



Gleason Research Associates, Inc.

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**General Services Administration
Federal Supply Service
Authorized Federal Supply Schedule Price List**

**Professional Engineering Services
Schedule 871**

Contract Number GS-23F-0253M

Special Item Numbers (SINs) Offered

- 871-1 Strategic Planning for Technology Programs/Activities
- 871-2 Concept Development and Requirements Analysis
- 871-3 System Design, Engineering and Integration
- 871-4 Test and Evaluation
- 871-6 Acquisition and Life Cycle Management

Contract Period: 29 July 2002 – 28 July 2012

Business Size: Veteran Owned Small Business

NAICS Code 541712 - Research and Development in the Physical Engineering, and Life Sciences (except Biotechnology)

NAICS Code 541330 - Engineering Services

Pricelist current through Modification # PS-0005, dated 03-22-2010.

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: <https://www.GSAAdvantage.gov>.



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CUSTOMER INFORMATION:

The SINs listed below are covered by this price list. Labor rates for services provided under these CLINs are in Attachment 1. The rates in Attachment 1 are for work performed in GRA facilities as well as at Government customer facilities.

1a. Table of Awarded Special Item Numbers (SINs)

871-1	<i>Strategic Planning for Technology Programs/Activities</i>
871-2	<i>Concept Development and Requirements Analysis</i>
871-3	<i>System Design, Engineering and Integration</i>
871-4	<i>Test and Evaluation</i>
871-6	<i>Acquisition and Life Cycle Management</i>

871-1: Strategic Planning for Technology Programs/Activities

Services required under this SIN involve the definition and interpretation of high-level organizational engineering performance requirements such as projects, systems, missions, etc., and the objectives and approaches to their achievement. Typical associated tasks include, but are not limited to an analysis of mission, program goals and objectives, requirements analysis, organizational performance assessment, special studies and analysis, training, and consulting.

871-2: Concept Development and Requirements Analysis

Services required under this SIN involve abstract or concept studies and analysis, requirements definition, preliminary planning, the evaluation of alternative technical approaches and associated costs for the development of enhancement of high level general performance specifications of a system, project, mission or activity. Typical associated tasks include, but are not limited to requirements analysis, cost/cost performance trade-off analysis, feasibility analysis, regulatory compliance support, technology/system conceptual designs, training, and consulting.

871-3: System Design, Engineering and Integration

Services available under this SIN involve the translation of a system (or subsystem, program, project, activity) concept into a preliminary and detailed design (engineering plans and specifications), performing risk identification/analysis/mitigation, traceability, and then integrating the various components to produce a working prototype or model of the system. Typical associated tasks include, but are not limited to computer-aided design, design studies and analysis, high level detailed specification preparation, configuration management and document control, fabrication, assembly and simulation, modeling, training, and outsourcing.



871-4: Test And Evaluation

Services available under this SIN involve the application of various techniques demonstrating that a prototype system (subsystem, program, project or activity) performs in accordance with the objectives outlined in the original design. Typical associated tasks include, but are not limited testing of a prototype and first article(s) testing, environmental testing, independent verification and validation, reverse engineering, simulation and modeling (to test the feasibility of a concept), system, quality assurance, physical testing of the product system, training, and outsourcing.

871-6: Acquisition and Life Cycle Management

Services required under this SIN involve all of the planning, budgetary, contract and systems/program management functions required to procure and or/produce, render operational and provide life cycle support (maintenance, repair, supplies, engineering specific logistics) to (technology based) systems, activities, subsystems, projects, etc. Typical associated tasks include, but are not limited to operation and maintenance, program/project management, technology transfer/insertion, training and consulting.



1b. Lowest Priced Model Number.

Not applicable

1c. Hourly Rates and Labor Categories.

See Attachments 1 and 2

2. Maximum Order.

The maximum order limit for this contract is \$750,000. Orders exceeding the maximum order limit will be processed in accordance with Clause PES-I-FSS-125 of the basic contract.

3. Minimum Order.

The minimum order that can be placed under this contract is \$100.00.

