved Substitutions	
Education	Experience
High School Diploma	8 years specialized experience in logistics
Associate' s Degree	6 years specialized experience in logistics
Master's Degree	2 years specialized experience in logistics or engineering
PhD or Doctorate	2 years specialized experience in logistics

4. LA4 = Bachelor's Degree

Approved Substitutions	
Education	Experience

High School Diploma	4 years specialized experience in logistics
Associate' s Degree	2 years specialized experience in logistics
Master's Degree	2 years specialized experience in logistics
PhD or Doctorate	2 years specialized experience in logistics

SIMULATION SPECIALIST

Description of Job Duties: Performs simulation work related to logistics systems and requires a knowledge of simulation techniques for logistics systems, related software, engineering, science or another discipline customary acquired through specialized instruction and study. Work performance at LY3 level requires the ability to accomplish complex tasking with guidance from a member of the senior staff. LY2 level reflects increased ability to work independently or direct the work of others and may include simulation specialists with specific project responsibility. The LY1 level of this category has significant management responsibility or technical knowledge of simulation techniques for specialized logistics systems.

Minimum Qualifications:

1. SI 1 = Bachelor's Degree + 12 years specialized experience in simulation or modeling.

Approved Substitutions	
Education	Experience
High School Diploma	16 years specialized experience in simulation or modeling
Associate' s Degree	14 years specialized experience in simulation and modeling
Master's Degree	4 years specialized experience in simulation or modeling
PhD or Doctorate	4 years specialized experience in simulation or modeling

2. SI2 = Bachelor's Degree + 8 years specialized experience in simulation or modeling.

Approved Substitutions	
Education	Experience
High School Diploma	12 years specialized experience in simulation and modeling
Associate' s Degree	10 years specialized experience in simulation and modeling
Master's Degree	2 years specialized experience in simulation and modeling
PhD or Doctorate	2 years specialized experience in simulation and modeling

3. SI3 = Bachelor's Degree + 4 years specialized experience in simulation or modeling.

Approved Substitutions	
Education	Experience
High School Diploma	8 years specialized experience in simulation and modeling
Associate' s Degree	6 years specialized experience in simulation and modeling

4. SI4 = Bachelor's Degree

Approved Substitutions	
Education	Experience
High School Diploma	4 years specialized experience in simulation and modeling
Associate' s Degree	2 years specialized experience in simulation and modeling

IT SPECIALIST, SENIOR PROGRAMMER, NETWORK (NW) ENGINEER

Description of Job Duties: Develops and integrates concepts that involve requirements, design, development, production, testing, training and logistics support in all phases of the life-cycle acquisition. Ensures that logical and systematic conversion of customer requirements into total systems solutions that acknowledge technical, schedule, and cost constraints. Includes all aspects of technical program that involve trade-offs of performance, life-cycle cost, risk, productability, supportability, testability and engineering requirements. Designs, reengineers, and integrates logistics processes, systems, and equipment. Performs reviews of requirements and translates them into technical specifications of equipment, software, facilities, data and personnel. Performs IT related tasks requiring knowledge of operating systems, computer hardware, computer networks, and databases. Demonstrated experience developing software or developing applications of existing software.

Minimum Qualifications:

1. IT 1 = Bachelor's Degree + 7 years of experience in IT /programming /networks.

Approved Substitutions	
Education	Experience
High School Diploma	11 years specialized experience in IT/programming/networks
Associate' s Degree	9 years specialized experience in IT/Programming/networks

GRAPHICS SPECIALIST**

Description of Job Duties: Develops logistics technical documentation such as procedure manuals, service manuals, bulletins, articles, service manuals, and related publications. May acquire or verify knowledge of subject by interviewing workers engaged in developing new products and services or in making improvements, observing performance of experiments and methods of production, referring to blueprints, sketches, engineering drawings and notes, trade and engineering journals, rewrites of articles, bulletins, manuals, or similar publications. Knowledge of graphics and visual communications software. Demonstrated capability to develop visual communications products such as briefing materials, display materials, graphics for reports, web pages, and presentation materials. Level correlates to ability to work independently.

Minimum Qualifications:

1. GS1 = Associates Degree + 7 years of specialized experience in graphics related to logistics, acquisition, or program management.

Approved Substitutions	
Education	Experience
High School Diploma	9 years of general experience + 2 years specialized experience in graphics
BS/BA Degree	5 years specialized experience in graphics
PhD or Doctorate	3 years specialized experience in graphics

2. GS2 = Associates Degree + 4 years of specialized experience in graphics related to logistics, acquisition, or program management.

Approved Substitutions	
Education	Experience

High School Diploma	6 years of general experience specialized experience in graphics
BS/BA Degree	2 years specialized experience in graphics
PhD or Doctorate	1 years specialized experience in graphics

ADMINISTRATION SUPPORT**

Description of Job Duties: Familiarity with common office automation products, word processing, and information management tools. Ability to support routine office administrative requirements. Levels correspond to experience.

Minimum Qualifications:

1. AS1 = No degree + 10 years general experience, of which at least 5 years must be specialized in the field of logistics, engineering, or acquisition management.
2. AS2 = No degree or experience required.

PROGRAMMING SPECIALIST – PROGRAMMER/ANALYST (P/A), SOFTWARE (SW) DESIGN, DATABASE MANAGEMENT (DBM), FUNCTIONAL/MANAGEMENT ANALYST

Description of Job Duties:

P/A - Designs, implements, develops and tests the logical and physical database design of logistics information systems. Develops technical, structural, and organizational specifications and supports the integration of databases within the system. Performs data analysis and database conversions. Maintains and enhances technical aspects of database system and works with users and information system development staff to determine data storage and access requirements. May perform work on operating systems or applications. Prepares a variety of computer programs associated documentation, and design specifications, including logical system design diagrams. Assists in and/or conducts detailed analysis of defined system specifications and assists in and/or develops methods for problem solution. Converts symbolic statements of work processes to detailed design, and coding into program language. Assists in and/or develops detailed programs and designs and produces diagrams indicating mathematical computations, sequence data, and solutions. Additionally, is involved with test and system integration (unit and/or software integration) of programs and consequent debugging of errors.

SW - Primary scope of responsibility is the analysis, design, development, testing, and debugging of computer software in support of distinct product hardware (computer or other electrical/electronic device) or technical (computer) service line(s) or business. Activities range from operating system architecture, through integration and software design, to selection of computer systems, languages, and equipment.

DBM - Plans and coordinates the administration of computerized logistics databases, to ensure accurate, appropriate, and effective use of data, including database definition, structure, documentation, long range requirements, and operational guidelines. Reviews database design and integration of systems, and makes recommendations regarding enhancements and/or improvements. Formulates policies, procedures, and standards relating to database management, and monitors transaction activity and utilization. Prepares and/or reviews activity, progress, and performance reports. Analyzes system requirements to enable the design and development of large-scale database applications. For schematic data objects, develops high-performance software solutions that incorporate legacy documents. Develops schema definitions for conceptual meta-models. Defines the nature of all data contained in the database.

Defines the interrelationships between fields in the database and clarifies system use of all data items.

Functional/Management Analyst - Designs, implements, develops and tests the logical and physical database design of logistics information systems. Develops technical, structural, and organizational specifications and supports the integration of databases within the system. Performs data analysis and database conversions. Maintains and enhances technical aspects of database system and works with users and information system development staff to determine data storage and access requirements. Assists in and/or directs the analysis and design of management/information systems. Analyzes management problems in terms of workflow, information requirements and sources, decision processes, and relationship of functional areas. Provides basis for, and assists with, the development of MTS systems. Assists in the analysis of cost, schedule, and technical performance of programs/projects.

Minimum Qualifications:

1. PS1 = Bachelor's Degree + 12 years general experience, of which at least 4 years must be specialized relevant programming experience.

Approved Substitutions	
Education	Experience
High School Diploma	16 years of specialized experience in relevant programming
Associates Degree	14 years specialized experience in relevant programming
Master's Degree	8 years general experience of which 2 years are specialized experience in programming

2. PS2 = Bachelor's Degree + 8 years general experience, of which at least 2 years must be specialized relevant programming experience.

