



**GENERAL SERVICES ADMINISTRATION
Federal Supply Service
Authorized Federal Supply Schedule Price List**

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 of GSA Advantage!® is: GSAAdvantage.gov

MAS

Industrial Group: MAS

**Contract Number 47QRAA19D008B
Current through Modification PS-A812, effective February 5, 2020**

For more information on ordering from Federal Supply Schedules, click on the FSS Schedules button at fss.gsa.gov

Contract Period: 22MAY2019 through 21MAY2024

Radiance Technologies, Inc.
350 Wynn Drive NW, Huntsville, AL 35805
<https://www.radiancetech.com/MAS>
(256) 489-8960 (phone)
(256) 704-3412 (fax)

Point of Contact:
Timothy A. Sitterson
(256) 489-8960
Email: tim.sitterson@radiancetech.com

Prices shown herein are net.

CUSTOMER INFORMATION

1A. SPECIAL ITEM NUMBERS (SINS)

The SINS listed below are covered by this price list. Labor categories, their descriptions, and rates provided under these SINS are in Attachment 1.

SIN	Description
OLM	Order-Level Materials (OLM)
541330ENG	Engineering Services
541380	Testing Laboratories
541420	Engineering System Design and Integration Services
541715	Engineering Research and Development and Strategic Planning

1b. Lowest Priced Model Number – Not Applicable

1c. Hourly Rates and Labor Categories – See Attachment 1

2. Maximum Order

SIN	Maximum Order Limit
OLM	\$250,000.00
541330ENG	\$1,000,000.00
541380	\$250,000.00
541420	\$1,000,000.00
541715	\$1,000,000.00

3. Minimum Order – \$100.00

4. Geographic Coverage (delivery area) – Domestic and Overseas. Additional charges (e.g., hardship and hazardous pays) may apply to OCONUS locations.

5. Point(s) of Production

Services under this contract can be provided at Government or contractor sites.

Location	Address
Corporate Office	310 Bob Heath Drive, Huntsville, AL 35806
Contracting Office	350 Wynn Drive NW, Huntsville, AL 35805

6. Discount from List Prices – Prices shown herein are net.

7. Quantity discounts – Additional discounts may be negotiated for individual orders and for Blanket Purchase Agreements (BPAs). These discounts will be addressed on a case-by-case basis.

8. Prompt payment terms – Payment terms are “Net 30” days. Information for Ordering Offices: Prompt payment terms cannot be negotiated out of the

contractual agreement in exchange for other concessions.

- 9a. **Government Purchase Cards – At Or Below Micro-Purchase Threshold - Yes**
- 9b. **Government Purchase Cards – Above Micro-Purchase Threshold - Yes**
- 10. **Foreign Items – None**
- 11a. **Time of Delivery – Specified per individual Task Order.**
- 11b. **Expedited delivery – Contact Radiance Technologies Contract Administrator (see page 1)**
- 11c. **Overnight and two-day delivery – Contact Radiance Technologies Contract Administrator (see page 1)**
- 11d. **Urgent requirements – Pursuant to I-FSS-140-B, Urgent Requirements, when the FSS contract delivery period does not meet the bona fide urgent delivery requirements of an ordering agency, the agency may contact the Radiance Technologies Contract Administrator (see page 1) for the purpose of obtaining accelerated delivery. Radiance Technologies may offer an accelerated delivery date if possible to the ordering agency in accordance with other terms and conditions of the contract.**
- 12. **F.O.B. Point(s) – Destination**
- 13a. **Ordering Address – All orders under this contract should be placed with the Radiance Technologies Contracts Department at the address below:**

Radiance Technologies, Inc.
350 Wynn Drive NW
Huntsville AL 35805
ATTN: Contracts Department

Orders may also be placed by telephone, fax, or email to the following numbers:

Phone: (256) 489-8960 (direct dial to the Contracts Dept) or

Fax: (256) 704-3412

Email: tim.sitterson@radiancetech.com

- 13b. **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.**
- 14. **Payment Address**
Remittance by check should be delivered to:

Radiance Technologies, Inc.

350 Wynn Drive NW
Huntsville, AL 35805
ATTN: Accounts Receivable

Payment may also be made by electronic funds transfer to ServisFirst Bank, Transit Number 062006505, and Account Number 1110175666.