4. Geographic coverage (delivery area).

Services under this contract can be provided at Government or contractor sites. Additional charges (e.g., hardship and hazardous pays) may apply to OCONUS locations.

5. Point(s) of production (city, county, and State or foreign country).

Current GRA locations are listed below:

Location	Address
Corporate Headquarters	5030 Bradford Drive NW, Building One, Suite 220, Huntsville, AL 35805
Columbia Office	5537 Twin Knolls Road, Suite 439, Columbia, MD 21045
Orlando Office	12501 Research Parkway, Suite 260, Orlando, FL 32826
Tampa Office	400 North Ashley Drive, Suite 3015, Tampa, FL 33602

6. Discount from list, prices or statement of net price.

The prices established for this contract reflect GRA's standard GSA hourly labor rates and include GSA's 0.75% Industrial Funding Fee. Additional discounts may be negotiated for individual orders and for Blanket Purchase Agreements (BPAs).

7. Quantity discounts.

GRA provides for a 0.5% discount on individual orders over \$250,000.
 GRA provides for a 1.0% discount on orders over \$500,000.

8. Prompt payment terms.

Payment terms are net 30 days.



9a. Notification that Government purchase cards are accepted at or below the micro-purchase threshold.

Gleason Research Associates, Inc. (GRA) will accept Government purchase credit cards for purchases at or below \$2500.00.

9b. Notification that Government purchase cards are accepted above the micro-purchase threshold.

Gleason Research Associates, Inc. (GRA) will accept Government purchase credit cards for purchases above \$2500.00.

10. Foreign items (list items by country of origin).

Not applicable

11a. Time of delivery.

Gleason Research Associates, Inc. (GRA) will provide Professional Engineering Services as negotiated per negotiated order.

11b. Expedited Delivery.

Items available for expedited delivery are noted in this price list.

11c. Overnight and 2-day delivery.

Generally services provided do not require overnight or 2-day delivery.

11d. Urgent Requirements.

Pursuant to Clause I-FSS-140-B, Gleason Research Associates, Inc. (GRA) will accommodate urgent requirements. Government agencies can also contact GRA's GSA representative to affect a faster delivery.

12. F.O.B. point(s).

Destination

13a. Ordering address(es).

Gleason Research Associates, Inc.
5030 Bradford Drive, NW
Building One, Suite 220
Huntsville, AL 35805
Attn: Contracts Department

(256) 883-7000

Fax: (256) 883-1525

Orders may also be placed via email at gsa@grainc.net



13b. Ordering procedures:

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

14. Payment address(es).

Remittance by check should be delivered to:

Gleason Research Associates, Inc.
5030 Bradford Drive, NW
Building One, Suite 220
Huntsville, AL 35805

15. Warranty provision.

Not applicable unless negotiated.

16. Export packing charges, if applicable.

Not applicable

17. Terms and conditions of Government purchase card acceptance (any thresholds 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 (if applicable).

Not applicable

19. Terms and conditions of installation (if applicable).

Not applicable

20. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable).

Not applicable

20a. Terms and conditions for any other services (if applicable)

Not applicable

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

Not applicable



22. List of participating dealers (if applicable).

Not applicable

23. Preventive maintenance (if applicable).

Not applicable

24a. Special attributes such as environmental 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.

Gleason Research Associates, Inc. (GRA) – 967868217

26. Notification regarding registration in Central Contractor Registration (CCR) database.

Gleason Research Associates, Inc. (GRA) is registered in the CCR database.



