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[www.gsaadvantage.gov](http://www.gsaadvantage.gov)

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**Multiple Award Schedule**

*Federal Supply Group: Professional Services*

*General Service Administration*

*Federal Supply Service*

*Authorized Federal Supply Schedule Price List*

GSA Contract # GS-23F-056BA

**Business Size:** Small

**Business Type:** Woman Owned, Women Owned Small Business, Economically Disadvantaged Woman Owned Small Business, Native American Owned Small Business, Minority Owned Small Business

**Contract Period:** 09/05/2014 – 09/04/2024

**Price list current as of Modification # PA-0024 effective** **March 3, 2020**

*Online 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* [*https://www.GSAAdvantage.gov*](https://www.GSAAdvantage.gov)*.*

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

Table of Contents

[I - Terms and Conditions 1](#_Toc47092662)

[II - LABOR CATEGORIES AND RATES – Customer Facility 4](#_Toc47092663)

[III - LABOR CATEGORIES AND RATES – Contractor Facility 8](#_Toc47092664)

[IV - Labor Category Descriptions 13](#_Toc47092665)

# I – Terms and Conditions

|  |
| --- |
| 1a **Awarded Special Item Numbers (SINs)** |
| SIN | PSC | SIN Title |
| OLM/RC | NA | Order-Level Materials |
| 541219/RC | R704 | Budget and Financial Management Services |
| 541611/RC | R704 | Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services |
| 611430/RC | R704 | Professional and Management Development Training |
| 611512 | U006 | Flight Training |
| 1b **Lowest Price Model Number and Lowest Unit Price** | N/A |
| 1c **Hourly Rates** | See Section II “Service Descriptions, Labor Categories, and Rates” |
| 2 **Maximum Order** | $1,000,000 |
| 3 **Minimum Order** | $100 |
| 4 **Geographic Coverage** | The geographic scope is nationwide |
| 5 **Production Points** | Services under this Schedule are provided as specified on individual orders |
| 6 **Discount from List Prices or NET Price Statement** | Prices herein are NET (basic discounts deducted) |
| 7 **Quantity Discount** | ½% discount for individual Task Orders over $100,000 |
| 8 **Prompt payment** | NET 30 days*Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the contractual agreement in exchange for other concessions.* |
| 9a **Notification that Government Purchase Cards are Accepted Below the Micro-purchase Threshold** | Government purchase cards will be accepted below the micro-purchase threshold |
| 9b **Notification that Government Purchase Cards are Accepted Above the Micro-purchase Threshold** | Government purchase cards will not be accepted above the micro-purchase threshold |
| 10 **Foreign Items** | N/A |
| 11a **Delivery Time** | As stated on individual orders |