Approved Substitutions	
Education	Experience
High School Diploma	12 years of specialized experience in relevant programming
Associates Degree	10 years specialized experience in relevant programming
Master's Degree	4 years general experience of which 1 years are specialized experience in programming

3. PS3 = Bachelor's Degree + 4 years specialized experience in logistics or engineering.

Approved Substitutions	
Education	Experience
High School Diploma	8 years of specialized experience in relevant programming
Associates Degree	6 years specialized experience in relevant programming
Master's Degree	1 year of specialized experience in programming

4. PS4 = Bachelor's Degree

Approved Substitutions	
Education	Experience
High School Diploma	4 years of specialized experience in relevant programming
Associates Degree	2 years specialized experience in relevant programming
Master's Degree	2 years specialized experience in relevant programming

QUALITY ASSURANCE/CONFIGURATION MANAGEMENT

Description of Job Duties: Establishes and maintains a process for evaluating software and associated documentation. Determines the resources required for quality control. Maintains the level of quality throughout the software life cycle. Conducts formal and informal reviews at pre-determined points throughout the development life cycle. Shall possess familiarity with the latest commercial products and procedures for identifying system errors and evaluating system quality and efficiency. Shall be knowledgeable of Government regulations, manuals, and standards cited in this contract for quality assurance. Shall be familiar with applicable industry and Government standards for open systems cited in the WLMP Specification. Responsible for the analysis of requirements for configuration management control. Develops and maintains a configuration plan. Analyzes proposed product design changes to determine the effect on overall system. Implements directives and schedules necessary to ensure effective system management.

Minimum Qualifications: Bachelor's Degree + 8 years general experience, of which at least 4 years must be specialized in Quality Assurance/Configuration Management.

Approved Substitutions	
Education	Experience
High School Diploma	12 years of general experience of which 6 years of specialized experience in QA/Configuration Management
Associates Degree	10 years of general experience of which at least 5 years of specialized experience in QA/Configuration Management
Master's Degree	4 years general experience of which 2 years are specialized experience in QA/Configuration Management

EMERGING TECHNOLOGY SPECIALIST

Description of Job Duties: Creates unique and innovative solutions for challenging logistical problems including development and testing of programs on systems, components and materials concurrent with design, fabrication or testing to better evaluate and minimize future problems. Develops alternative solutions to existing problems. Primary scope of responsibility is the analysis, design, development, testing and debugging of computer software using leading edge tools and techniques, including products and tools not in widespread use or targeted to highly specialized functions or methods. This may include, but not limited to, using the latest tools and techniques in web page development, electronic commerce, compilers, debuggers, niche COTS products and technical algorithms. Activities may range from operating system architecture, through integration and software design, to selection of computer systems, languages, telecommunications, networking and equipment. Individual will possess a specialized skill set or experience that is used to fill a unique requirement, but not necessarily extensive formal education or training. These skills may be derived from on the job training or

demonstrated through interviews and special projects the individuals conducted or participated in within the academic, commercial, or Government environment.

Minimum Qualifications: Bachelor's Degree, 0 years of experience.

Approved Substitutions	
Education	Experience
High School Diploma	4 years of specialized experience in development and testing programs on systems
Associates Degree	2 years specialized experience in development and testing programs on systems

APPLICATIONS SPECIALIST, PROGRAMMER ANALYST (P/A), SOFTWARE (SW) DESIGNER, DATABASE MANAGER (DBM), FUNCTIONAL/MANAGEMENT ANALYST

Description of Job Duties:

P/A - Leads Integrated Logistics Support concept development, and definition of logistics programs including needs, objectives, plans, and approaches. May perform work on operating systems or applications. Prepares a variety of computer programs, associated documentation, and design specifications, including logical system design diagrams Assists in and/or conducts detailed analysis of defined system specifications and assists in and/or develops methods for problem solution. Converts symbolic statements of work processes to detailed design, and coding into program language. Assists in and/or develops detailed programs and design and produces diagrams indicating mathematical computations, sequence data, and solutions. Additionally, is involved with test and system integration (unit and/or software integration) of programs and consequent debugging of errors.

SW - Leads Integrated Logistics Support concept development, and definition of logistics programs including needs, objectives, plans, and approaches. Primary scope of responsibility is the analysis, design, development, testing, and debugging of computer software in support of distinct product hardware (computer or other electrical/electronic device) or technical (computer) service line(s) or business Activities range from operating system architecture, through integration and software design, to selection of computer systems, languages, and equipment.

DBM - Leads Integrated Logistics Support concept development, and definition of logistics programs including needs, objectives, plans, and approaches. Analyzes system requirements to enable the design and development of large-scale database applications. For schematic data objects, develops high-performance software solutions that incorporate legacy documents. Develops schema definitions for conceptual meta-models. Defines the nature of all data contained in the database. Defines the interrelationships between fields in the database and clarifies system use of all data items.

Functional/Management Analyst - Leads Integrated Logistics Support concept development, and definition of logistics programs including needs, objectives, plans, and approaches. Assists in and/or directs the analysis and design of management/information systems. Analyzes management problems in terms of workflows, information requirements and sources, decision processes, and relationship of functional areas. Provides basis for, and assists with, the development of MIS systems. Assists in the analysis of cost, schedule, and technical performance of programs/projects.

Minimum Qualifications:

1. AP1 = Bachelor’s Degree + 12 years general experience, of which at least 4 years must be specialized experience in logistics or engineering related applications/programming/SW design/DBM/Functional Management analysis as applicable.

Approved Substitutions	
Education	Experience
High School Diploma	16 years of specialized experience in logistics or engineering
Associates Degree	14 years specialized experience in logistics or engineering
Master’s Degree	2 years of specialize experience in logistics or engineering

2. AP2 = Bachelor’s Degree + 8 years general experience, of which at least 3 years must be specialized experience in logistics or engineering related applications/programming/SW design/DBM/Functional Management analysis as applicable.

Approved Substitutions	
Education	Experience
High School Diploma	14 years of specialized experience in logistics and engineering
Associates Degree	10 years specialized experience in logistics and engineering
Master’s Degree	2 years of specialized experience in logistics or engineering

3. AP3 = Bachelor’s Degree + 4 years general experience, of which at least 2 years must be specialized experience in logistics or engineering related applications/programming/SW design/DBM/Functional Management analysis as applicable.

Approved Substitutions	
Education	Experience
High School Diploma	6 years of specialized experience in logistics and engineering
Associates Degree	4 years specialized experience in logistics and engineering
Master’s Degree	1 year of specialized experience in logistics or engineering

4. AP4 = Bachelor’s Degree + 0

Approved Substitutions	
Education	Experience
High School Diploma	4 years of specialized experience in logistics and engineering
Associates Degree	2 years specialized experience in logistics and engineering

TRAINING ENGAGEMENT MANAGER

Description of Job Duties: Responsible for managing logistical training projects and assuring the quality of those projects. Interfaces + client representatives and senior management and creates an environment that inspires team members to exceed established project goals. Serves as the authorized point-of-contact for all projects assigned to this SIN and performs as

the principal logistical analyst on all educational/training related projects or activities Performs, or guides the performance of, specialized support and provides guidance to other project staff members in the performance of support specified in the applicable delivery task order. Coordinates among and across GDIT operational elements to ensure resources are appropriately identified for, and allocated to, each project Prepares and presents written and oral reports to senior management and client agency representatives. Interacts with client agency representatives to ensure project performance and product development are technologically and substantively acceptable. Assists the client in determining schedules, in reviewing deliverables, and by participating in project reviews. Responsible for the conduct of post project evaluations, identification of lessons learned, and incorporation of lessons learned into future operations. May advise the Schedule Director on technical matters to ensure user satisfaction with end products.

Minimum Qualifications: Bachelor's Degree + 10 years general experience, of which at least 6 years must be specialized training experience.

Approved Substitutions	
Education	Experience
High School Diploma	14 years of specialized training experience
Associates Degree	12 years specialized training experience
Master's Degree	6 years of general experience of which 2 years specialized training experience

SENIOR TRAINER

Description of Job Duties: Conducts the research necessary to develop and revise training courses and prepares appropriate training or automated training input products. When paper based training is required, develops all instructional materials and all student materials. When automated training is required, develops all storyboard input to the multimedia training developers. Reviews multimedia training products to ensure storyboard compliance. Conducts formal traditional platform (paper-based) training in accordance with approved training products. Conducts briefings, seminars, and/or computer based/computer aided training in accordance with approved training products. Provides daily supervision to training staff.