Attachment 1

Labor Category Rates

SINs 871-1, 871-2, 871-3, 871-4 and 871-6; PED is Electrical	EXHIBIT A, MODIFICATION PS-0003, GS-23F-0253M GLEASON RESEARCH ASSOCIATES, INC.				
	Hourly Prices				
	7/29/2007 to 7/28/2008 Year 6	7/29/2008 to 7/28/2009 Year 7	7/29/2009 to 7/28/2010 Year 8	7/29/2010 to 7/28/2011 Year 9	7/29/2011 to 7/28/2012 Year 10
Labor Category Title					
Subject Matter Expert Level 1	\$318.06	\$330.78	\$344.01	\$357.77	\$372.08
Subject Matter Expert Level 2	\$156.06	\$162.30	\$168.79	\$175.54	\$182.56
Program Manager Level 1	\$144.28	\$150.05	\$156.05	\$162.30	\$168.79
Program Manager Level 2	\$140.23	\$145.84	\$151.67	\$157.74	\$164.05
Program Manager Level 3	\$134.64	\$140.03	\$145.63	\$151.46	\$157.52
Engineer Scientist Level 1	\$141.28	\$146.93	\$152.81	\$158.92	\$165.28
Engineer Scientist Level 2	\$111.87	\$116.34	\$120.99	\$125.83	\$130.87
Engineer Scientist Level 3	\$94.69	\$98.48	\$102.42	\$106.51	\$110.77
Engineer Scientist Level 4	\$85.65	\$89.08	\$92.64	\$96.35	\$100.20
Engineer Scientist Level 5	\$65.22	\$67.83	\$70.54	\$73.36	\$76.30
Engineer Scientist Level 6	\$36.65	\$38.12	\$39.64	\$41.23	\$42.88
Technical Spec/Analyst/ Programmer Level 1	\$50.25	\$52.26	\$54.35	\$56.53	\$58.79
Technical Spec/Analyst/ Programmer Level 2	\$33.18	\$34.51	\$35.89	\$37.32	\$38.82
Legal Advisor Level 1	\$169.76	\$176.55	\$183.61	\$190.95	\$198.59
Legal Advisor Level 2	\$163.04	\$169.57	\$176.35	\$183.40	\$190.74
Legal Advisor Level 3	\$144.23	\$150.00	\$156.00	\$162.24	\$168.73
Technology/Analytical Specialist Level 1	\$140.88	\$146.51	\$152.37	\$158.46	\$164.80
Technology/Analytical Specialist Level 2	\$123.97	\$128.93	\$134.09	\$139.45	\$145.03
Technology/Analytical Specialist Level 3	\$111.39	\$115.84	\$120.47	\$125.29	\$130.30
Reconnaissance & Surveillance Specialist Level 1	\$192.62	\$200.33	\$208.34	\$216.67	\$225.34
Reconnaissance & Surveillance Specialist Level 2	\$184.14	\$191.51	\$199.17	\$207.14	\$215.43
Reconnaissance & Surveillance Specialist Level 3	\$169.75	\$176.54	\$183.60	\$190.94	\$198.58
Reconnaissance & Surveillance Specialist Level 4	\$158.45	\$164.79	\$171.38	\$178.24	\$185.37
Reconnaissance & Surveillance Specialist Level 5	\$147.13	\$153.01	\$159.13	\$165.50	\$172.12
Technical Translator Level 1	\$105.93	\$110.17	\$114.58	\$119.16	\$123.93
Technical Translator Level 2	\$94.17	\$97.94	\$101.86	\$105.93	\$110.17
Technical Translator Level 3	\$84.74	\$88.13	\$91.66	\$95.33	\$99.14
Communications Specialist Level 1	\$130.37	\$135.59	\$141.01	\$146.65	\$152.52
Communications Specialist Level 2	\$116.69	\$121.36	\$126.21	\$131.26	\$136.51



