



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

On-line access to contract ordering information, terms and conditions, up-to-date pricing, and the option to create an electronic delivery order are available through GSA Advantage!®, a menu-driven database system. The INTERNET address GSA Advantage!® is: GSAAdvantage.gov

Multiple Award Schedule
Federal Supply Group: Professional Services
Contract Number: 47QRAA21D001X
Contract Period: January 20, 2021 – January 19, 2026

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

Navigator Development Group, Inc.

116 S. Main Street
Enterprise, AL 36330
Headquarters: (334) 347-7612
Facsimile: (334) 347-2582
Website: www.ndgi.com

Contract Admin: Kelli L. Iacovetta
E-mail: kiacovetta@ndgi.com

Business Size: Service-Disabled Veteran-Owned Small Business

Price list current as of Modification #PA-0002 effective January 26, 2021
Prices Shown Herein are Net (discount deducted)

CUSTOMER INFORMATION

1a. Table of awarded special item number(s) with appropriate cross-reference to item descriptions and awarded price(s).

SINs / Recovery	SIN Title
541330ENG / RC	Professional Services – Technical and Engineering Services (Non-IT)// Engineering Services
541330EMI	Professional Services - Technical and Engineering Services (non-IT)
541380 / RC	Scientific Management and Solutions – Testing and Analysis/ Testing Laboratory Services
541420 / RC	Professional Services - Technical and Engineering Services (non-IT)/ Engineering System Design and Integration Services
541990	All Other Professional, Scientific, and Technical Services (Non-IT)
54151S / RC	Information Technology - IT Services/ Information Technology Professional Services
541611 / RC	Professional Services - Business Administrative Services/ Management and Financial Consulting, Acquisition and Grants Management Support, and Business Program and Project Management Services
541614 / RC	Professional Services - Logistical Services/ Deployment, Distribution and Transportation Logistics Services
541614SVC / RC	Professional Services - Logistical Services/ Supply and Value Chain Management
541715 / RC	Professional Services - Technical and Engineering Services (non-IT)/ Engineering Research and Development and Strategic Planning
611430 / RC	Professional Services – Training/ Professional and Management Development Training
611512	Flight Training
OLM	OLM Miscellaneous - Complementary Special Item Numbers (SINs)/ Order-Level Materials (OLM)

1b. Identification of the lowest priced model number and lowest unit price for that model for each special item number awarded in the contract. This price is the Government price based on a unit of one, exclusive of any quantity/dollar volume, prompt payment, or any other concession affecting price. See rate tables on pages 4-5.

1c. If the Contractor is proposing hourly rates, a description of all corresponding commercial job titles, experience, functional responsibility, and education for those types of employees or subcontractors who will perform services shall be provided. See Labor Category Descriptions on pages 7-11.

2. Maximum order: \$1,000,000

3. Minimum order: \$100

4. Geographic coverage (delivery area). Worldwide

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

6. Discount from list prices or statement of net price. Government Net Prices (discounts already deducted.)

7. Quantity discounts. None

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

9. Foreign items. Not Applicable

10a. Time of delivery. To Be Determined at the Task Order level

- 10b. Expedited Delivery. To Be Determined at the Task Order level
- 10c. Overnight and 2-day delivery. To Be Determined at the Task Order level
- 10d. Urgent Requirements. To Be Determined at the Task Order level
11. F.O.B. point(s). Destination
- 12a. Ordering address(es). Same as company address
- 12b. Ordering procedures: For supplies and services, the ordering procedures, information on Blanket Purchase Agreements (BPA's) are found in Federal Acquisition Regulation (FAR) 8.405-3.
13. Payment address(es). Same as company address
14. Warranty provision. Standard Commercial Warranty Terms & Conditions
15. Export packing charges, if applicable. Not Applicable
16. Terms and conditions of rental, maintenance, and repair (if applicable). Not Applicable
17. Terms and conditions of installation (if applicable). Not Applicable
- 18a. Terms and conditions of repair parts indicating date of parts price lists and any discounts from list prices (if applicable). Not Applicable
- 18b. Terms and conditions for any other services (if applicable). Not Applicable
19. List of service and distribution points (if applicable). Not Applicable
20. List of participating dealers (if applicable). Not Applicable
21. Preventive maintenance (if applicable). Not Applicable
- 22a. Special attributes such as environmental attributes (e.g., recycled content, energy efficiency, and/or reduced pollutants). Not Applicable
- 22b. Section 508 compliance information is Not Applicable.
23. Unique Entity Identifier (UEI) number: SAM: E6JFJLBFNC21
24. Notification regarding registration in System for Award Management (SAM) database. Contractor registered and active in SAM.

NDGI LABOR CATEGORY PRICING – Contractor Facility

The rates shown below include the Industrial Funding Fee (IFF) of 0.75%.