15. **Warranty Provision** – Not Applicable unless specifically negotiated per Blanket Purchase Agreement or Task Order.
16. **Export Packing Charges** – Not Applicable
17. **Terms and Conditions of Government Purchase Card Acceptance (Orders above the Micro purchase Level)** – The rates included in this contract do not include credit card processing fees for orders above the micro purchase threshold. Processing fees may be waived on a case-by-case basis.
18. **Terms and Conditions of Rental, Maintenance, and Repair** – Not Applicable
19. **Terms and Conditions of Installation** – Not Applicable
20. **Terms and Conditions of Repair Parts** – Not Applicable
- 20a. **Terms and Conditions for Other Services** – Not Applicable
21. **List of Service and Distribution Points**

Location	Address/Phone Number
Huntsville, AL	350 Wynn Drive NW Huntsville, AL 35805 (256) 489-8966
22. **List of Participating Dealers** – Not Applicable
23. **Preventive Maintenance** – Not Applicable
- 24a. **Special Attributes, e.g., Recycled Content, Energy Efficiency, and/or Reduced Pollutants** – Not Applicable
- 24b. **Section 508 Compliance** – Not Applicable
25. **Data Universal Number System (DUNS) Number** – 03-199-4218.
26. **Notification regarding registration in the System for Award Management (SAM) Database** – Radiance is registered, and information is current in the SAM database.

Labor Category	Min Years of Exp [1]	Min Edu [1]	Functional Responsibilities	22MAY19 - 21MAY20	22MAY20 - 21MAY21	22MAY21 - 21MAY22	22MAY22 - 21MAY23	22MAY23 - 21MAY24
Radiance Site Rates								
Subject Matter Expert (SME)	25	Bachelor	Recognized expert in one or more given fields. Develops and applies extremely complex methods, theories, and research techniques in the investigation and solution of extremely complex and difficult requirements and problems requiring the expert and innovative application of advanced superior knowledge.	\$266.98	\$272.32	\$277.77	\$283.32	\$288.99
Engineer 6 (E6)	15	Bachelor	Develops and applies complex research and analysis techniques in the investigation and solution of complex and difficult technical and analytical requirements and problems requiring the expert application of advanced knowledge. Plans, conducts, and evaluates projects or major phases of significant projects, coordinating the efforts of engineers, scientists, analysts, and/or technical support staff in the performance of assigned projects. May assume the lead role in a project or program. Analyzes, evaluates and plans method of approach and organizes means to achieve solution of complex problems.	\$219.79	\$224.19	\$228.67	\$233.24	\$237.91
Engineer 5 (E5)	10	Bachelor	Develops and applies advanced research and analysis techniques in the investigation and solution of advanced technical and analytical requirements and problems. Plans, conducts and evaluates projects or major phases of significant projects, coordinating the efforts of engineers, scientists, analysts and/or technical support staff in the performance of assigned projects. Plans effort in coordination with related activities of other projects, departments, etc. Analyzes, evaluates and plans methods of approach and organizes means to achieve solution of advanced problems.	\$174.60	\$178.09	\$181.65	\$185.29	\$188.99

Engineer 4 (E4)	7	Bachelor	Designs, develops, analysis, modifies and evaluates technical and/or analytical problems. Plans, conducts, and evaluates projects or major phases of significant projects, coordinating the efforts of technical support staff in the performance of assigned projects. As required, develops and recommends approaches for new or improved products and/or processes. Investigates solutions to product and/or process problems.	\$154.69	\$157.78	\$160.94	\$164.16	\$167.44
Engineer 3 (E3)	6	Bachelor	Assists in the design, development, analysis, and modification of existing systems. Diagnoses malfunctions in products and makes improvements or modifications to produce desired results. Conducts routine analyses and/or tests pertaining to the development of new designs, methods, materials or processes, completes required documentation and may provide recommendations.	\$122.15	\$124.59	\$127.08	\$129.63	\$132.22
Engineer 2 (E2)	2	Bachelor	Assists in the design, development, analysis, and modification of existing systems. Conducts routine analyses and/or tests pertaining to the development of new designs, methods, materials or processes, completes required documentation and may provide recommendations.	\$97.72	\$99.67	\$101.67	\$103.70	\$105.78
Engineer 1 (E1)	0	Bachelor	Entry level support in the design, development, analysis, and modification of existing systems. Conducts lower level analyses and/or tests pertaining to the development of new designs, methods, materials or processes, completes required documentation and may provide recommendations.	\$72.80	\$74.26	\$75.74	\$77.26	\$78.80