SINs 871-1, 871-2, 871-3, 871-4 and 871-6; PED is Electrical	EXHIBIT A, MODIFICATION PS-0003, GS-23F-0253M GLEASON RESEARCH ASSOCIATES, INC.				
	Hourly Prices				
	7/29/2007 to 7/28/2008 Year 6	7/29/2008 to 7/28/2009 Year 7	7/29/2009 to 7/28/2010 Year 8	7/29/2010 to 7/28/2011 Year 9	7/29/2011 to 7/28/2012 Year 10
Labor Category Title					
Communications Specialist Level 3	\$102.02	\$106.10	\$110.34	\$114.75	\$119.34
Principal Investigator Level 1	\$160.83	\$167.26	\$173.95	\$180.91	\$188.15
Principal Investigator Level 2	\$152.40	\$158.50	\$164.84	\$171.43	\$178.29
Principal Investigator Level 3	\$147.13	\$153.01	\$159.13	\$165.50	\$172.12
Principal Investigator Level 4	\$140.11	\$145.72	\$151.55	\$157.61	\$163.91
Principal Investigator Level 5	\$122.89	\$127.80	\$132.91	\$138.23	\$143.76
Research Engineer Scientist Level 1	\$183.55	\$190.89	\$198.53	\$206.47	\$214.73
Research Engineer Scientist Level 2	\$171.62	\$178.48	\$185.62	\$193.04	\$200.76
Research Engineer Scientist Level 3	\$161.68	\$168.15	\$174.88	\$181.88	\$189.16
Technical Assistant Level 1	\$70.66	\$73.49	\$76.43	\$79.49	\$82.67
Technical Assistant Level 2	\$47.68	\$49.58	\$51.57	\$53.63	\$55.77
Technical Assistant Level 3 *	\$34.78	\$36.17	\$37.61	\$39.12	\$40.68
Technical Assistant Level 4 *	\$25.21	\$26.22	\$27.27	\$28.36	\$29.49
Technical Illustrator/ Multimedia Specialist Level 1	\$79.30	\$82.47	\$85.77	\$89.20	\$92.77
Technical Illustrator/ Multimedia Specialist Level 2	\$67.33	\$70.02	\$72.82	\$75.73	\$78.76
Technical Illustrator/ Multimedia Specialist Level 3	\$58.08	\$60.41	\$62.83	\$65.34	\$67.95
Logistics Analyst Level 1	\$116.58	\$121.24	\$126.09	\$131.13	\$136.38
Logistics Analyst Level 2	\$107.61	\$111.92	\$116.40	\$121.06	\$125.90
Logistics Analyst Level 3	\$98.64	\$102.59	\$106.69	\$110.96	\$115.40
Logistics Analyst Level 4	\$90.73	\$94.35	\$98.12	\$102.04	\$106.12
Logistics Analyst Level 5	\$83.16	\$86.49	\$89.95	\$93.55	\$97.29
Logistics Analyst Level 6	\$74.34	\$77.32	\$80.41	\$83.63	\$86.98
Logistics Analyst Level 7	\$66.57	\$69.23	\$72.00	\$74.88	\$77.88
Logistics Analyst Level 8	\$58.04	\$60.36	\$62.77	\$65.28	\$67.89
Logistics Analyst Level 9 *	\$48.88	\$50.84	\$52.87	\$54.98	\$57.18
Logistics Analyst Level 10 *	\$41.71	\$43.38	\$45.12	\$46.92	\$48.80
Manager Level 1	\$125.26	\$130.27	\$135.48	\$140.90	\$146.54
Manager Level 2	\$113.69	\$118.23	\$122.96	\$127.88	\$133.00
Manager Level 3	\$103.69	\$107.84	\$112.15	\$116.64	\$121.31
Manager Level 4	\$94.16	\$97.93	\$101.85	\$105.92	\$110.16
Manager Level 5	\$83.57	\$86.92	\$90.40	\$94.02	\$97.78
Prices include an Industrial Funding Fee (IFF) of .75% and reflect annual escalation of 4%. Escalation for Options 2 & 3 is subject to re-evaluation when/if the options are exercised.					
A discount of 1/2% will be given on orders over \$250,000 and a discount of 1% will be given on orders over \$500,000.					
*SCA Applicable Labor Categories					



Attachment 2

Labor Category Descriptions

SUBJECT MATTER EXPERT

Duties: Provides technical leadership, direction, and special skills for complex tasks and portions of tasks that require unique or uncommon levels of expertise related to specific functional subject matter. Ensures that work within area of responsibility is complete, meets customer requirements, and is of high quality.