Minimum Qualifications: Bachelor's Degree + 9 years general experience, of which at least 5 years must be specialized related training experience.

Approved Substitutions	
Education	Experience
High School Diploma	13 years of specialized training experience
Associates Degree	11 years specialized training experience
Master's Degree	5 years of general experience of which 3 years must be specialize training experience

TRAINING/INSTRUCTOR**

Description of Job Duties: Analyzes customer training needs as they relate to the developed system. Participates in and/or designs, develops, and implements instructional systems and state-of-the-art software applications to support customer product training and information delivery systems. Advises and assists in training personnel on software applications, systems, and hardware. May produce training documentation and courseware.

Minimum Qualifications: Bachelor's Degree + 4 years general experience, of which at least 2 years must be specialized.

Approved Substitutions	
Education	Experience
High School Diploma	8 years of specialized training experience
Associates Degree	6 years specialized training experience
Master's Degree	2 years of general of which at least 1 year specialized training experience

SYSTEMS ADMINISTRATOR/HELP DESK SUPPORT - PROJECT SUPPORT**

Description of Job Duties: Initial point of contact for customers requiring assistance. Provides problem determination/resolution based upon personal experience and standard operating procedures including immediate resolution where possible. Documents, escalates and proposes solutions for problems and works with appropriate organizations to achieve resolution. Supports the development of standard operating procedures and the collection of relevant data and metrics. Maintains an information system at a remote location (domestic or international). Serves as onsite, post-installation customer contact. Responsible for daily system administration. LAN/WAN maintenance, and systems management duties of workstations or microcomputer systems, including security and database administration, communications processor operator duties, systems analysis, and hardware and network repair/servicing. Staffs the Help Desk. Answers user's call and records all necessary information. Responds to user help calls referred by the Help Desk. Diagnoses end-user equipment. Performs board level maintenance and swap out of component parts for ADPR, including PC's, printers, plotters, MIU's, etc. Performs tests to locate problems using diagnostic software and electronic test equipment. Repairs/replaces broken or non-functional parts that prevent proper operation of mechanical devices. Installs/relocates hardware and software at a designated location and assists users with initial operating instructions.

Minimum Qualifications: Bachelor's Degree + 2 years general experience of which at least 1 year must be specialized systems administrator/help desk/project support experience.

Approved Substitutions	
Education	Experience
High School Diploma	6 years of specialized experience in systems administration/help desk/project support
Associates Degree	4 years specialized experience in systems administration/help desk/project support
Master's Degree	4 years of specialized experience in systems administration/help desk/project support

LABOR CATEGORIES AWARDED UNDER SIN(S) 541715, 541380,541420, 541330ENG

Subject Matter Expert (SME)

Duties: Lead and provide technical direction on discipline-related projects; provide guidance and direction for accomplishment of multiple, complex and interrelated projects; design and implement programs, projects or tasks; lead/manage multi-task projects of high complexity while providing primary interface with client management personnel regarding strategic issues; ensure

completion of programs, projects or tasks within estimated time frames and budget constraints; coordinate with all parties to tasks; review work products for completeness, and adherence to customer requirements; brief and lead strategic level client meetings.

Qualifications: Recognized expert who has demonstrated industry and public service leadership in the applicable work area. Possess comprehensive knowledge, primarily in the concept definition phase of the program/project lifecycle. Possess one or more of the following science, engineering or program management disciplines:

- Acquisition Management
- Advanced Technology
- Business Process Re-engineering Computer/Internet Law
- Enterprise Information Systems
- Logistical Functions
- Knowledge Management
- Information Security
- Internet Exploitation
- Life Cycle Cost Planning & Estimating
- Physical Security/Force and Infrastructure Protection
- Strategic Planning
- Systems Architectural Design
- Training

Skill Level 1 – Ph.D. degree in related discipline plus ten (10) years of related experience.

Approved Substitutions	
Education	Experience
High School Diploma/GED	17 years of relevant experience
Associates Degree	10 years of relevant experience
BS/BA Degree	14 years of relevant experience
Master's Degree	12 years of relevant experience

Skill Level 2 – Master's degree in related discipline plus ten (10) years of related experience.

Approved Substitutions	
Education	Experience
High School Diploma/GED	15 years of relevant experience
Associates Degree	13 years of relevant experience
BS/BA Degree	12 years of relevant experience

Skill Level 3 – Master's degree in related discipline plus eight (8) years of experience.

Approved Substitutions	
Education	Experience
High School Diploma/GED	12 years of relevant experience
Associates Degree	11 years of relevant experience
BS/BA Degree	10 years of relevant experience

Skill Level 4 – Master's degree in related discipline plus four (4) years of experience

Approved Substitutions	
Education	Experience

High School Diploma/GED	8 years of relevant experience
Associates Degree	7 years of relevant experience
BS/BA Degree	6 years of relevant experience

Engineering

Duties: Design and implement technical solutions to complex discipline-specific problems; lead/manage programs, projects or tasks whose technical complexity requires constant engineering oversight; ensure completion of programs, projects or tasks within estimated time frames and budget constraints; ensure that the quality of the program, project or task deliverable meets the established standards or metrics; brief and lead process teams.

Qualifications: Demonstrates sustained level of effort in program/project lifecycles where demonstrated discipline expertise with specialized qualifications are necessary. Expertise in one or more of the science and engineering disciplines below:

- Aerospace Engineering
- Biology
- Business Process Engineering
- Business Risk Analysis
- Chemistry
- Component Design Engineering
- Computer Science
- Contingency Planning Analysis
- Electrical Engineering
- Electronic Engineering
- Healthcare Information Engineering
- Human Factors Engineering
- Information Engineering
- Information Security Engineering
- Logistics Engineering
- Marine Engineering
- Mathematics
- Mechanical Engineering
- Modeling and Simulation Engineering
- Naval Architecture
- Network Engineering
- Physics
- Physical Security/Force and Infrastructure/Protection Engineering
- Process Engineering
- Software Engineering
- Systems Architecture
- Systems Engineering
- Test & Evaluation Engineering
- Telecommunications Infrastructure
- Training Systems
- Engineering Telemetry System Engineering

Skill Level 1 – Master’s degree in related discipline plus eight (8) years of related experience.

Approved Substitutions	
Education	Experience
High School Diploma/GED	15 years of relevant experience
Associates Degree	14 years of relevant experience
BS/BA Degree	12 years of relevant experience

Skill Level 2 – Master’s degree in related discipline plus four (4) years of related experience.

Approved Substitutions	
Education	Experience
High School	10 years of relevant experience

Diploma/GED	
Associates Degree	9 years of relevant experience
BS/BA Degree	8 years of relevant experience

Skill Level 3 – Bachelor’s degree in related discipline plus four (4) years of related experience.

Approved Substitutions	
Education	Experience
High School Diploma/GED	8 years of relevant experience
Associates Degree	6 years of relevant experience

Equivalency: High School diploma or GED with eight (8) years of related experience.

Skill Level 4 – Bachelor’s degree in related discipline plus one (1) year of related experience.

Approved Substitutions	
Education	Experience
High School Diploma/GED	5 years of relevant experience
Associates Degree	3 years of relevant experience

Analyst

Duties: Design and implement discipline-specific plans for complex operations, business or process models; verify, validate, and support the accreditation/certification of models or data considered for use (VV&A and VV&C); build, refine and validate requirements databases; conduct and deliver course-of-action analyses; lead/manage programs, projects or tasks which involve constant status or process oversight; ensure completion of programs, projects or tasks within estimated time frames and budget constraints; ensure the quality of the program, project or task deliverable meets the established standards or metrics; brief and lead process teams; ensure the quality of the program, project or task deliverable meets the established standards or metrics.

Qualifications: Demonstrates sustained levels of effort in program/project lifecycles where demonstrated analytical skills with specialized qualifications are necessary. Expertise in one or more of the following science, engineering and program management disciplines:

- Acoustical Analysis
- Acquisition Management Analysis
- Computer Systems Analysis
- Cost Estimating/Analysis
- Decision Support System Analysis
- Economics
- Financial System Analysis
- Functional Analysis
- Imagery Intelligence Analysis
- Logistics Functional Analysis
- Military Operations Analysis
- Military Weapon System Analysis
- Operations Analysis
- Physical Security/Force and Infrastructure
- Protection Analysis
- Process Modeling
- Program or Project Analysis
- Quality Assurance Analysis
- Research Science
- Sensor Analysis
- SIGINT Intelligence Analysis
- Statistics
- Systems Analysis
- Technology Investment Planning
- Training System Analysis

Skill Level 1 – Master’s degree in related discipline plus eight (8) years of related experience.