Attachment 1



Senior Technical Management/ Staff 6	25	Bachelor	Lead, direct, and manage extremely complex programs and tasks for government or commercial contracts in their area of technical expertise. May participate in the development of the strategic plans and objectives. May identify internal and external strategic issues that affect business results, growth, and responsibilities. Exercises independent judgment in support of business initiatives and strategic direction across the organization. Makes final decisions on administrative or operation matters. Works on extremely complex problems.	\$223.41	\$227.88	\$232.44	\$237.08	\$241.83
Senior Technical Management/ Staff 5	20	Bachelor	Lead, direct, and manage extremely complex programs and tasks for government or commercial contracts in their area of technical expertise. May participate in the development of the strategic plans and objectives. May identify internal and external strategic issues that affect business results, growth, and responsibilities. Exercises independent judgment in support of business initiatives and strategic direction across the organization. Makes final decisions on administrative or operation matters. Works on extremely complex problems.	\$212.46	\$216.71	\$221.04	\$225.46	\$229.97
Senior Technical Management/ Staff 4	18	Bachelor	Lead, direct, and manage extremely complex programs and tasks for government or commercial contracts in their area of technical expertise. May participate in the development of the strategic plans and objectives. May identify internal and external strategic issues that affect business results, growth, and responsibilities. Exercises independent judgment in support of business initiatives and strategic direction across the organization. Makes final decisions on administrative or operation matters. Works on extremely complex problems.	\$205.49	\$209.60	\$213.79	\$218.07	\$222.43
Senior Technical Management/ Staff 3	15	Bachelor	Lead, direct, and manage extremely complex programs and tasks for government or commercial contracts in their area of technical expertise. May participate in the development of the strategic plans and objectives. May identify internal and external strategic issues that affect business results, growth, and responsibilities. Exercises independent judgment in support of business initiatives and strategic direction across the organization. Makes final decisions on administrative or operation matters. Works on extremely complex problems.	\$187.70	\$191.45	\$195.28	\$199.19	\$203.17

Attachment 1



Senior Technical Management/ Staff 2	12	Bachelor	Lead, direct, and manage extremely complex programs and tasks for government or commercial contracts in their area of technical expertise. May participate in the development of the strategic plans and objectives. May identify internal and external strategic issues that affect business results, growth, and responsibilities. Exercises independent judgment in support of business initiatives and strategic direction across the organization. Makes final decisions on administrative or operation matters. Works on extremely complex problems.	\$165.87	\$169.19	\$172.57	\$176.02	\$179.54
Senior Technical Management/ Staff 1	10	Bachelor	Lead, direct, and manage extremely complex programs and tasks for government or commercial contracts in their area of technical expertise. May participate in the development of the strategic plans and objectives. May identify internal and external strategic issues that affect business results, growth, and responsibilities. Exercises independent judgment in support of business initiatives and strategic direction across the organization. Makes final decisions on administrative or operation matters. Works on extremely complex problems.	\$147.25	\$150.20	\$153.20	\$156.26	\$159.39
Analyst 6	12	Bachelor	Analyzes, organizes, plans and administers various phases of day-to-day activities for extremely complex programs. Analyzes actual and predictable interacting operational activities of a military, governmental, or business system to obtain a quantitative, rational basis for decision-making or resource allocation. May develop, plan, coordinate, and integrate related requirements to support operational needs. May develop and implement methodologies. May conduct studies, technical assessments, and system analysis to determine performance and effectiveness. May monitor and analyze strategic and operational aspects related to political, military, and economic developments. May analyze, compile, and document, complex contractual documents, financial data, technical data, customer operation characteristics, and related reports. May provide technical support in field to aid customers and resolve extremely complex technical problems. May prepare and present extremely complex technical research. May develop procedures and processes. May conduct technical	\$164.00	\$167.28	\$170.63	\$174.04	\$177.52

			seminars and training for customer or company personnel. May provide team leadership to other analysts and technicians.					
Analyst 5	10	Bachelor	Analyzes, organizes, plans and administers various phases of day-to-day activities for extremely complex programs. Analyzes actual and predictable interacting operational activities of a military, governmental, or business system to obtain a quantitative, rational basis for decision-making or resource allocation. May develop, plan, coordinate, and integrate related requirements to support operational needs. May develop and implement methodologies. May conduct studies, technical assessments, and system analysis to determine performance and effectiveness. May monitor and analyze strategic and operational aspects related to political, military, and economic developments. May analyze, compile, and document, complex contractual documents, financial data, technical data, customer operation characteristics, and related reports. May provide technical support in field to aid customers and resolve extremely complex technical problems. May prepare and present extremely complex technical research. May develop procedures and processes. May conduct technical seminars and training for customer or company personnel. May provide team leadership to other analysts and technicians.	\$142.01	\$144.85	\$147.75	\$150.70	\$153.72
Analyst 4	8	Bachelor	Analyzes, organizes, plans and administers various phases of day-to-day activities for complex programs. Analyzes actual and predictable interacting operational activities of a military, governmental, or business system to obtain a quantitative, rational basis for decision-making or resource allocation. May develop, plan, coordinate, and	\$119.75	\$122.15	\$124.59	\$127.08	\$129.62