Qualifications: A Subject Matter Expert is a highly skilled individual who has acknowledged unique or uncommon technology and/or functional expertise in specific areas that are essential for the performance of a particular task. Such individuals should possess capabilities that are not available under other labor categories. Four years unique or specialized experience may be substituted for a degree.

Skill Level 1 – Doctorate degree in related discipline plus ten (10) years of related experience; or Masters degree in related discipline plus twelve (12) years of related experience; or Bachelors degree in related discipline plus fifteen (15) years related experience.

Skill Level 2 - Doctorate degree in related discipline plus five (5) years of related experience; or Masters degree in related discipline plus eight (8) years of related experience; or Bachelors degree in related discipline plus ten (10) years related experience.

PROGRAM MANAGER

Duties: Serves as manager for contract or major project/task. Performs overall program planning for technical and contractual efforts. Responsible for formulating and enforcing work standards, assigning contract schedules, and the review of the work discrepancies. Supervises personnel, communicates policies, purposes, and goals of the organization to subordinates. Responsible for the management of the entire project and assigned staff. Responsible for the overall contract performance including quality control practices and procedures.

Qualifications: Personnel in this category must have earned a degree in engineering, science or program management disciplines from an accredited college or university. Experience is required in performing hands-on weapon-system and/or aerospace systems research and development. Additional experience must have been in a technical management role, which includes performing functions such as initiating, evaluating, redirecting, and approving large and highly complex research and development programs and making resource allocation decisions. Four years unique or specialized experience may be substituted for a degree.



Skill Level 1 – Doctorate degree in related discipline plus eight (8) years of related experience; or Masters degree in related discipline plus ten (10) years of related experience; or Bachelors degree in related discipline plus twelve (12) years related experience, or sixteen (16) years of related experience of which ten (10) years must have been in a management role.

Skill Level 2 –Doctorate degree in related discipline plus four (4) years of related experience; or Masters degree in related discipline plus eight (8) years of related experience; or Bachelors degree in related discipline plus ten (10) years experience, of which four (4) years must have been in a management role.

Skill Level 3 - Doctorate degree in related discipline; or Masters degree in related discipline plus six (6) years of related experience; or Bachelors degree in related discipline plus eight (8) years related experience, of which two (2) years must have been in a management role.

ENGINEER/SCIENTIST

Duties: Performs and plans research, design development other assignment in conformance with design, engineering and customer specifications. Implements technical solutions in appropriate scientific techniques, concepts, methods, tools and/or development of complex software application programs. Designs or prototypes missile system or subsystems hardware/software, or designs and conducts tests or analyzes the resulting test data. Develops or validates, or modifies models or simulations or analyzes the resulting simulation data, all using a higher order electronic language and a variety of peripheral high resolution graphic devices.

Qualifications: Personnel in this category must have earned a degree in engineering, science or related disciplines from an accredited college or university. Experience is required in performing hands-on weapon-system and/or aerospace systems research and development. Four years unique or specialized experience may be substituted for a degree.

Skill Level 1 – Doctorate degree in related discipline plus six (6) years of related experience; or Masters degree in related discipline plus ten (10) years of related experience; or Bachelors degree in related discipline plus twelve (12) years related experience.

Skill Level 2 – Doctorate degree in related discipline plus two (2) years of related experience; or Masters degree in related discipline plus six (6) years of related experience; or Bachelors degree in related discipline plus eight (8) years related experience.

Skill Level 3 – Doctorate degree in related discipline; or Masters degree in related discipline plus three (3) years of related experience; or Bachelors degree in related discipline plus six (6) years related experience.

Skill Level 4 – Masters degree in related discipline or Bachelors degree in related discipline plus two (2) years related experience.



Skill Level 5 – Bachelors degree in related discipline.

Skill Level 6 – Presently enrolled as a student in an accredited Bachelor's or Associate's degree program.

TECHNICAL SPECIALIST/ANALYST/PROGRAMMER

Duties: Works independently applying analytical and systematic approaches to problem solving. Uses fundamental principles, techniques and practices with guidance from senior level managers.

Qualifications: Requires experience in appropriate engineering/scientific techniques, concepts, methods, and tools and/or development of software application programs.