Approved Substitutions	
Education	Experience
High School Diploma/GED	15 years of relevant experience
Associates Degree	14 years of relevant experience
BS/BA Degree	12 years of relevant experience

Skill Level 2 – Master’s degree in related discipline plus four (4) years of related experience.

Approved Substitutions	
Education	Experience
High School Diploma/GED	10 years of relevant experience
Associates Degree	9 years of relevant experience
BS/BA Degree	8 years of relevant experience

Skill Level 3 – Bachelor’s degree in related discipline plus four (4) years of related experience.

Approved Substitutions	
Education	Experience
High School Diploma/GED	8 years of relevant experience
Associates Degree	6 years of relevant experience

Skill Level 4 – Bachelor’s degree in related discipline plus one (1) year of related experience.

Approved Substitutions	
Education	Experience
High School Diploma/GED	6 years of relevant experience
Associates Degree	3 years of relevant experience

Support Personnel

Duties: Lead/manage programs, projects or tasks which provide technical depth and administrative infrastructure to other associated technical efforts; provide direct technical or administrative support/augmentation to other associated efforts; create and deliver technical or programmatic documentation; design, implement and manage the physical arrangements/services required to support other associated efforts; order, account for, and asset-manage scientific or technical equipment resources involved in other associated efforts; design, implement and manage training programs required to ensure efficiency and success of other associated efforts.

Qualifications: Demonstrates sustained levels of effort in program/project lifecycles where specialized support for specific areas of work is necessary. Experience in one or more of the following performance areas:

- Data Entry
- Document Control
- Drafting
- Electronics
- Graphics Design
- Help Desk Planning
- Help Desk Support
- Independent Verification & Validation

- Information System Security Instrument/Calibration
- Logistics
- Maintenance Management
- Maintenance/Repair and Logistics
- Acquisition/ Acquisition Management
- Administrative Support
- Asset/Change Management
- Mechanical Systems
- Physical Security/Force and Infrastructure
- Protection Programming
- Project Control Analysis
- Response Center/Crisis Center Planning
- Secretarial/ Word Processing
- Security
- Supply Logistics
- Technical Writing
- Test and Evaluation
- Training
- Warehousing

Skill Level 1 – Bachelor’s degree in the related discipline plus six (6) years of related experience.

Approved Substitutions	
Education	Experience
High School Diploma/GED	14 years of relevant experience
Associates Degree	8 years of relevant experience

Skill Level 2 – Bachelor’s degree in the related discipline plus three (3) years of related experience.

Approved Substitutions	
Education	Experience
High School Diploma/GED	10 years of relevant experience
Associates Degree	5 years of relevant experience

Skill Level 3 – High School diploma or GED plus appropriate technical training, and one (1) year of related experience.

Skill Level 4 – High School diploma or GED.

Certifications and unique experience in a specialize or emerging technology may be substituted for a year of experience

LABOR CATEGORIES AWARDED UNDER SIN(s) 541810, 541820, 541910, 512110, 541613

Executive Manager

These individuals are recognized experts in their field. They develop and direct others in assuring new concepts and techniques are created and implemented. They have expert knowledge of principles, concepts, and techniques. They are responsible for solutions to unusually complex problems, which impact organization objectives. Their work requires a high degree of creativity, ingenuity, and innovation. They determine and establish organization structures and supervisory relationships subject to executive management approval. They typically develop and apply highly advanced technologies, scientific principles, theories, and concepts. Their ideas and information may form the basis of new concepts, theories, and products. They serve as consultants to top management in long-range company planning regarding new or projected areas of technological research and advances. Normally their work is



checked only in the effectiveness of results obtained, typically deserving and requiring a long-term perspective. They are self-supervised.

Minimum Requirements

<i>Labor Category</i>	<i>EDU</i>	<i>YOE</i>	<i>Substitute</i>			
			<i>EDU</i>	<i>YOE</i>	<i>EDU</i>	<i>YOE</i>
Executive Manager III	MS	15	BS	17		
Executive Manager II	MS	12	BS	14		
Executive Manager I	BS	9	MS	6		

Program Director

These individuals perform as consultants to upper-middle management with progression to executive management. They apply and develop new concepts and techniques, and may direct and lead others in development of new concepts and techniques. They have extensive to expert knowledge of principles, concepts, and techniques in marketing and communications. They help develop solutions to very complex problems, which have impact on organization objectives. Their work requires creativity, ingenuity, and innovation. They serve with minimal direction and oversight by others. They typically exercise considerable latitude and may determine objectives and work assignments for others. They have the latitude to determine personal goals and objectives subject to senior management approval.

Minimum Requirements

<i>Labor Category</i>	<i>EDU</i>	<i>YOE</i>	<i>Substitute</i>			
			<i>EDU</i>	<i>YOE</i>	<i>EDU</i>	<i>YOE</i>
Program Director III	MS	15	BS	17		
Program Director II	MS	12	BS	14		
Program Director I	BS	9	MS	6		

Media Analyst or Marketing Manager

These individuals serve in a wide variety of entry-level to senior level professional business related categories directly involved in supporting Marketing, Media and Public Information Tasks. These could include tasks related to Purchasing, Contracts, Finance, Accounting, Facilities, Public Relations, Market Research, Journalism, Communications, Security, or Human Resources. At entry level, employees perform tasks under close supervision that use basic principles, theories, and concepts to solve problems of limited scope and complexity. Category progression leads to performance as consultants to upper-middle management through executive management at the senior director level. At higher levels, employees apply and develop new concepts and techniques and may direct others in development of new concepts and techniques. Individuals in this category have from general understanding to expert level knowledge of principles, concepts and techniques in marketing, media, and public information. They may develop solutions to very complex problems that have impact on organization objectives. Their work requires creativity, ingenuity, and innovation. They make frequent contacts with internal and external customers at various management levels. They may conduct briefs and technical meetings for top management and customer representatives.

Minimum Requirements

<i>Labor Category</i>	<i>EDU</i>	<i>YOE</i>	<i>Substitute</i>			
			<i>EDU</i>	<i>YOE</i>	<i>EDU</i>	<i>YOE</i>
Media Analyst/Marketing Manager V	MS	15	BS	17		

Media Analyst/Marketing Manager IV	MS	12	BS	14		
Media Analyst/Marketing Manager III	BS	10	MS	7		
Media Analyst/Marketing Manager II	BS	7	MS	5	HS	13
Media Analyst/Marketing Manager I	BS	5	MS	3	HS	10

Principal Multimedia Engineer

Individuals in this category are generally recognized authorities in their field, consulting or performing as middle management, on a career path progressing to program director or executive manager. They command extensive technical expertise and full knowledge of key related disciplines. They may apply or develop highly advanced technologies, strategies, theories, and concepts. They work on highly complex problems and provide solutions that are innovative and ingenious. They represent the organization as prime subject matter expert contact on contracts and projects. They interact with senior external personnel on significant technical matters.

Labor Category	EDU	YOE	Substitute			
			EDU	YOE	EDU	YOE
Principal Multimedia Engineer IV	MS	12	BS	14		
Principal Multimedia Engineer III	BS	9	MS	6	HS	15
Principal Multimedia Engineer II	BS	6	MS	3	HS	12
Principal Multimedia Engineer I	BS	5	MS	2	HS	11

Senior Multimedia Engineer

Individuals in this category are higher mid-level to senior level multimedia engineers who, as a minimum, possess knowledge of a wide range of principles, theories, and concepts in a specialized field, plus knowledge of related disciplines gained through wide exposure. The higher grades of this category apply advanced principles, theories, and concepts that help to create new principles and concepts. They provide solutions to fairly complex problems that require the regular use of ingenuity and creativity. They work under minimal direction. Their work is generally checked through peer consultation.