			integrate related requirements to support operational needs. May monitor and analyze strategic and operational aspects related to political, military, and economic developments. May analyze, compile, and document, complex contractual documents, financial data, technical data, customer operation characteristics, and related reports. May provide technical support in field to aid customers and resolve complex technical problems. May prepare and present complex technical research. May develop procedures and processes. May conduct technical seminars and training for customer or company personnel.					
Analyst 3	5	Bachelor	Analyzes, organizes, plans and administers various phases of day-to-day activities for programs. May monitor and analyze strategic and operational aspects related to political, military, and economic developments. May analyze, compile, and document, contractual documents, financial data, technical data, customer operation characteristics, and related reports. May provide technical support in field to aid customers and resolve technical problems. May prepare and present technical research. May develop procedures and processes. May conduct technical seminars and training for customer or company personnel.	\$104.43	\$106.52	\$108.65	\$110.82	\$113.04
Analyst 2	2	Bachelor	May monitor and analyze strategic and operational aspects related to political, military, and economic developments. May analyze, compile, and document, contractual documents, financial data, technical data, customer operation characteristics, and related reports. May provide technical support in field to aid customers and resolve technical problems. May prepare and present technical research. May develop procedures and processes. May conduct technical seminars and training for customer or company personnel.	\$85.52	\$87.23	\$88.98	\$90.75	\$92.57
Analyst 1	0	Bachelor	May monitor and analyze strategic and operational aspects related to political, military, and economic developments. May analyze, compile, and document, contractual documents, financial data, technical data, customer operation characteristics, and related reports. May provide technical support in field to aid customers	\$65.50	\$66.81	\$68.14	\$69.50	\$70.89

			and resolve technical problems. May prepare and present technical research. May develop procedures and processes. May conduct technical seminars and training for customer or company personnel.					
Engineering Specialist 9	25	Bachelor	Lead and direct extremely complex tasks for government or commercial contracts in their area of technical expertise. Design, development, and modification of devices and systems. Plan and conduct assigned technical projects or phases of projects. Document the results of assigned projects. Evaluate supplier capabilities as needed.	\$191.00	\$194.82	\$198.72	\$202.69	\$206.74
Engineering Specialist 8	20	Bachelor	Lead and direct extremely complex tasks for government or commercial contracts in their area of technical expertise. Design, development, and modification of devices and systems. Plan and conduct assigned technical projects or phases of projects. Document the results of assigned projects. Evaluate supplier capabilities as needed.	\$174.00	\$177.48	\$181.03	\$184.65	\$188.34
Engineering Specialist 7	15	Bachelor	Lead and direct extremely complex tasks for government or commercial contracts in their area of technical expertise. Design, development, and modification of devices and systems. Plan and conduct assigned technical projects or phases of projects. Document the results of assigned projects. Evaluate supplier capabilities as needed.	\$156.00	\$159.12	\$162.30	\$165.55	\$168.86
Engineering Specialist 6	12	Bachelor	Lead and direct extremely complex tasks for government or commercial contracts in their area of technical expertise. Design, development, and modification of devices and systems. Plan and conduct assigned technical projects or phases of projects. Document the results of assigned projects. Evaluate supplier capabilities as needed.	\$145.00	\$147.90	\$150.86	\$153.88	\$156.95
Engineering Specialist 5	10	Bachelor	Design, develop, and modify devices and systems. Plan and conduct assigned technical projects or phases of projects. Document the results of assigned projects.	\$136.00	\$138.72	\$141.49	\$144.32	\$147.21
Engineering Specialist 4	8	Bachelor	Design, develop, and modify devices and systems. Plan and conduct assigned technical projects or phases of projects. Document the results of assigned projects.	\$125.78	\$128.30	\$130.86	\$133.48	\$136.15

Attachment 1



Engineering Specialist 3	5	Bachelor	Design, develop, and modify devices and systems. Plan and conduct assigned technical projects or phases of projects. Document the results of assigned projects.	\$109.96	\$112.16	\$114.40	\$116.69	\$119.02
Engineering Specialist 2	2	Bachelor	Design, develop, and modify devices and systems. Plan and conduct assigned technical projects or phases of projects. Document the results of assigned projects.	\$92.00	\$93.84	\$95.72	\$97.63	\$99.58
Engineering Specialist 1	0	Bachelor	Design, develop, and modify devices and systems. Plan and conduct assigned technical projects or phases of projects. Document the results of assigned projects.	\$76.00	\$77.52	\$79.07	\$80.65	\$82.26
**Technician 3 (T3)	8	HS Diploma/ GED	Provides moderate to advanced technical support in such areas as research, design, development, testing, analysis, or manufacturing process improvement. Under general supervision and with considerable latitude for independent contribution, works from rough engineering notes, drawings, sketches and verbal instructions or defined plans to perform testing and troubleshooting functions on processes, electronic or mechanical components, equipment or systems.	\$106.86	\$109.00	\$111.18	\$113.40	\$115.67
**Technician 2 (T2)	5	HS Diploma/ GED	Provides general technical support working in such areas as research, design, development, testing, analysis, or manufacturing process improvement. Under general supervision works from rough engineering notes, drawings, sketches and verbal instructions or defined plans to perform testing and troubleshooting functions of processes, electronic or mechanical components, equipment or systems.	\$87.21	\$88.95	\$90.73	\$92.55	\$94.40
**Technician 1 (T1)	0	HS Diploma/ GED	Provides entry level technical support working in such areas as research, design, development, testing, analysis, or manufacturing process improvement. Under general supervision works from rough engineering notes, drawings, sketches and verbal instructions or defined plans to perform testing and troubleshooting functions of processes, electronic or mechanical components, equipment or systems.	\$48.53	\$49.50	\$50.49	\$51.50	\$52.53
**Clerical/Admin Support 2 (C2)	5	HS Diploma/ GED	Demonstrated clerical experience. Proficient in the preparation of correspondence, documents and reports using various word processing, drawing, and spreadsheet software programs. Experience in planning, monitoring, managing and teaching various administrative tasks and activities.	\$64.72	\$66.01	\$67.33	\$68.68	\$70.06