Skill Level 1 – Presently enrolled as a student in a Bachelor's or Associate's degree program or high school diploma (or equivalent) plus eight (8) years related experience.

Skill Level 2 – High School Diploma (or equivalent) plus six (6) years related experience.

LEGAL ADVISOR

Duties: Provides legal consultation in the areas of military, civil and international law as it applies to technology, operations, program plans and execution. In addition the expert will provide consultation to senior program leaders and international partners.

Qualifications: Personnel must be U.S. attorneys admitted to the Bar in any U.S. State or territory and will focus on the specific legal requirements of the program, the region, and the applicable regional military, civil, and international law.

Skill Level 1 – Doctorate degree in related discipline plus three (3) years of related experience, or Master's degree in related discipline plus five (5) years of related experience, or Bachelor's degree in related discipline plus eight (8) years of related experience.

Skill Level 2 – Doctorate degree in related discipline, or Master's Degree in related discipline plus three (3) years of related experience, or Bachelor's degree in related discipline plus five (5) years of related experience.

Skill Level 3 – Master's degree in related discipline, or Bachelor's degree in related discipline plus two (2) years of related experience.



TECHNOLOGY/ANALYTICAL SPECIALIST

Duties: Evaluates specialty or All-Source Analysis using OSINT, SIGINT, HUMINT and or IMINT as it relates to threat and vulnerability analysis relevant to the program. The analyst provides operational evaluation and analysis of government unique and/or Commercial-Off-The-Shelf (COTS) technology related to collecting, tagging, tracking, locating, signal intercepts, data processing, HUMINT interactions and surveillance. Analyzes and develops data products/reports related to the above activities.

Qualifications: Personnel will be experienced in investigative intelligence using physical and/or electronic means of collecting data. Must be proficient in analyzing and validating data to ensure accuracy. Must have prior relevant tactical and/or intelligence operations experience. Experience in one of the following disciplines is required: HUMINT, SIGINT, IMINT or OSINT. Four years of related experience may be substituted for a degree.

Skill Level 1 – Doctorate degree in related discipline plus three (3) years of related experience, or Master’s degree in related discipline plus five (5) years of related experience, or Bachelor’s degree in related discipline plus eight (8) years of related experience.

Skill Level 2 – Doctorate degree in related discipline, or Master’s degree in related discipline plus three (3) years of related experience, or Bachelor’s degree in related discipline plus five (5) years of related experience.

Skill Level 3 – Master’s degree in related discipline, or Bachelor’s degree in related discipline plus two (2) years of related experience.

RECONNAISSANCE & SURVEILLANCE (R&S) SPECIALIST

Duties: Provides comprehensive operational evaluation and analysis of reconnaissance and surveillance systems, to include products and associated interpretation and analysis systems.

Qualifications: Personnel will be experienced with the U.S. Military or a U.S. National agency. Prior relevant tactical and/or intelligence operations experience is essential. Four years of related experience may be substituted for a degree.

Skill Level 1 – Doctorate degree in related discipline, or Master’s degree in related discipline plus ten (10) years of related experience, or Bachelor’s degree in related discipline plus twelve (12) years of related experience.



Skill Level 2 – Doctorate degree in related discipline, or Master’s degree in related discipline plus eight (8) years of related experience, or Bachelor’s degree in related discipline plus ten (10) years of related experience.

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

Skill Level 4 – Bachelor’s degree in related discipline plus five (5) years of related experience.

Skill Level 5 – Bachelor’s degree in related discipline plus three (3) years of related experience.

TECHNICAL TRANSLATOR

Duties: Provides comprehensive translation of program technical and operational material to include using correct syntax and expression from and to the target language. Individuals must possess the ability to conduct accurate translation/interpretation to include the ability to maintain the integrity and meaning of translated material. Individuals will possess the ability to document activities in written reports.

Qualifications: Personnel must have native proficiency in target language(s). A degree in language and/or communication skills is a plus. Four years of related experience may be substituted for a degree.