| 11b **Expedited Delivery** | As states on individual orders |
| 11c **Overnight and 2-Day Delivery** | N/a |
| 11d **Urgent Requirements** | When the Federal Supply Schedule contract delivery period does not meet the bona fide urgent delivery requirements of an ordering agency, agencies are encouraged, if time permits, to contact NATECH for the purpose of obtaining accelerated delivery. NATECH shall reply to the inquiry within 3 workdays after receipt (telephone replies shall be confirmed by NATECH in writing.) If NATECH offers an accelerated delivery time acceptable to the ordering agency, any order(s) placed pursuant to the agreed upon accelerated delivery time frame shall be delivered within this shorter delivery time and in accordance with all other terms and conditions of the contract. |
| 12 **F.O.B. Point(s):** | Destination |
| 13a **Ordering Addresses** | **Mail:**NATECH/GSA SCHEDULES2293 Broadway Ave. North Bend, OR 97459**FAX:**(541) 888-0280**Email:**gsa@natechcorp.com |
| 13b **Ordering Procedures** | For supplies and services, ordering procedures and information on Blanket Purchase Agreements (BPAs) are in Federal AcquisitionRegulation (FAR) 8.405-3. |
| 14 **Payment Addresses** | Mail:NATECH/GSA SCHEDULES2293 Broadway Ave. North Bend, OR 97459EFT/Wire/ACHOregon Pacific BankABA Routing #: 123206338Account #: 05512133 |
| 15 **Warranty provision** | N/A |
| 16 **Export packing charges** | N/A |
| 17 **Government Purchase Card Acceptance Terms and Conditions (any thresholds above the Micro-purchase level)** | None |
| 18 **Rental, Maintenance, and Repair Terms and Conditions** | N/A |
| 19 **Installation Terms and Conditions** | N/A |
|  | N/A |
| 20 **Repair Part Terms and Conditions** | N/A |
| 20a **Other Services Terms and Conditions** | N/A |
| 21 **Service and Distribution Points** | N/A |
| 22 **Participating Dealers** | N/A |
| 23 **Preventative Maintenance** | N/A |
| 24 **Environmental Attributes (recycles content, energy efficiency, and/or reduces pollutants)** | N/A |
| 24b **Section 508 Compliance** | If applicable, Section 508 compliance on contract supplies and services are available in Electronic and Information Technology (EIT). NATECH understands that Section 508 generally requires Federal agencies to ensure that EIT procurement accounts for all end user’s needs, including those of people with disabilities. As agencies identify Access Board technical provisions applicable to each order, NATECH will meet those provisions. EIT standards are available at [www.Section508.gov.](http://www.Section508.gov/) |
| 25 **Data Universal Number System (DUNS) number** | 007602840 |
| 26 **System for Award Management (SAM)** | NATECH has an active registration in the SAM database. NATECH’s CAGE Code is 1LCE9 |