Attachment 1



**Clerical/Admin Support 1(C1)	0	HS Diploma/ GED	Entry level and limited clerical experience. Familiar with the preparation of correspondence, documents and reports using various word processing, drawing, and spreadsheet software programs.	\$53.40	\$54.47	\$55.56	\$56.67	\$57.80
--------------------------------	---	-----------------	--	---------	---------	---------	---------	---------

Labor Category	Min Years of Exp [1]	Min Edu [1]	Functional Responsibilities	22MAY19 - 21MAY20	22MAY20 - 21MAY21	22MAY21 - 21MAY22	22MAY22 - 21MAY23	22MAY23 - 21MAY24
Customer Site Rates								
Subject Matter Expert (SME)	25	Bachelor	Recognized expert in one or more given fields. Develops and applies extremely complex methods, theories and research techniques in the investigation and solution of extremely complex and difficult requirements and problems requiring the expert and innovative application of advanced superior knowledge.	\$250.07	\$255.07	\$260.17	\$265.38	\$270.68
Engineer 6 (E6)	15	Bachelor	Develops and applies complex research and analysis techniques in the investigation and solution of complex and difficult technical and analytical requirements and problems requiring the expert application of advanced knowledge. Plans, conducts, and evaluates projects or major phases of significant projects, coordinating the efforts of engineers, scientists, analysts, and/or technical support staff in the performance of assigned projects. May assume the lead role in a project or program. Analyzes, evaluates and plans method of approach and organizes means to achieve solution of complex problems.	\$205.87	\$209.99	\$214.19	\$218.47	\$222.84
Engineer 5 (E5)	10	Bachelor	Develops and applies advanced research and analysis techniques in the investigation and solution of advanced technical and analytical requirements and problems. Plans, conducts and evaluates projects or major phases of significant projects, coordinating the efforts of engineers, scientists, analysts and/or technical support staff in the performance of assigned projects. Plans effort in coordination with related activities of other projects, departments, etc. Analyzes, evaluates and plans methods of approach and organizes means to achieve solution of advanced problems.	\$163.53	\$166.80	\$170.14	\$173.54	\$177.01

Attachment 1



Engineer 4 (E4)	7	Bachelor	Designs, develops, analysis, modifies and evaluates technical and/or analytical problems. Plans, conducts, and evaluates projects or major phases of significant projects, coordinating the efforts of technical support staff in the performance of assigned projects. As required, develops and recommends approaches for new or improved products and/or processes. Investigates solutions to product and/or process problems.	\$144.88	\$147.78	\$150.73	\$153.75	\$156.82
Engineer 3 (E3)	6	Bachelor	Assists in the design, development, analysis, and modification of existing systems. Diagnoses malfunctions in products and makes improvements or modifications to produce desired results. Conducts routine analyses and/or tests pertaining to the development of new designs, methods, materials or processes, completes required documentation and may provide recommendations.	\$114.39	\$116.68	\$119.01	\$121.39	\$123.82
Engineer 2 (E2)	2	Bachelor	Assists in the design, development, analysis, and modification of existing systems. Conducts routine analyses and/or tests pertaining to the development of new designs, methods, materials or processes, completes required documentation and may provide recommendations.	\$91.53	\$93.36	\$95.23	\$97.13	\$99.08
Engineer 1 (E1)	0	Bachelor	Entry level support in the design, development, analysis, and modification of existing systems. Conducts lower level analyses and/or tests pertaining to the development of new designs, methods, materials or processes, completes required documentation and may provide recommendations.	\$68.16	\$69.52	\$70.91	\$72.33	\$73.78
Senior Technical Management/ Staff 6	25	Bachelor	Lead, direct, and manage extremely complex programs and tasks for government or commercial contracts in their area of technical expertise. May participate in the development of the strategic plans and objectives. May identify internal and external strategic issues that affect business results, growth, and responsibilities. Exercises independent judgment in support of business initiatives and strategic direction across the organization. Makes final decisions on administrative or operation matters. Works on extremely complex problems.	\$190.96	\$194.78	\$198.67	\$202.65	\$206.70
Senior Technical Management/ Staff 5	20	Bachelor	Lead, direct, and manage extremely complex programs and tasks for government or commercial contracts in their area of technical expertise. May participate in the	\$173.12	\$176.58	\$180.11	\$183.72	\$187.39