Skill Level 1 – Doctorate degree in related discipline plus three (3) years of related experience, or Master’s degree in related discipline plus five (5) years of related experience, or Bachelor’s degree in related discipline plus eight (8) years of related experience.

Skill Level 2 – Doctorate degree in related discipline, or Master’s degree in related discipline plus three (3) years of related experience, or Bachelor’s degree in related discipline plus five (5) years of related experience.

Skill Level 3 – Master’s degree in related discipline, or Bachelor’s degree in related discipline plus two (2) years of related experience.

COMMUNICATIONS SPECIALIST

Duties: Provides expertise in operational evaluation and analysis of Automatic Data Processing (ADP) and communications systems. Analyzes and integrates radio frequency, landline and SATCOM communications into a coherent system.



Qualifications: Personnel will have experience with classified data communications support. Prior relevant tactical and/or intelligence operations experience is essential. Four years of related experience may be substituted for a degree.

Skill Level 1 – Doctorate degree in related discipline or Master’s degree in related discipline plus three (3) years of related experience, or Bachelor’s degree in related discipline plus eight (8) years of related experience.

Skill Level 2 – Bachelor’s degree in related discipline plus four (4) years of related experience, or minimum of eight (8) years experience obtained with military, law enforcement or intelligence services related arenas.

Skill Level 3 – Minimum of six (6) years of related experience obtained with military, law enforcement or intelligence services related arenas.

PRINCIPAL INVESTIGATOR

Duties: Provides complex technical and operational evaluation and analysis of intelligence and law enforcement investigative systems relating to: narcotics, Racketeer Influenced and Corrupt Organizations (RICO), High Intensity Drug Trafficking Area (HIDTA), confidential source management, international crime, and financial crime. Serves as a technical subject matter expert supporting federal, state and/or local agencies.

Qualifications: Personnel require diverse backgrounds and varied federal, state, and local law enforcement experience. Direct liaison experience between Law Enforcement elements is a plus. Law Enforcement professionals will be required to have active law enforcement experience including a minimum of 4 years of complex investigative work experience. Experience with technical collections equipment and processes is a plus. Four years of related experience may be substituted for a degree.

Skill Level 1 – Master’s degree in related discipline plus twelve (12) years of related experience, or Bachelor’s degree in related discipline plus twenty (20) years of related experience.

Skill Level 2 – Master’s degree in related discipline plus eight (8) years of related experience, or Bachelor’s degree in related discipline plus twelve (12) years of related experience.

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

Skill Level 4 – Bachelor’s degree in related discipline plus six (6) years of related experience.

Skill Level 5 – High School diploma (or equivalent) plus four (4) years of related experience.



RESEARCH ENGINEER/SCIENTIST

Duties: Plans and conducts testing on an assigned project to prove or modify theoretical propositions on the basis of comments in the literature field, established research findings, and the experience of other staff members in the technological area. Interacts with other research staff. Discusses progress and interim findings at monthly technical review meetings. Continues with project in original concept or modifies direction based on commentary and decision of technical review committee. Sets up prototype equipment and uses experimental materials to test theories developed. Works with customer line and technical personnel to test out theories and/or findings.

Qualifications: Personnel must demonstrate innovative and research capability. Demonstration of this capability shall be by evidence of publication of research papers or reports, or development of innovative processes or products, or the award of patents.

Skill Level 1 – Master’s degree in an engineering or science field directly related to the task to be performed plus eight (8) years of experience.

Skill Level 2 – Master’s degree in an engineering or science field directly related to the task to be performed plus five (5) years of experience.

Skill Level 3 – Master’s degree in an engineering or science field directly related to the task to be performed plus four (4) years of experience.



Incidental Labor Category Descriptions

TECHNICAL ASSISTANT

Duties: Performs support duties directly related to engineering and technical support. May work independently or under direct supervision. Specific duties may include but are not limited to program/project administration, resource allocation accounting and reporting, documentation planning, preparation and editing, inventory management and/or maintenance, word processing, filing, data entry, general office administrative duties and secretarial support. Position may require close liaison with manager and/or supervisor and frequent interfacing with customers at all levels.