# II—LABOR CATEGORIES AND RATES – Customer Facility

| SIN | Labor Category | Hourly RatesCustomer Facility |
| --- | --- | --- |
| 541219541611611430611512 | Program Manager | $99.61 |
| 541219541611611430611512 | Business/Financial Analyst I | $63.13 |
| 541219541611611430611512 | Business/Financial Analyst II | $68.65 |
| 541219541611611430611512 | Business/Financial Analyst III | $76.24 |
| 541219541611611430611512 | Program Support | $52.56 |
| 541611611430611512 | Acquisition Specialist I | $59.97 |
| 541611611430611512 | Acquisition Specialist II | $87.36 |
| 541611611430611512 | Acquisition Specialist III | $114.74 |
| 541611611430611512 | Administrative Assistant I \*\* | $39.06 |
| 541611611430611512 | Administrative Assistant II \*\* | $52.23 |
| 541611611430611512 | Administrative Assistant III \*\* | $65.39 |
| 541611611430611512 | Configuration Management Specialist I | $60.45 |
| 541611611430611512 | Configuration Management Specialist II | $88.01 |
| 541611611430611512 | Configuration Management Specialist III | $115.58 |
| 541611611430611512 | Database Administrator I | $60.21 |
| 541611611430611512 | Database Administrator II | $87.69 |
| 541611611430611512 | Database Administrator III | $115.16 |
| 541611611430611512 | Economic Analyst I | $76.82 |
| 541611611430611512 | Economic Analyst II | $113.68 |
| 541611611430611512 | Economic Analyst III | $150.54 |
| 541611611430611512 | Enterprise Architect I | $66.31 |
| 541611611430611512 | Enterprise Architect II | $98.55 |
| 541611611430611512 | Enterprise Architect III | $130.78 |
| 541611611430611512 | Information Technology Specialist I | $58.89 |
| 541611611430611512 | Information Technology Specialist II | $86.21 |
| 541611611430611512 | Information Technology Specialist III | $113.52 |
| 541611611430611512 | Operations Research Analyst/DataScientist I | $62.68 |
| 541611611430611512 | Operations Research Analyst/DataScientist II | $91.79 |
| 541611611430611512 | Operations Research Analyst/DataScientist III | $120.92 |
| 541611611430611512 | Program Analyst I | $72.06 |
| 541611611430611512 | Program Analyst II | $105.94 |
| 541611611430611512 | Program Analyst III | $139.83 |
| 541611611430611512 | Quality Assurance Specialist I | $58.07 |
| 541611611430611512 | Quality Assurance Specialist II | $85.38 |
| 541611611430611512 | Quality Assurance Specialist III | $112.69 |
| 541611611430611512 | Scheduler I | $52.32 |
| 541611611430611512 | Scheduler II | $79.62 |
| 541611611430611512 | Scheduler III | $106.93 |
| 541611611430611512 | SOA Developer I | $67.94 |
| 541611611430611512 | SOA Developer II | $101.82 |
| 541611611430611512 | SOA Developer III | $135.72 |
| 541611611430611512 | Software Engineer I | $66.31 |
| 541611611430611512 | Software Engineer II | $98.55 |
| 541611611430611512 | Software Engineer III | $130.78 |
| 541611611430611512 | Systems Engineer Integrator I | $82.26 |
| 541611611430611512 | Systems Engineer Integrator II | $123.39 |
| 541611611430611512 | Systems Engineer Integrator III | $164.50 |
| 541611611430611512 | Technical Project Manager I | $117.21 |
| 541611611430611512 | Technical Project Manager II | $143.95 |
| 541611611430611512 | Technical Project Manager III | $197.40 |
| 541611611430611512 | Technical Writer/Editor I \*\* | $53.14 |
| 541611611430611512 | Technical Writer/Editor II \*\* | $80.44 |
| 541611611430611512 | Technical Writer/Editor III \*\* | $107.76 |
| 541611611430611512 | Trainer I | $60.72 |
| 541611611430611512 | Trainer II | $88.34 |
| 541611611430611512 | Trainer III | $115.97 |
| 541611611430611512 | Training Developer I | $62.20 |
| 541611611430611512 | Training Developer II | $90.73 |
| 541611611430611512 | Training Developer III | $119.26 |
| 541611611430611512 | Test & Evaluation Engineer I | $63.67 |
| 541611611430611512 | Test & Evaluation Engineer II | $93.12 |
| 541611611430611512 | Test & Evaluation Engineer III | $122.57 |
| 541611611430611512 | Web Designer I | $51.49 |
| 541611611430611512 | Web Designer II | $78.80 |
| 541611611430611512 | Web Designer III | $106.11 |