Attachment 1



			development of the strategic plans and objectives. May identify internal and external strategic issues that affect business results, growth, and responsibilities. Exercises independent judgment in support of business initiatives and strategic direction across the organization. Makes final decisions on administrative or operation matters. Works on extremely complex problems.					
Senior Technical Management/ Staff 4	18	Bachelor	Lead, direct, and manage extremely complex programs and tasks for government or commercial contracts in their area of technical expertise. May participate in the development of the strategic plans and objectives. May identify internal and external strategic issues that affect business results, growth, and responsibilities. Exercises independent judgment in support of business initiatives and strategic direction across the organization. Makes final decisions on administrative or operation matters. Works on extremely complex problems.	\$167.44	\$170.79	\$174.20	\$177.69	\$181.24
Senior Technical Management/ Staff 3	15	Bachelor	Lead, direct, and manage extremely complex programs and tasks for government or commercial contracts in their area of technical expertise. May participate in the development of the strategic plans and objectives. May identify internal and external strategic issues that affect business results, growth, and responsibilities. Exercises independent judgment in support of business initiatives and strategic direction across the organization. Makes final decisions on administrative or operation matters. Works on extremely complex problems.	\$152.94	\$156.00	\$159.12	\$162.30	\$165.55
Senior Technical Management/ Staff 2	12	Bachelor	Lead, direct, and manage extremely complex programs and tasks for government or commercial contracts in their area of technical expertise. May participate in the development of the strategic plans and objectives. May identify internal and external strategic issues that affect business results, growth, and responsibilities. Exercises independent judgment in support of business initiatives and strategic direction across the organization. Makes final decisions on administrative or operation matters. Works on extremely complex problems.	\$135.15	\$137.85	\$140.61	\$143.42	\$146.29

Attachment 1



Senior Technical Management/ Staff 1	10	Bachelor	Lead, direct, and manage extremely complex programs and tasks for government or commercial contracts in their area of technical expertise. May participate in the development of the strategic plans and objectives. May identify internal and external strategic issues that affect business results, growth, and responsibilities. Exercises independent judgment in support of business initiatives and strategic direction across the organization. Makes final decisions on administrative or operation matters. Works on extremely complex problems.	\$119.98	\$122.38	\$124.83	\$127.32	\$129.87
Analyst 6	12	Bachelor	Analyzes, organizes, plans and administers various phases of day-to-day activities for extremely complex programs. Analyzes actual and predictable interacting operational activities of a military, governmental, or business system to obtain a quantitative, rational basis for decision-making or resource allocation. May develop, plan, coordinate, and integrate related requirements to support operational needs. May develop and implement methodologies. May conduct studies, technical assessments, and system analysis to determine performance and effectiveness. May monitor and analyze strategic and operational aspects related to political, military, and economic developments. May analyze, compile, and document, complex contractual documents, financial data, technical data, customer operation characteristics, and related reports. May provide technical support in field to aid customers and resolve extremely complex technical problems. May prepare and present extremely complex technical research. May develop procedures and processes. May conduct technical seminars and training for customer or company personnel. May provide team leadership to other analysts and technicians.	\$136.57	\$139.30	\$142.09	\$144.93	\$147.83
Analyst 5	10	Bachelor	Analyzes, organizes, plans and administers various phases of day-to-day activities for extremely complex programs. Analyzes actual and predictable interacting operational activities of a military, governmental, or business system to obtain a quantitative, rational basis for decision-making or resource allocation. May develop, plan, coordinate, and integrate related requirements to support operational needs. May develop and implement methodologies. May	\$115.71	\$118.02	\$120.38	\$122.79	\$125.25