Minimum Requirements

Labor Category	EDU	YOE	Substitute			
			EDU	YOE	EDU	YOE
Senior Multimedia Engineer IV	BS	10	MS	7	HS	15
Senior Multimedia Engineer III	BS	7	MS	5	HS	13
Senior Multimedia Engineer II	BS	6	MS	3	HS	12
Senior Multimedia Engineer I	BS	0	HS	5		

Multimedia Engineer or Graphics Design Specialist

These individuals serve in a wide variety of technical categories directly involved in supporting marketing, media and public information tasks. At entry level to mid-level they work under the guidance and direction of a higher level supervisor and mentor. As they progress they may provide work leadership to lower level positions. They progress from a basic grasp of principles, theories, and concepts in a specialized body of knowledge and develop expertise in the application and implementation of solutions and techniques in a specialized field. Higher level positions in this category possess a wide range of specialized knowledge of principles, theories, and concepts.

Minimum Requirements

<i>Labor Category</i>	<i>EDU</i>	<i>YOE</i>	<i>Substitute</i>			
			<i>EDU</i>	<i>YOE</i>	<i>EDU</i>	<i>YOE</i>
Multimedia Engineer/Graphics Design Spec IV	BS	9	MS	6	HS	15
Multimedia Engineer/Graphics Design Spec III	BS	7	MS	5	HS	13
Multimedia Engineer/Graphics Design Spec II	BS	6	MS	3	HS	12
Multimedia Engineer/Graphics Design Spec I	BS	4	MS	2	HS	10

Technician

Individuals in this category provide a wide variety of technical assistance in direct support of marketing, media and public information projects. They possess specialized skills or techniques for their specific position.

Minimum Requirements

<i>Labor Category</i>	<i>EDU</i>	<i>YOE</i>	<i>Substitute</i>			
			<i>EDU</i>	<i>YOE</i>	<i>EDU</i>	<i>YOE</i>
Technician V	BS	9	MS	6	HS	14
Technician IV	BS	6	MS	3	HS	10
Technician III	BS	4	MS	2	HS	11
Technician II	BS	2	MS	0	HS	7
Technician I	BS	0	HS	5		

Support Specialist

These individuals perform a wide variety of clerical and administrative services in support of project objectives. They have a general understanding of page layout and design, and can import basic graphics into word processing software.

Minimum Requirements

<i>Labor Category</i>	<i>EDU</i>	<i>YOE</i>	<i>Substitute</i>			
			<i>EDU</i>	<i>YOE</i>	<i>EDU</i>	<i>YOE</i>
Support Specialist V	BS	6	MS	3	HS	12
Support Specialist IV	BS	5	MS	2	HS	11
Support Specialist III	BS	3	MS	0	HS	7
Support Specialist II	HS	5				
Support Specialist I	HS	3				

LABOR CATEGORIES AWARDED UNDER SIN(S) 541611

ENGAGEMENT MANAGER

Qualifications: Bachelor's degree and 10 years of general experience, 8 years of specific experience.

Approved Substitutions	
Education	Experience
Master's Degree	8 years of general experience of which 6 years of specific experience

Description: Responsible for managing multiple project engagements/tasks, interfacing with senior leadership and assuring the quality of overall programs. Create an environment that inspires and champions those who exceed desired results. Lead and integrate elements of complex projects to achieve desired results by setting strategically aligned goals. Responsible



for oversight, coordination, and integration of multiple business improvement and enterprise transformation projects provided by the company or agency’s direction. Assist the customer in determining schedules, in reviewing deliverables, and in participating in project reviews that look across the totality of the customers' programs. Sets project 'point-of-view' and overall approach to engagements and shapes senior management agendas to create and maintain an executive level momentum for change. Facilitate and lead team discussions and meetings.

Knowledge/Experience/Skills: Candidate must possess a strong background in business and management. Must have up-to-date knowledge of, and skills in, latest management techniques and practices. Must know process improvement strategies for difficult projects, business analysis methods and techniques, sophisticated consulting strategies and techniques, functional area test practices, organizational development and systems approaches to integrating total solutions. Guide the team to envision and achieve the desired results. Motivate the teams to meet time sensitive demands. Other areas of expertise may include business process reengineering, statistical process control, individual and organizational assessment and evaluation, process modeling and simulation, strategic and business planning, performance measurement, organizational development, change management, and the development of leadership/management skills. Must also possess strong facilitation and cross-functional team facilitation skills at the senior management level.

SENIOR MANAGER

Qualifications: Bachelor's degree and 8 years of general experience, 6 years of specific experience.

Approved Substitutions	
Education	Experience
Master's Degree	6 years of general experience of which 4 years of specific experience

Description: Responsible for the overall performance of the task order such as formulating work standards; assigning contractor schedules and resources; reviewing performance, cost, and budget information; supervising contractor personnel; and communicating policies, purposes, and goals of the organization to subordinates. Builds and leads effective, energized teams. Ensures desired results by determining, implementing objectives and allocating appropriate resources. Interfaces with client sponsor on all aspects of the program. Leverages tools and techniques and methods from other projects.

Knowledge/Experience/Skills: Candidate must have a strong background in project management. Must have demonstrated ability to provide guidance and direction to staff and possess expertise in the management and control of funds and resources, establishing requirements and procedures for responding to statements of work for task/delivery orders, and preparing deliverables. Must lead and integrate elements of complex projects to achieve desired results by setting strategically aligned goals. Other areas of expertise may include business process reengineering, statistical process control, individual and organizational assessment and evaluation, process modeling and simulation, strategic and business planning, performance measurement, organizational development, change management, and the development of leadership/management skills. Must also possess strong facilitation and cross-functional team facilitation skills.

SENIOR EXECUTIVE CONSULTATION

Qualifications: Bachelor's degree and 17 years of general experience, 12 years of specific experience.

Approved Substitutions	
Education	Experience
Master's Degree	12 years of general experience of which 10 years of specific experience

Description: Serve as a coach or mentor to the other team members on complex business improvement engagements. Recognized as an authority or expert on one or more business improvement subject areas, such as, but not limited to: change management, strategic and business planning, statistical process control, development of leadership/management skills, organizational design, benchmarking, survey analysis, training development, performance measurement, customer analysis, simulation methods and methodology, information management, process modeling and analysis, performance measurement, and Business Process Reengineering (BPR) methodologies. Must know process improvement strategies for difficult projects, business analysis methods and techniques, sophisticated consulting strategies and techniques, functional area test practices, organizational development and systems approaches to integrating total solutions. Interfaces with senior and executive level client management. Experienced with large and complex management and organizational challenges.

Knowledge/Experience/Skills: Candidate must be notably fluent in the areas of business improvement, strategic business planning, management, and organizational techniques. Guide the team to envision and achieve the desired results. Demonstrate initiative to enhance and achieve results by setting strategically aligned goals. Must possess demonstrated ability and experience in management consulting and cross-team facilitation at the senior management level. Other areas of expertise may include business process reengineering, statistical process control, individual and organizational assessment and evaluation, process modeling and simulation, strategic and business planning, performance measurement, organizational development, change management, and the development of leadership/-management skills. Must demonstrate the ability to provide guidance and direction to staff performing on consulting and facilitation engagements. Possess strong facilitation and cross-functional team facilitation skills at the senior management level.

EXECUTIVE CONSULTANT

Qualifications: Bachelor's degree and 12 years of general experience, 10 years of specific experience.

Approved Substitutions	
Education	Experience
Master's Degree	10 years of general experience of which 8 years of specific experience

Description: Serve as a coach or mentor to the other team members and be recognized as an authority on one or more business improvement subject areas, such as, but not limited to: change management, strategic and business planning, statistical process control, development of leadership/management skills, organizational design, benchmarking, survey analysis, training development, performance measurement, customer analysis, simulation methods and methodology, information management, process modeling and analysis, performance measurement, and Business Process Reengineering (BPR) methodologies. Must demonstrate



strong process improvement strategies for difficult projects, business analysis methods and techniques, sophisticated consulting strategies and techniques, functional area test practices, organizational development and systems approaches to integrating total solutions.

Knowledge/Experience/Skills: Candidate must be notably fluent in the areas of business improvement, strategic business planning, management and organizational techniques. Must demonstrate the ability to provide guidance and direction to staff performing on consulting and facilitation engagements. Help shape senior management agendas, create and maintain executive level momentum for change, and be able to design and deliver powerful presentations and interventions. Must possess demonstrated ability and experience in management consulting and cross-team facilitation at the senior management level.