# III—LABOR CATEGORIES AND RATES – Contractor Facility

| SIN | Labor Category | Hourly RatesContractor Facility |
| --- | --- | --- |
| 541219541611611430611512 | Business/Financial Analyst I | $78.60 |
| 541219541611611430611512 | Business/Financial Analyst II | $115.16 |
| 541219541611611430611512 | Business/Financial Analyst III | $151.72 |
| 541611611430611512 | Acquisition Specialist I | $64.68 |
| 541611611430611512 | Acquisition Specialist II | $94.22 |
| 541611611430611512 | Acquisition Specialist III | $123.78 |
| 541611611430611512 | Administrative Assistant I \*\* | $42.16 |
| 541611611430611512 | Administrative Assistant II \*\* | $56.34 |
| 541611611430611512 | Administrative Assistant III \*\* | $70.54 |
| 541611611430611512 | Configuration Management Specialist I | $65.21 |
| 541611611430611512 | Configuration Management Specialist II | $94.93 |
| 541611611430611512 | Configuration Management Specialist III | $124.65 |
| 541611611430611512 | Database Administrator I | $64.95 |
| 541611611430611512 | Database Administrator II | $94.58 |
| 541611611430611512 | Database Administrator III | $124.21 |
| 541611611430611512 | Economic Analyst I | $82.87 |
| 541611611430611512 | Economic Analyst II | $122.61 |
| 541611611430611512 | Economic Analyst III | $162.37 |
| 541611611430611512 | Enterprise Architect I | $71.52 |
| 541611611430611512 | Enterprise Architect II | $106.28 |
| 541611611430611512 | Enterprise Architect III | $141.07 |
| 541611611430611512 | Information Technology Specialist I | $63.53 |
| 541611611430611512 | Information Technology Specialist II | $92.99 |
| 541611611430611512 | Information Technology Specialist III | $122.43 |
| 541611611430611512 | Operations Research Analyst/DataScientist I | $67.61 |
| 541611611430611512 | Operations Research Analyst/DataScientist II | $99.02 |
| 541611611430611512 | Operations Research Analyst/DataScientist III | $130.42 |
| 541611611430611512 | Program Analyst I | $77.72 |
| 541611611430611512 | Program Analyst II | $114.27 |
| 541611611430611512 | Program Analyst III | $150.82 |
| 541611611430611512 | Quality Assurance Specialist I | $62.64 |
| 541611611430611512 | Quality Assurance Specialist II | $92.11 |
| 541611611430611512 | Quality Assurance Specialist III | $121.55 |
| 541611611430611512 | Scheduler I | $56.43 |
| 541611611430611512 | Scheduler II | $85.87 |
| 541611611430611512 | Scheduler III | $115.35 |
| 541611611430611512 | SOA Developer I | $73.29 |
| 541611611430611512 | SOA Developer II | $109.84 |
| 541611611430611512 | SOA Developer III | $146.40 |
| 541611611430611512 | Software Engineer I | $71.52 |
| 541611611430611512 | Software Engineer II | $106.28 |
| 541611611430611512 | Software Engineer III | $141.07 |
| 541611611430611512 | Systems Engineer Integrator I | $88.73 |
| 541611611430611512 | Systems Engineer Integrator II | $133.08 |
| 541611611430611512 | Systems Engineer Integrator III | $177.45 |
| 541611611430611512 | Technical Project Manager I | $126.43 |
| 541611611430611512 | Technical Project Manager II | $155.26 |
| 541611611430611512 | Technical Project Manager III | $212.94 |
| 541611611430611512 | Technical Writer/Editor I \*\* | $57.32 |
| 541611611430611512 | Technical Writer/Editor II \*\* | $86.77 |
| 541611611430611512 | Technical Writer/Editor III \*\* | $116.22 |
| 541611611430611512 | Trainer I | $65.47 |
| 541611611430611512 | Trainer II | $95.28 |
| 541611611430611512 | Trainer III | $125.09 |
| 541611611430611512 | Training Developer I | $67.06 |
| 541611611430611512 | Training Developer II | $97.86 |
| 541611611430611512 | Training Developer III | $128.65 |
| 541611611430611512 | Test & Evaluation Engineer I | $68.66 |
| 541611611430611512 | Test & Evaluation Engineer II | $100.43 |
| 541611611430611512 | Test & Evaluation Engineer III | $132.20 |
| 541611611430611512 | Web Designer I | $55.55 |
| 541611611430611512 | Web Designer II | $84.99 |
| 541611611430611512 | Web Designer III | $114.45 |

**Service Contract Labor Standard (SCLS)**

The Service Contract Labor Standards (SCLS), 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 SCLS/SCA matrix. The prices awarded are in line with the geographic scope of the contract (i.e., nationwide).

|  |  |  |
| --- | --- | --- |
| SCA Eligible Contract Labor Category | SCA Equivalent Code Title | WD Number |
| Administrative Assistant I | Secretary I | 2015-5637 |
| Administrative Assistant II | Secretary II | 2015-5637 |
| Administrative Assistant III | Administrative Assistant | 2015-5637 |
| Technical Writer/Editor I | Technical Writer I | 2015-5637 |
| Technical Writer/Editor II | Technical Writer II | 2015-5637 |
| Technical Writer/Editor III | Technical Writer III | 2015-5637 |