Qualifications: Training and/or experience in support area provided, including, but not limited to business administration, accounting, bookkeeping, inventory management, technical writing, drafting, technical graphics, test and evaluation, security administration, and general office skills such as the ability to use office equipment, standard word processing and spreadsheet software, calculators, automated data processing systems, typewriters, etc.

Skill Level 1 – Bachelor’s Degree in discipline related to support provided plus five (5) years related experience; or Associates Degree in discipline related to support provided plus eight (8) years related experience; or High School Diploma (or equivalent) plus fifteen (15) years of related experience.

Skill Level 2 – Bachelor’s Degree in discipline related to support provided; or Associates Degree in discipline related to support provided plus five (5) years related experience or High School Diploma (or equivalent) plus eight (8) years related experience.

Skill Level 3 – Associates Degree in discipline related to support provided; or High School Diploma (or equivalent) plus three (3) years related experience.

Skill Level 4 – High School Diploma (or equivalent).

TECHNICAL ILLUSTRATOR /MULTIMEDIA SPECIALIST

Duties: Produces visual solutions to communicate complex technical and operational concepts using a mix of creative skills and visual design expertise. Directly supports program objectives through the use of visual illustrations and multimedia support.



Qualifications: Personnel will have four or more years of experience in a wide range of multimedia support to include computer-aided design. A degree in Graphic Arts, Graphic Design, Studio Art, Digital Media, Computer Aided Design or a related discipline is a plus.

Skill Level 1 – Master’s degree in related discipline plus four (4) years of related experience, or Bachelor’s degree in related discipline plus eight (8) years of related experience, or High School diploma or equivalent plus fifteen (15) years of-related experience.

Skill Level 2 – Master’s degree in related discipline, or Bachelor’s degree in related discipline plus four (4) years of related experience, or High School diploma or equivalent plus eight (8) years of related experience.

Skill Level 3 – Bachelor’s degree in related discipline, or High School diploma/equivalent plus four (4) years of related experience.

LOGISTICS ANALYST

Duties: Provides logistics support in the areas of engineering, supply, configuration management, technical requirements identification, and installation. May include maintenance of equipment, safety, and documentation development. Analyzes data to determine mission requirements and geographic needs. Provides detailed reports. Analyzes and evaluates design concepts and integration support requirements. Administers automated logistics systems and may be required to work with computer system users and programmers to design, develop and implement new processes.

Qualifications: Personnel must have experience performing logistics functions. Bachelor’s degree in computer science, engineering or science field will substitute for four (4) years of experience. High School diploma or equivalent is required.

Skill Level 1 – Twenty-six years of experience is required.

Skill Level 2 – Twenty-two years of experience is required.

Skill Level 3 – Eighteen years of experience is required.

Skill Level 4 – Fourteen years of experience is required.

Skill Level 5 – Twelve years of experience is required.

Skill Level 6 – Ten years of experience is required.

Skill Level 7 – Eight years of experience is required.



Skill Level 8 – Six years of experience is required.

Skill Level 9 – Four years of experience is required.

Skill Level 10 – Associates Degree (or equivalent) is required.

MANAGER

Duties: Directs the performance of a variety of related projects which may be organized by technology, program or client. Oversees the technology development and/or application, marketing, and resource allocation within program client base. Responsible for formulating and enforcing work standards, assigning task schedules, and reviewing work discrepancies. Manages personnel, communicates policies, purposes, and goals of the organization to subordinates. Responsible for management of project or task and assigned staff.

Qualifications: Personnel must have experience performing in a supervisory role. Bachelor's degree in Business Administration or Management will substitute for, four (4) years of experience. A High School diploma or equivalent is required.

Skill Level 1 – Twenty-four years of experience is required.

Skill Level 2 – Twenty years of experience is required.

Skill Level 3 – Sixteen years of experience is required.

Skill Level 4 – Twelve years of experience is required.

Skill Level 5 – Eight years of experience is required.