PRINCIPAL CONSULTANT

Qualifications: Bachelor's degree and 8 years of general experience, 6 years of specific experience.

Approved Substitutions	
Education	Experience
Master's Degree	6 years of general experience of which 4 years of specific experience

Description: Responsible for applying business improvement and reengineering principles to organizational development and process modernization projects. Responsible for effectively transitioning existing project teams and facilitating project teams in the accomplishment of project activities and objectives. Quickly identify client issues and likely solutions and approaches. Establish critical client relationships as credible thought-partners and key influencers. Leverage the collective knowledge and experience of GDIT. Understand interrelationships and dynamics that affect performance, and select and use appropriate analysis, tools, and techniques. Provide group facilitation, interviewing, training, and additional forms of knowledge transfer.

Knowledge/Experience/Skills: Candidate must possess strong facilitation, management consulting, training, and process reengineering or business improvement skills and the ability to effectively use applicable tools and techniques. Responsible for effectively transitioning existing project teams, and facilitating project teams in the accomplishment of project activities and objectives. Able to anticipate reactions to change and develop effective, creative solutions or responses, and guide the client while managing their expectations. Skilled in areas such as, but not limited to, strategic and business planning, activity based costing, financial management analysis related to an improvement effort, methodology development, change management, organizational development, activity and data modeling, performance measurement, benchmarking, and identifying best practices. Must be able to lead in the facilitation of discussions and meetings with senior level customer staff. May provide guidance and training to other staff as required.

SENIOR CONSULTANT

Qualifications: Bachelor's degree and 6 years of general experience, 4 years of specific experience.

Approved Substitutions	
Education	Experience
Master's Degree	4 years of general experience of which 2

	years of specific experience
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Description: Responsible for applying business improvement and reengineering principles to organizational development and process modernization projects. Responsible for assisting in effectively transitioning existing project teams and facilitating project teams in the accomplishment of project activities and objectives. Provide group facilitation, interviewing, training, and additional forms of knowledge transfer. Skilled in areas such as, but not limited to, methodology development, change management, organizational development, activity and data modeling, performance measurement, benchmarking and identifying best practices. Demonstrate creative "Out-of-the-box" thinking and display strong communication skills. Demonstrate action, implement concepts and seek meaningful results to problems. Assist or lead in the facilitation of discussions and meetings with customer staff.

Knowledge/Experience/Skills: Candidate must possess facilitation, management consulting training or business improvement skills and techniques. Skilled in areas such as, but not limited to, methodology development, change management, organizational development, activity and data modeling, individual and organizational assessments and evaluations, training to improve service or customer service, performance measurement, benchmarking and identifying best practices. Must proficiently use tools and techniques associated with business improvements. Must be able to assist or lead in the facilitation of discussions and meetings with customer staff. May provide guidance and training to consultants as required.

CONSULTANT

Qualifications: Bachelor's degree and 4 years of general experience, 2 years of specific experience.

Approved Substitutions	
Education	Experience
Associate Degree	6 years of general experience of which 4 years specific experience
Master's Degree	2 years of general experience of which 1 year of specific experience

Description: Responsible for, or assisting with, applying business improvement and reengineering principles to organizational development and process modernization projects. Responsible for assisting in transitioning existing project teams and facilitating project teams in the accomplishment of project activities and objectives. Understand the fundamental drivers of business performance. Interpret data to discern problems, identify opportunities, understand issues, and predict trends. Translate data into powerful displays that facilitate others' understanding. Provide group facilitation, interviewing, training, and additional forms of knowledge transfer.

Knowledge/Experience/Skills: Candidate must possess facilitation, management consulting, training, or business improvement skills and techniques. Skilled in areas such as, but not limited to, methodology development, change management, organizational development, activity and data modeling, performance measurement, benchmarking and identifying best practices. Must be able to assist or lead in the facilitation of discussions and meetings with customer staff.



PROJECT SUPPORT ANALYST

Qualifications: Associate degree and 4 years of general experience, 2 years of specific experience.

Approved Substitutions	
Education	Experience
High School Diploma	6 years of general experience of which 4 years specific experience
BS/BA Degree	2 years of general experience of which 1 year of specific experience

Description: This position supports the management consulting, facilitation, training, and survey teams. Liaison for the staff when they are out of the office, and coordinates getting information/messages to them in a timely manner. Assists in preparing management plans, reports, and deliverables. Coordinates schedules to facilitate completion of tasks, training sessions, deliverables, Work Request reviews, briefings, electronic meetings, and surveys. Performs analysis, development, and review of program administrative operating procedures. May give guidance and direction to other support staff.

Knowledge/Experience/Skills: Candidate must be able to work independently with minimal supervision. Must be able to effectively use software packages such as MS Word, Excel, PowerPoint, and electronic mail. Must have demonstrated experience in providing administrative support in areas of office management, briefing and deliverable preparation, scheduling, meeting coordination, and copier and fax equipment use. When participating in electronic meetings or surveys, the candidate must be able to support the facilitator and/or data modeler in preparing and conducting meetings and follow-up activities. Must be proficient in the use of the GroupWare software. Responsible for the cataloging, maintenance, and distribution of customer session data files. Must have knowledge of or experience in areas such as LAN servers, data modeling, and facilitation, and have previous experience as a technographer.

JUNIOR PROJECT SUPPORT ANALYST

Qualifications: High School diploma and 2 years of specific experience.

Approved Substitutions	
Education	Experience
Associate Degree	1 years of general experience of which 1 year of specific experience
BS/BA Degree	1 year of general experience

Description: This position supports the management consulting, facilitation, training, and survey teams. Assists in preparing management plans, reports, and deliverables. Assists in coordinating schedules to facilitate completion of tasks, training sessions, deliverables, Work Request reviews, briefings, electronic meetings, and surveys. May perform analysis, development, and review of program administrative operating procedures. Orders materials and supplies for consulting, training, facilitation, and survey engagements.

Knowledge/Experience/Skills: Candidate must be able to work fairly independently with minimal supervision. Must be able to use software packages such as MS Word, Excel, PowerPoint, and electronic mail effectively. Must have demonstrated experience in providing administrative support in areas of office management, briefing and deliverable preparation, scheduling, meeting coordination, and copier and fax equipment use. Assist technographer and facilitator



during electronic meetings and surveys, and assist in the completion of the related follow-up activities. Must have general knowledge of, or experience in LAN servers and facilitation.

FINANCIAL ANALYST

Qualifications: Bachelor's degree and 4 years of general experience, 2 years of specific experience

Approved Substitutions	
Education	Experience
Associate Degree	6 years of general experience; experience of which 4 years specific experience
Master's Degree	2 years of general experience of which 1 year of specific experience

Description: This position supports the project manager and the management consulting, facilitation, training, and survey teams. Directs financial management and administrative activities, such as budgeting, manpower and resource planning, and financial reporting. Performs complex evaluations of existing procedures, processes, techniques, models, and/or systems related to management problems or contractual issues that would require a report or recommended solutions. Prepares and presents financial and contractual information to senior management. Works independently, with minimal supervision.

Knowledge/Experience/Skills: Candidate must possess experience in preparation and analysis of financial statements, development of complex project schedules and similar activities. Must be proficient in spreadsheet packages and have a basic knowledge of project management software tools. Must have knowledge of or experience in government contract management, cost accounting standards and Federal Acquisition Regulations (FARs).

ANALYST

Qualifications: A Master's degree in information systems/technology, engineering/ engineering technology, mathematics, natural sciences, social sciences, medicine, business/finance, statistics, public policy administration, public health or jurisprudence and 3 years related experience.

Approved Substitutions	
Education	Experience
BS/BA Degree	Degree in the above identified subject area and 5 years of related experience

Description: Works on problems of diverse scope and complexity where analysis of data requires evaluation of identifiable factors. Uses technical discretion within generally defined practices and policies in selecting methods and techniques for obtaining solutions. Assembles, prepares and analyzes data regarding exposure, toxicology, human risk assessment, regulatory affairs and litigation support. Prepares and implements statistical models of exposure for detailing human risk assessment in the workplace. May serve as the internal expert by providing knowledge of physical, chemical, toxicological, and health data for hazardous organic and inorganic substances; evaluates and prepares both cancer and non-cancer risk assessments. Provides extensive technical advice and operating assistance in interpreting transport, exposure, toxicological, or health data relative to individual chemicals and mixtures and their effects on health-related values. May provide leadership to less experienced analysts and to technicians through work assignments, monitoring schedules and resolving.