#

# IV – Labor Category Descriptions

| **Labor Category** | **NATECH****Functional Responsibilities** | **Minimum****Education****Level** | **Minimum****Years of Experience** |
| --- | --- | --- | --- |
| **Acquisition Specialist** Develops Acquisition Plans and other procurement justifications and approval documentation; Source Selection Plans, including development of evaluation criteria; Contract line item structures; Statements of Work; Task statements; Contract modifications; and Contract correspondence |
| Acquisition Specialist I | BA/BS | 2 |
| Acquisition Specialist II | BA/BS | 6 |
| Acquisition Specialist III | BA/BS | 15 |
| **Administrative Assistant** Provides general office automation, coordination and administrative skills necessary for handling the routine administrative functions of a Government office, excluding the inherently governmental functions. Possesses proficiency with MS Office products. |
| Administrative Assistant I | High School | 2 |
| Administrative Assistant II | High School | 6 |
| Administrative Assistant III | High School | 15 |
| **Business / Financial Analyst**Supports a group of analysts who are working in concert to systematically integrate business, cost estimating and financial management processes to ensure the efficient stewardship of public funds. The business/financial analyst is focused on the coordination, accounting, planning and administration functions. The analyst provides business and financial functions such as budgeting, financial analysis and planning and control of funding and allocation of funding. These functions include business process analysis to describe and create defined business and operations controls and processes. |
| Business / Financial Analyst I | Associates | 2 |
| Business / Financial Analyst II | Associates | 6 |
| Business / Financial Analyst III | BA/BS | 15 |
| **Configuration Management Specialist**Provides support in hardware, software and process Configuration Management (CM) practices in accordance with customer CM Policy for applicable International Organization for Standardization (ISO) or integrated Capability Maturity Model (iCMM) techniques. Participates in the application of CM policies. Evaluates contract data requirements lists and engineering change proposals to ensure appropriate control of system components. Participates in the development of CM change control requirements; conducts CM training and audits; and supports national CM board meetings. |
| Configuration Management Specialist I | BA/BS | 2 |
| Configuration Management Specialist II | BA/BS | 6 |
| Configuration Management Specialist III | BA/BS | 15 |
| **Database Administrator**Coordinates changes to databases, tests and implements the database. Plans, coordinates, and implements security measures to safeguard computer databases. Develops standards and user guidelines to access database. Modifies existing databases and database management systems, Plans, coordinates and implements security measures to safeguard information against accidental or unauthorized damage, modification or disclosure. Schedules, plans, and supervises the installation and testing of new products. Monitors database performance and develops optimum values for database parameters. Specifies users and user access levels. Identifies and evaluates industry trends in database systems. |
| Database Administrator I | BA/BS | 2 |
| Database Administrator II | BA/BS | 6 |
| Database Administrator III | BA/BS | 15 |
| **Economic Analyst**Conducts quantitative analysis using operations research tools, economics, and other quantitative techniques in the areas of procedural implementations and performance issues. Supports the conduct of the full range of investment analysis activities, including market survey, cost analysis, benefits analysis, risk analysis, economic analysis, requirements definition, schedule development, and tradeoff studies. |
| Economic Analyst I | BA/BS | 2 |
| Economic Analyst II | BA/BS | 6 |
| Economic Analyst III | BA/BS | 15 |
| **Enterprise Architect**Develops enterprise architectures that are scalable, adaptable and in synchronization with the business needs. Applies enterprise architectures principles to drive measurable results, including lowering cost, improving performance and mitigating security risks. Defines and delivers services within the framework of a repeatable process and shared infrastructure. Aligns technology strategy and planning with the current and long-term business goals. Has experience in business analysis, applications/systems engineering, data/information architectures and technical architectures. |
| Enterprise Architect I | BA/BS | 2 |
| Enterprise Architect II | BA/BS | 6 |
| Enterprise Architect III | BA/BS | 15 |
| **Information Technology Specialist** Designs Graphical User Interface (GUI) access to databases; Provides junior level system planning, analysis and design, network services, conversion and implementation support. Coordinates information technology policy, procedures, and standards. Assists in the gathering and analysis of data to facilitate support of the customer, project, or program. Assists training of users. |
| Information Technology Specialist I | BA/BS | 2 |