			conduct studies, technical assessments, and system analysis to determine performance and effectiveness. May monitor and analyze strategic and operational aspects related to political, military, and economic developments. May analyze, compile, and document, complex contractual documents, financial data, technical data, customer operation characteristics, and related reports. May provide technical support in field to aid customers and resolve extremely complex technical problems. May prepare and present extremely complex technical research. May develop procedures and processes. May conduct technical seminars and training for customer or company personnel. May provide team leadership to other analysts and technicians.					
Analyst 4	8	Bachelor	Analyzes, organizes, plans and administers various phases of day-to-day activities for complex programs. Analyzes actual and predictable interacting operational activities of a military, governmental, or business system to obtain a quantitative, rational basis for decision-making or resource allocation. May develop, plan, coordinate, and integrate related requirements to support operational needs. May monitor and analyze strategic and operational aspects related to political, military, and economic developments. May analyze, compile, and document, complex contractual documents, financial data, technical data, customer operation characteristics, and related reports. May provide technical support in field to aid customers and resolve complex technical problems. May prepare and present complex technical research. May develop procedures and processes. May conduct technical seminars and training for customer or company personnel.	\$97.58	\$99.53	\$101.52	\$103.55	\$105.62
Analyst 3	5	Bachelor	Analyzes, organizes, plans and administers various phases of day-to-day activities for programs. May monitor and analyze strategic and operational aspects related to political, military, and economic developments. May analyze, compile, and document, contractual documents, financial data, technical data, customer operation characteristics, and related reports. May provide technical support in field to aid customers and resolve technical problems. May prepare and present technical research.	\$85.09	\$86.79	\$88.53	\$90.30	\$92.10

Attachment 1



			May develop procedures and processes. May conduct technical seminars and training for customer or company personnel.					
Analyst 2	2	Bachelor	May monitor and analyze strategic and operational aspects related to political, military, and economic developments. May analyze, compile, and document, contractual documents, financial data, technical data, customer operation characteristics, and related reports. May provide technical support in field to aid customers and resolve technical problems. May prepare and present technical research. May develop procedures and processes. May conduct technical seminars and training for customer or company personnel.	\$69.68	\$71.07	\$72.50	\$73.94	\$75.42
Analyst 1	0	Bachelor	May monitor and analyze strategic and operational aspects related to political, military, and economic developments. May analyze, compile, and document, contractual documents, financial data, technical data, customer operation characteristics, and related reports. May provide technical support in field to aid customers and resolve technical problems. May prepare and present technical research. May develop procedures and processes. May conduct technical seminars and training for customer or company personnel.	\$53.37	\$54.44	\$55.53	\$56.64	\$57.77
Engineering Specialist 9	25	Bachelor	Lead and direct extremely complex tasks for government or commercial contracts in their area of technical expertise. Design, development, and modification of devices and systems. Plan and conduct assigned technical projects or phases of projects. Document the results of assigned projects. Evaluate supplier capabilities as needed.	\$155.63	\$158.74	\$161.92	\$165.16	\$168.46
Engineering Specialist 8	20	Bachelor	Lead and direct extremely complex tasks for government or commercial contracts in their area of technical expertise. Design, development, and modification of devices and systems. Plan and conduct assigned technical projects or phases of projects. Document the results of assigned projects. Evaluate supplier capabilities as needed.	\$144.14	\$147.02	\$149.96	\$152.96	\$156.02
Engineering Specialist 7	15	Bachelor	Lead and direct extremely complex tasks for government or commercial contracts in their area of technical expertise. Design, development, and modification of devices and systems. Plan and conduct assigned technical projects or	\$138.27	\$141.04	\$143.86	\$146.73	\$149.67

			phases of projects. Document the results of assigned projects. Evaluate supplier capabilities as needed.					
Engineering Specialist 6	12	Bachelor	Lead and direct extremely complex tasks for government or commercial contracts in their area of technical expertise. Design, development, and modification of devices and systems. Plan and conduct assigned technical projects or phases of projects. Document the results of assigned projects. Evaluate supplier capabilities as needed.	\$126.67	\$129.20	\$131.79	\$134.42	\$137.11
Engineering Specialist 5	10	Bachelor	Design, develop, and modify devices and systems. Plan and conduct assigned technical projects or phases of projects. Document the results of assigned projects.	\$120.97	\$123.39	\$125.86	\$128.37	\$130.94
Engineering Specialist 4	8	Bachelor	Design, develop, and modify devices and systems. Plan and conduct assigned technical projects or phases of projects. Document the results of assigned projects.	\$102.49	\$104.54	\$106.63	\$108.76	\$110.93
Engineering Specialist 3	5	Bachelor	Design, develop, and modify devices and systems. Plan and conduct assigned technical projects or phases of projects. Document the results of assigned projects.	\$89.59	\$91.38	\$93.21	\$95.07	\$96.98
Engineering Specialist 2	2	Bachelor	Design, develop, and modify devices and systems. Plan and conduct assigned technical projects or phases of projects. Document the results of assigned projects.	\$75.52	\$77.03	\$78.57	\$80.14	\$81.75
Engineering Specialist 1	0	Bachelor	Design, develop, and modify devices and systems. Plan and conduct assigned technical projects or phases of projects. Document the results of assigned projects.	\$64.37	\$65.66	\$66.97	\$68.31	\$69.68
**Technician 3 (T3)	8	HS Diploma/ GED	Provides moderate to advanced technical support in such areas as research, design, development, testing, analysis, or manufacturing process improvement. Under general supervision and with considerable latitude for independent contribution, works from rough engineering notes, drawings, sketches and verbal instructions or defined plans to perform testing and troubleshooting functions on processes, electronic or mechanical components, equipment or systems.	\$100.06	\$102.06	\$104.10	\$106.18	\$108.31
**Technician 2 (T2)	5	HS Diploma/ GED	Provides general technical support working in such areas as research, design, development, testing, analysis, or manufacturing process improvement. Under general supervision works from rough engineering notes, drawings,	\$81.68	\$83.31	\$84.98	\$86.68	\$88.41