ASSOCIATE ANALYST

Qualifications: A Bachelor’s degree in information systems/technology, engineering/ engineering technology, mathematics, natural sciences, social sciences, medicine, business/finance, statistics, public policy administration, public health or jurisprudence and 1 years related experience.

Description: Assembles, prepares and analyzes specific data regarding exposure, toxicology, human risk assessment, regulatory affairs and litigation support. Assist in preparing and implementing statistical models of exposure for detailing human risk assessment in the workplace. Works with more senior analyst to provide information on physical, chemical, toxicological, and health related hazardous organic and inorganic substances. Assist in the evaluation of both cancer and non-cancer risk assessments. May provide basic technical advice in interpreting fate and transport, exposure, toxicological, or health data relative to individual chemicals and mixtures and their effects on health related values. Provides input in the preparation of technical reports based on the interpretation of analyzed data.

POLICY CONSULTANT

Qualifications: A Master’s degree in public policy administration, computer science/systems, information systems/technology, engineering/ engineering technology, management, natural sciences, social sciences, mathematics, statistics or business/finance and 1 year related experience.

Approved Substitutions	
Education	Experience
BS/BA Degree	Degree in the above identified subject areas and 3 years related experience

Description: Performs a variety of policy or program assignments related to operations of a program, project, or task. Provides analysis and recommendations of how different policies or regulations may impact program, project, and/or task operations. Develops specifications or makes recommendations in support of potential new or revised policies and/or regulations.

EXPERT 1

Qualifications: A Bachelor’s degree in computer science/systems, information systems/ technology, engineering/ engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics, statistics or business/finance and 8 years related experience.

Approved Substitutions	
Education	Experience
High Scholl Diploma	12 years of related experience
Associate Degree	10 years of related experience
Master’s Degree	Degree in above identified subject areas and 6 years of related experience

Description: Provides strategic vision and leadership for the implementation of technology across the division, and at times the corporation. Has oversight of the infrastructure and knowledge of the processes required to produce products. Performs high level and complex advisory consulting work as the authority in the Information Systems area. Coordinates with corporate and divisional management on a regular basis to define business objectives,

generate, and implement plans to meet those objectives. Coordinates with other division's staff as required, and provide regular status to top management.

EXPERT 2

Qualifications: A Bachelor's degree in computer science/systems, information systems/technology, engineering/ engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics, statistics or business/finance and 10 years related experience.

Approved Substitutions	
Education	Experience
High Scholl Diploma	14 years of related experience
Associate Degree	12 years of related experience
Master's Degree	Degree in above identified subject areas and 8 years of related experience

Description: Provides strategic vision and leadership for the implementation of technology across the division, and at times the corporation. Has oversight of the infrastructure and knowledge of the processes required to produce products. Performs high level and complex advisory consulting work as the authority in the Information Systems area. Coordinates with corporate and divisional management on a regular basis to define business objectives, generate, and implement plans to meet those objectives. Coordinates with other division's staff as required, and provide regular status to top management.

EXPERT 3

Qualifications: A Bachelor's degree in computer science/systems, information systems/technology, engineering/ engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics, statistics or business/finance and 12 years related experience.

Approved Substitutions	
Education	Experience
High Scholl Diploma	16 years of related experience
Associate Degree	14 years of related experience
Master's Degree	Degree in above identified subject areas and 10 years of related experience

Description: Provides strategic vision and leadership for the implementation of technology across the division, and at times the corporation. Has oversight of the infrastructure and knowledge of the processes required to produce products. Performs high level and complex advisory consulting work as the authority in the Information Systems area. Coordinates with corporate and divisional management on a regular basis to define business objectives, generate, and implement plans to meet those objectives. Coordinates with other division's staff as required, and provide regular status to top management.

EXPERT 4

Qualifications: A Bachelor's degree in computer science/systems, information systems/technology, engineering/ engineering technology, software engineering/programming,

management, natural sciences, social sciences, mathematics, statistics or business/finance and 15 years related experience.

Approved Substitutions	
Education	Experience
High Scholl Diploma	19 years of related experience
Associate Degree	17 years of related experience
Master's Degree	Degree in above identified subject areas and 13 years of related experience

Description: Provides strategic vision and leadership for the implementation of technology across the division, and at times the corporation. Has oversight of the infrastructure and knowledge of the processes required to produce products. Performs high level and complex advisory consulting work as the authority in the Information Systems area. Coordinates with corporate and divisional management on a regular basis to define business objectives, generate, and implement plans to meet those objectives. Coordinates with other division's staff as required, and provide regular status to top management.

JUNIOR CONSULTANT

Qualifications: A Bachelor's degree in public policy administration, computer science/systems, information systems/technology, engineering/ engineering technology, management, natural sciences, social sciences, mathematics, statistics or business/finance and 2 years related experience.

Approved Substitutions	
Education	Experience
High Scholl Diploma	8 years of related experience
Associate Degree	6 years of related experience
Master's Degree	Degree in above identified subject areas

Equivalency: A Master's degree in the above identified subject areas; or No degree and 8 years related experience.

Description: Works as a member of a team on task specific assignments relating to their education and/or previous work experience. Provides analysis, design, specification, development, implementation, management, and control services in support of program, project, or task assignments. Recommends improvements for existing processes and policies. As a team member works in the development, implementation, and execution of processes and procedures to insure that contractual products are in compliance with contractual specifications.

PRINCIPAL 1

Qualifications: A Bachelor's degree in computer science/systems, information systems/technology, engineering/ engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics, statistics or business/finance and a minimum of 12 years of experience in a related technical environment and at least 5 years related management experience are required.

Approved Substitutions	
Education	Experience
High Scholl Diploma	16 years of related technical experience and 8 years related management experience

Associate Degree	14 years of technical experience and 6 years of related management experience
Master's Degree	Degree in above identified subject areas and 10 years of related technical environment and 4 years related management experience

Description: Responsible for the successful technical, schedule and cost performance of a major program or multiple programs through subordinate Program/Project Managers in accordance with contract requirements and company policies, procedures and guidelines. Also responsible for acquiring follow-on business associated with areas of responsibility and for supporting new business development by leading major proposals personally or through subordinate Program/Project Managers.

PRINCIPAL 2

Qualifications: A Bachelor's degree in computer science/systems, information systems/technology, engineering/ engineering technology, software engineering/programming, management, natural sciences, social sciences, mathematics, statistics or business/finance and 10 years of progressively responsible in a related technical environment and at least 3 years related management experience are required.

Approved Substitutions	
Education	Experience
High Scholl Diploma	14 years of related technical experience
Associate Degree	12 years of technical experience
Master's Degree	Degree in above identified subject areas and 8 years of related technical environment

Description: Responsible for the successful technical, schedule and cost performance of a program or multiple programs in accordance with contract requirements and company policies. Provides leadership and/or consultation in planning, initiating, managing, executing, and closing out of mission-oriented programs and/or projects. May provide direction and leadership to subordinate Project/Task Managers.

SENIOR ANALYST

Qualifications: A Master's degree in information systems/technology, engineering/ engineering technology, mathematics, natural sciences, social sciences, medicine, business/finance, statistics, public policy administration, public health or jurisprudence and 5 years related experience.

Approved Substitutions	
Education	Experience
BS/BA Degree	Degree in above identified subject areas and 7 years of related experience

Description: Works on complex problems where analysis of data or situations requires an in-depth evaluation of various factors. Exercises technical discretion within broadly defined practices and policies in selecting methods, techniques and evaluation criterion for obtaining results. Assembles, prepares and analyzes data regarding exposure, toxicology, human risk



assessment, regulatory affairs and litigation support. Prepares and implements statistical models of exposure for detailing human risk assessment in the workplace. May serve as the internal expert by providing knowledge of physical, chemical, toxicological, and health data for hazardous organic and inorganic substances; evaluates and prepares both cancer and non-cancer risk assessments. Provides extensive technical expert advice and assistance in interpreting transport, exposure, toxicological, or health data relative to individual chemicals and mixtures and their effects on health-related values. Prepares technical reports based on the expert interpretation of analyzed data. Provides leadership to those with less experience.