| Information Technology Specialist II | BA/BS | 6 |
| Information Technology Specialist III | BA/BS | 15 |
| **Operations Research Analyst / Data Scientist** Conducts quantitative analysis using operations research tools, economics, and other quantitative techniques in the areas of procedural implementations and performance issues. Creates analysis procedures. Assists in the definition of machine learning and data mining strategies. Creates, deploys, maintains and refines decision management models. Specialist in modeling and simulation functions or operations such as, but not limited to exercises, plans, coordination, demonstrations, and instruction in the fields such as, but not limited to health, environmental, transportation, law enforcement, and security for military and civilian agencies. |
| Operations Research Analyst / Data Scientist I | BA/BS | 2 |
| Operations Research Analyst / Data Scientist II | BA/BS | 6 |
| Operations Research Analyst / Data Scientist III | BA/BS | 15 |
| **Program Analyst** Performs research, evaluations, analyses, and studies, and presents recommendations / solutions related to short and long-term program planning requirements. Specific expertise may be required in configuration management, Earned Value Management, financial management, cost estimation, or risk management. |
| Program Analyst I | BA/BS | 2 |
| Program Analyst II | BA/BS | 6 |
| Program Analyst III | BA/BS | 15 |
| **Program Manager**Performs day-to-day management of overall contract support operations, possibly involving multiple projects and groups of personnel at multiple locations. Organizes, directs and coordinates the planning and production of all contract support activities. Demonstrates written and oral communication skills. Has authority and responsibility to identify and commit resources required to support effort. Establishes and alters (as necessary) corporate management structure to direct effective contract support activities. |
| Program Manager | BA/BS | 10 |
| **Program Support**Supports executives, managers and technical staff in the administrative duties associated with accomplishing work for financial and business solutions services. |
| Program Support | High School | 2 |
| **Quality Assurance Specialist**Develops and implements quality control methodologies to ensure compliance with quality assurance standards, guidelines and procedures in large computer-based organization. Develops and defines major and minor characteristics of quality including quality metrics and scoring parameters and determines requisite quality control resources. Establishes and maintains a process for evaluating hardware, software, and associated documentation and/or assists in the evaluation. Conducts or participates in formal and informal reviews at pre-determined points throughout the development life cycle. |
| Quality Assurance Specialist I | BA/BS | 2 |
| Quality Assurance Specialist II | BA/BS | 6 |
| Quality Assurance Specialist III | BA/BS | 15 |
| **Scheduler**Supports the Project Manager with analysis of cost, schedule and performance progress, and identification of dependencies and relationships. Interface with senior management. Has strong verbal and written skills necessary to communicate and manage client expectations successfully. Understands schedule interdependencies and Work Breakdown Structure relationship to program management. Knowledge of Earned Value Management Systems, MS Project and Primavera, as required. |
| Scheduler I | BA/BS | 2 |
| Scheduler II | BA/BS | 6 |
| Scheduler III | BA/BS | 15 |
| **SOA Developer**Under general direction, responsible for architecting, developing, and supporting integrations across multiple application platforms. Develops, codes, tests and debugs new software or enhancements to existing software. Has a good understanding of business applications. Works with technical staff to understand problems with software and resolve them. May assist in the development of software user manuals. |
| SOA Developer I | BA/BS | 2 |
| SOA Developer II | BA/BS | 6 |
| SOA Developer III | BA/BS | 15 |
| **Software Engineer**Responsible for design, development, testing and deployment of the computer software. Provides feasibility analysis, problem definition, requirements development, and solution development. Documents and demonstrates solutions by developing documentation, flowcharts, layouts, diagrams, charts, code comments and clear code. Prepares and installs solutions by determining and designing system specifications, standards, and programming. Improves operations by conducting systems analysis, Recommends changes in policies and procedures. Develops software solutions by studying information needs; conferring with users; studying systems flow, data usage, and work processes by following the software development lifecycle. Should be familiar with specialized languages relevant to the technologies employed (Java, C++, C#.NET as examples.) |
| Software Engineer I | BA/BS | 2 |
| Software Engineer II | BA/BS | 6 |
| Software Engineer III | BA/BS | 15 |
| **Systems Engineer Integrator**Conducts comprehensive system-wide review and analysis of all aspects of the development life cycle. Provides support in the transition of legacy systems to modernized systems. Provides the quality assurance review and evaluation of finalized solution. |