			sketches and verbal instructions or defined plans to perform testing and troubleshooting functions of processes, electronic or mechanical components, equipment or systems.					
**Technician 1 (T1)	0	HS Diploma/ GED	Provides entry level technical support working in such areas as research, design, development, testing, analysis, or manufacturing process improvement. Under general supervision works from rough engineering notes, drawings, sketches and verbal instructions or defined plans to perform testing and troubleshooting functions of processes, electronic or mechanical components, equipment or systems.	\$45.45	\$46.36	\$47.29	\$48.23	\$49.20
**Clerical/Admin Support 2 (C2)	5	HS Diploma/ GED	Demonstrated clerical experience. Proficient in the preparation of correspondence, documents and reports using various word processing, drawing, and spreadsheet software programs. Experience in planning, monitoring, managing and teaching various administrative tasks and activities.	\$60.61	\$61.82	\$63.06	\$64.32	\$65.61
**Clerical/Admin Support 1(C1)	0	HS Diploma/ GED	Entry level and limited clerical experience. Familiar with the preparation of correspondence, documents and reports using various word processing, drawing, and spreadsheet software programs.	\$50.03	\$51.03	\$52.05	\$53.09	\$54.15

Labor Category Education/Experience Substitution Methodology

Labor Category	Min Edu	Min Exp	PhD	Masters	Bachelors	Associate	High School
Subject Matter Expert (SME)	BA	25	N/A	23	25	N/A	N/A
Engineer 6 (E6)	BA	15	N/A	13	15	N/A	N/A
Engineer 5 (E5)	BA	10	N/A	8	10	N/A	N/A
Engineer 4 (E4)	BA	7	N/A	5	7	N/A	N/A
Engineer 3 (E3)	BA	6	N/A	4	6	N/A	N/A
Engineer 2 (E2)	BA	2	N/A	N/A	2	N/A	N/A
Engineer 1 (E1)	BA	0	N/A	N/A	0	N/A	N/A
**Technician 3 (T3)	HS	8	N/A	N/A	1	5	8
**Technician 2 (T2)	HS	5	N/A	N/A	0	3	5
**Technician 1 (T1)	HS	0	N/A	N/A	N/A	N/A	0
**Clerical/Admin Support 2 (C2)	HS	5	N/A	N/A	N/A	N/A	5
**Clerical/Admin Support 1 (C1)	HS	0	N/A	N/A	N/A	N/A	0
Senior Technical Management/Staff 6	BA	25	N/A	23	25	N/A	29
Senior Technical Management/Staff 5	BA	20	N/A	18	20	N/A	24
Senior Technical Management/Staff 4	BA	18	N/A	16	18	N/A	22
Senior Technical Management/Staff 3	BA	15	N/A	13	15	N/A	19
Senior Technical Management/Staff 2	BA	12	N/A	10	12	N/A	16
Senior Technical Management/Staff 1	BA	10	N/A	8	10	N/A	14
Analyst 6	BA	12	N/A	10	12	N/A	16
Analyst 5	BA	10	N/A	8	10	N/A	14
Analyst 4	BA	8	N/A	6	8	N/A	12

Analyst 3	BA	5	N/A	3	5	N/A	9
Analyst 2	BA	2	N/A	0	2	N/A	6
Analyst 1	BA	0	N/A	N/A	0	N/A	4
Engineering Specialist 9	BA	25	N/A	23	25	N/A	29
Engineering Specialist 8	BA	20	N/A	18	20	N/A	24
Engineering Specialist 7	BA	15	N/A	13	15	N/A	19
Engineering Specialist 6	BA	12	N/A	10	12	N/A	16
Engineering Specialist 5	BA	10	N/A	8	10	N/A	14
Engineering Specialist 4	BA	8	N/A	6	8	N/A	12
Engineering Specialist 3	BA	5	N/A	3	5	N/A	9
Engineering Specialist 2	BA	2	N/A	0	2	N/A	6
Engineering Specialist 1	BA	0	N/A	N/A	0	N/A	4