OPERATIONS SENIOR CONSULTANT

Qualifications: A Bachelor’s degree in, information systems/technology, engineering/engineering technology, software engineering/programming, management, computer science/systems, natural sciences, social sciences, mathematics, statistics or business/finance and 15 years of progressively responsible experience in a related operations management environment.

Approved Substitutions	
Education	Experience
High Scholl Diploma	20 years of experience in an operations management environment
Associate Degree	18 years of experience in an operations management environment
Master’s Degree	Degree in above identified subject areas and 13 years of related experience in an operations management environment

Description: Responsible for directing the operations of a Program/Project/Task. Includes planning, initiating, managing, executing and closing out of mission-oriented programs, projects, and/or tasks. This includes responsibility for risk mitigation, work control, planning, scheduling, infrastructure, performance monitoring, facilities support, cost control, and general operations. Has direct management responsibility for subordinate managers and or support subcontractors.

SUPPORT SPECIALIST 1

Qualifications: A Bachelor’s degree in policy administration, business, social sciences, mathematics, statistics, finance, computer science/systems, information systems/technology, engineering/engineering technology, management, or natural sciences and 5 years related experience.

Approved Substitutions	
Education	Experience
High Scholl Diploma	9 years of related experience
Associate Degree	7 years of related management experience
Master’s Degree	Degree in above identified subject areas and 3 years of related experience

Description: Works on complex assignments providing support to senior members of the team in support of consulting, facilitation, survey, or program integration and project management services. Designs, develops, implements, and maintains complex business, accounting, management or project management systems. Works directly with management and users in support of assignments. May perform data collection, analysis, program modifications, report

generation, and documentation in support of assignments. Ensures deliverables fulfill contract specifications. May provide supervision and guidance to less experienced Support Specialists.

SUPPORT SPECIALIST 2

Qualifications: A Bachelor's degree in policy administration, business, social sciences, mathematics, statistics, finance, computer science/systems, information systems/technology, engineering/engineering technology, management, or natural sciences and 2 years related experience.

Approved Substitutions	
Education	Experience
High Scholl Diploma	6 years of related experience
Associate Degree	4 years of related experience
Master's Degree	Degree in above identified subject areas and 1 year of related experience

Description: Works on assignments providing support to senior members of the team in support of consulting, facilitation, survey, or program integration and project management services. Designs, develops, implements, and maintains business, accounting, management or project management systems. Works directly management and users in support of assignments. May perform data collection, analysis, program modifications, report generation, and documentation in support of assignments. Ensures deliverables fulfill contract specifications. May provide supervision and guidance to less experienced Support Specialists.

SUPPORT SPECIALIST 3

Qualifications: Requires High School diploma or equivalent and 4-6 years of program scheduling experience.

Description: Position is responsible for senior assistance to supervisor in organizing, implementing and maintaining a scheduling management system supporting the project plan. Assists Project Manager in reviewing and analyzing contract requirements. Establishes tasks and sub tasks to ensure satisfactory realization of contract requirements. Establishes project time-lines and maintains a database of tasks and the status of each task. Receives schedule updates and input from the Project Manager. Enters all new information into database and provides scheduled reports for contract coordination and reporting purposes. Communicates with supervisor and project staff to schedule work and to coordinate employee assignments. May represent the company at project planning meetings. May assist in providing interface and coordination with other contractors and other related programs to organize and review work progress.

SUPPORT SPECIALIST 4

Qualifications: Requires High School diploma or equivalent and 1-2 years of program scheduling experience.

Description: Entry-level position responsible for assisting supervisor in organizing, implementing and maintaining a scheduling management system supporting the project plan. Assists Project Manager in reviewing and analyzing contract requirements. Receives schedule updates and input from the Project Manager. Enters all new information into database and provides scheduled reports for contract coordination and reporting purposes. Communicates with supervisor and project staff to schedule work and to coordinate employee assignments.

ORDER LEVEL MATERIALS (OLM) SIN OLM

Order-Level Materials (OLMs) are supplies and/or services acquired in direct support of an individual task or delivery order placed against a Federal Supply Schedule (FSS) contract or FSS blanket purchase agreement (BPA). OLMs are not defined, priced, or awarded at the FSS contract level. They are unknown before a task or delivery order is placed against the FSS contract or FSS BPA.

OLMs are only authorized for inclusion at the order level under a Time and-Materials (T&M) or Labor-Hour (LH) Contract Line Item Number (CLIN) and are subject to a Not-To-Exceed (NTE) ceiling price. OLMs include direct materials, subcontracts for supplies and incidental services for which there is not a labor category specified in the FSS contract, other direct costs (separate from those under ODC SINs), and indirect costs. OLMs are purchased under the authority of the FSS Program and are not “open market items.” Items awarded under ancillary supplies/services or other direct cost (ODC) SINs are not OLMs.

These items are defined, priced, and awarded at the FSS contract level, whereas OLMs are unknown before an order is placed.

Ancillary supplies/services and ODC SINs are for use under all order type CLINs (Fixed-Price (FP), T&M, and LH), whereas the Order-Level Materials SIN is only authorized for use under T&M and LH order CLINs.

The Order-Level Materials SIN is only authorized for use in direct support of another awarded SIN. Price analysis for OLMs is not conducted when awarding the FSS contract or FSS BPA; therefore, GSAR 538.270 and 538.271 do not apply to OLMs. OLMs are defined and priced at the ordering activity level in accordance with GSAR clause 552.238-115 Special Ordering Procedures for the Acquisition of Order-Level Materials.

Prices for items provided under the Order-Level Materials SIN must be inclusive of the Industrial Funding Fee (IFF). The cumulative value of OLMs in an individual task or delivery order cannot exceed 33.33% of the total value of the order.

a.) See clauses 552.212-4 Contract Terms and Conditions - Commercial Items (OCT 2018) (Deviation - FEB 2018) (Alternate I - JAN 2017) (Deviation - FEB 2007) and 552.238-115 Special Ordering Procedures for the Acquisition of Order-Level Materials (MAY 2019) for additional information on inclusion of OLMs in task and delivery orders placed against an FSS contract or BPA.

b.) OLMs are only authorized for inclusion at the order level under a T&M or LH CLIN and are subject to an NTE ceiling price.

c.) The Order-Level Materials SIN contains no items or pricing, since by definition OLMs are unknown at the time of FSS contract award. The ordering activity contracting officer is responsible for defining OLMs and determining proposed OLM pricing fair and reasonable for a particular order.

d.) OLMs are purchased under the authority of the FSS Program and are not “open market items.”



e.) Items awarded under ancillary supplies/services and other direct cost (ODC) SINs are not Order Level Materials. These SINs are reserved for items that can be defined and priced up-front at the FSS contract level.

f.) The Order-Level Materials SIN cannot be the only SIN awarded on a contract. The Order-Level Materials SIN is only authorized for use in direct support of another awarded SIN.

g.) The Order-Level Materials SIN is exempt from Commercial Sales Practices disclosure requirements.

h.) The Order-Level Materials SIN is exempt from the following clauses: • 552.216-70 Economic Price Adjustment - FSS Multiple Award Schedule Contracts I-FSS-969 Economic Price Adjustment - FSS Multiple Award Schedule • 552.238-77 Submission and Distribution of Authorized FSS Schedule Pricelists, 552.238-81 Price Reductions.

i.) Terms and conditions that otherwise apply to the FSS contract also apply to the Order-Level Materials SIN. Examples include but are not limited to: • Trade Agreements Act (TAA) • Sales reporting and IFF remittance • Environmental Attributes clauses • AbilityOne Program Essentially the Same (ETS) compliance.

j.) The Order-Level Materials SIN is subject to any transactional data reporting (TDR) requirements in effect under the FSS contract.

k.) Prices for items provided under the Order-Level Materials SIN must be inclusive of the IFF. The cumulative value of OLMs in an individual task or delivery order cannot exceed 33.33% of the total value of the order.

2. The following clause is ADDED to this contract: • SCP-FSS-007 Special Proposal Instructions for Order-Level Materials Special Item Number (DEC 2019).