| Systems Engineer Integrator I | BA/BS | 2 |
| Systems Engineer Integrator II | BA/BS | 6 |
| Systems Engineer Integrator III | BA/BS | 15 |
| **Technical Project Manager** Serves as Project Manager for a Task Order or a group of Task Orders. Provides technical leadership; strategic and tactical planning; and oversight in the management and administration of the Task Orders. Ensure technical performance of all Work Breakdown Structure (WBS area products and services within cost and schedule for each Task Order. Has experience managing and supervising the work efforts of subordinate personnel. |
| Technical Project Manager I | BA/BS | 2 |
| Technical Project Manager II | BA/BS | 6 |
| Technical Project Manager III | BA/BS | 15 |
| **Technical Writer/Editor**Provides research and writes professional documents, including program reports and procedures, documentation, and training materials. Provides analysis and compilation of diverse policy, technical, statistical, demographic, and financial information. Edits professional documents for content, format, flow and integrity in conformance with best practices. Determines the suitability of material for target audience. Involved in projects from planning stage. Provides additional or missing materials and edit written copy. Should be familiar with MS Office. |
| Technical Writer/Editor I | BA/BS | 2 |
| Technical Writer/Editor II | BA/BS | 6 |
| Technical Writer/Editor III | BA/BS | 15 |
| **Trainer**Provides training in topics that allows customers to achieve mission goals and maintain currency in applicable state-of-the-art technologies and business paradigms. |
| Trainer I | BA/BS | 2 |
| Trainer II | BA/BS | 6 |
| Trainer III | BA/BS | 15 |
| **Training Developer**Develops individual and instructors’ training curriculum and course materials. Develops and revises training courses and prepares appropriate catalogues. Develops courses and instructional material to educate technical and non-technical personnel. Prepares instructor materials (course outline, background material, and training aids). Prepares student materials (course manuals, workbooks, handouts, completion certificates and course evaluation forms). Provides second level training support. Provides standards, services and guidance on training programs. Possesses exceptional interpersonal skills and superior oral and written communication skills. |
| Training Developer I | BA/BS | 2 |
| Training Developer II | BA/BS | 6 |
| Training Developer III | BA/BS | 15 |
| **Test & Evaluation Engineer** Performs formal system testing activities for a particular project or subset of a larger project under supervision of more experienced personnel. Performs analysis of documented user requirements and directs or assists in the design of test plans in support of user requirements. Participates in all phases of risk management assessment and system development. Responsible for ensuring that the test design and documentation support all applicable clients, agency or industry standards, timelines and budgets. Responsible for ensuring test conclusions and recommendations are fully supported by test results. |
| Test & Evaluation Engineer I | BA/BS | 2 |
| Test & Evaluation Engineer II | BA/BS | 6 |
| Test & Evaluation Engineer III | BA/BS | 15 |
| **Web Designer** Provides support for the development of agency website content. Surveys internal customers to gather feedback for site content improvement and enhancements. Designs, configures, and maintains websites for internal and external communications, based on customer Intranet, Internet, and homepage strategies and goals. Ensures customer branding and Internet configuration requirements are applied to all web products. Is proficient in the design and development of websites compliant with Section 508 of the Rehabilitation Act of 1973, with an understanding and familiarity of E-Business practices, JAVA, Perl, and FrontPage® extensions. Uses advanced desktop publishing, page layout, or typesetting software to design and develop high quality textual and graphic compositions to communicate complex technical information. Generates, manipulates, and integrates graphic images, animations, sound, text, and video generated with automated tools into consolidated and seamless multimedia programs. |
| Web Designer I | BA/BS | 2 |
| Web Designer II | BA/BS | 6 |
| Web Designer III | BA/BS | 15 |

**Substitution of Experience for Education**

*ASSOCIATE’S PROVISION*

An additional four (4) years of relevant exempt experience may be used in place of a relevant associate degree. As an example, a position requiring ten (10) years of relevant exempt experience with a corresponding relevant associate degree would require, in-lieu of a degree, a combined fourteen (14) years of relevant exempt experience.

*BACHELOR’S PROVISION*

An additional eight (8) years of relevant exempt experience may be used in place of a relevant bachelor’s degree. As an example, a position requiring ten (10) years of relevant exempt experience with a corresponding relevant bachelor’s degree would require, in-lieu of a degree, a combined eighteen (18) years of relevant exempt experience.