LABOR CATEGORY	1/20/2021- 1/19/2022 Year 1	1/20/2022- 1/19/2023 Year 2	1/20/2023- 1/19/2024 Year 3	1/20/2024- 1/19/2025 Year 4	1/20/2025- 1/19/2026 Year 5
SINs:	541330ENG, 541330EMI, 541380, 541420, 54151S, 541611, 541614, 541614SVC, 541715, 541990, 611430				
Academic Instructor	\$80.16	\$82.00	\$83.89	\$85.81	\$87.79
Administrative Support I	\$42.85	\$43.83	\$44.84	\$45.87	\$46.92
Co-op Engineer/ Scientist	\$41.00	\$41.94	\$42.91	\$43.89	\$44.90
Engineer/ Scientist I	\$77.00	\$78.77	\$80.58	\$82.44	\$84.33
Engineer/ Scientist II	\$83.00	\$84.91	\$86.86	\$88.86	\$90.90
Engineer/ Scientist III	\$99.00	\$101.28	\$103.61	\$105.99	\$108.43
Engineer/ Scientist IV	\$116.00	\$118.67	\$121.40	\$124.19	\$127.05
Engineer/ Scientist V	\$122.41	\$125.23	\$128.11	\$131.05	\$134.07
Engineer/ Scientist VI	\$137.00	\$140.15	\$143.37	\$146.67	\$150.05
Engineer/ Scientist VII	\$141.00	\$144.24	\$147.56	\$150.95	\$154.43
Engineer/ Scientist VIII	\$160.00	\$163.68	\$167.44	\$171.30	\$175.24
Graphic Artist I	\$ 52.49	\$53.70	\$54.94	\$56.20	\$57.49
Graphic Artist II	\$72.90	\$74.57	\$76.28	\$78.04	\$79.83
Information Systems Specialist I	\$81.84	\$83.72	\$85.65	\$87.62	\$89.63
Information Systems Specialist II	\$100.28	\$102.59	\$104.95	\$107.36	\$109.83
Information Systems Specialist III	\$117.00	\$119.69	\$122.44	\$125.26	\$128.14
Military Analyst I	\$65.06	\$66.56	\$68.09	\$69.65	\$71.25
Military Analyst II	\$71.99	\$73.64	\$75.34	\$77.07	\$78.84
Military Analyst III	\$89.28	\$91.34	\$93.43	\$95.58	\$97.77
Program Analyst I	\$115.36	\$118.01	\$120.72	\$123.50	\$126.34
Program Analyst II	\$156.43	\$160.03	\$163.71	\$167.48	\$171.32
Program Manager	\$137.00	\$140.15	\$143.38	\$146.68	\$150.05
Sr. Systems Consultant	\$193.77	\$198.22	\$202.78	\$207.45	\$212.22
Systems Consultant	\$165.55	\$169.36	\$173.25	\$177.24	\$181.31
Subject Matter Expert I	\$89.64	\$91.71	\$93.81	\$95.97	\$98.18
Subject Matter Expert II	\$99.72	\$102.00	\$104.36	\$106.76	\$109.22
Subject Matter Expert III	\$154.15	\$157.69	\$161.32	\$165.03	\$168.83
Systems Analyst I	\$75.30	\$77.04	\$78.81	\$80.62	\$82.48
Systems Analyst II	\$88.09	\$90.12	\$92.19	\$94.31	\$96.48
Systems Analyst III	\$112.78	\$115.37	\$118.03	\$120.74	\$123.52
Systems Analyst IV	\$123.50	\$126.34	\$129.25	\$132.22	\$135.26
Systems Analyst V	\$143.56	\$146.86	\$150.24	\$153.70	\$157.23
Task Order/Project Leader	\$113.50	\$116.11	\$118.78	\$121.51	\$124.30
Technical Specialist I	\$48.56	\$49.68	\$50.82	\$51.99	\$53.19
Technical Specialist II	\$82.82	\$84.72	\$86.67	\$88.67	\$90.71

LABOR CATEGORY	1/20/2021- 1/19/2022 Year 1	1/20/2022- 1/19/2023 Year 2	1/20/2023- 1/19/2024 Year 3	1/20/2024- 1/19/2025 Year 4	1/20/2025- 1/19/2026 Year 5
SINs:	541990, 611430				
Ground Support Specialist	\$78.93	\$80.75	\$82.60	\$84.50	\$86.45
Joint Airspace Controller	\$71.46	\$73.10	\$74.78	\$76.50	\$78.27
SERE CSEL Academic Instructor	\$46.98	\$48.06	\$49.17	\$50.30	\$51.46
SINs:	611512				
Instructor Pilot I	\$85.82	\$86.71	\$88.71	\$90.74	\$92.83
Instructor Pilot II	\$90.31	\$91.24	\$93.34	\$95.49	\$97.68
Instructor Pilot III	\$99.32	\$100.35	\$ 102.66	\$105.02	\$107.44
Instructor Pilot IV	\$129.12	\$130.45	\$133.45	\$136.52	\$139.67

NDGI LABOR CATEGORY PRICING – Customer Facility

The rates shown below include the Industrial Funding Fee (IFF) of 0.75%.

LABOR CATEGORY	1/20/2021- 1/19/2022 Year	1/20/2022- 1/19/2023 Year 2	1/20/2023- 1/19/2024 Year 3	1/20/2024- 1/19/2025 Year 4	1/20/2025- 1/19/2026 Year 5
SINs:	541330ENG, 541330EMI, 541380, 541420, 54151S, 541611, 541614, 541614SVC, 541715, 541990, 611430				
Academic Instructor	\$72.46	\$73.21	\$74.89	\$76.61	\$78.38
Administrative Support I	\$37.70	\$38.57	\$39.46	\$40.37	\$41.29
Co-op Engineer/ Scientist	\$36.08	\$36.91	\$37.76	\$38.63	\$39.52
Engineer/ Scientist I	\$67.76	\$69.32	\$70.91	\$72.54	\$74.21
Engineer/ Scientist II	\$73.04	\$74.72	\$76.44	\$78.20	\$80.00
Engineer/ Scientist III	\$87.12	\$89.12	\$91.17	\$93.27	\$95.42
Engineer/ Scientist IV	\$102.08	\$104.43	\$106.83	\$109.29	\$111.80
Engineer/ Scientist V	\$107.72	\$110.20	\$112.73	\$115.33	\$117.98
Engineer/ Scientist VI	\$120.56	\$123.33	\$126.17	\$129.07	\$132.04
Engineer/ Scientist VII	\$124.08	\$126.93	\$129.85	\$132.84	\$135.90
Engineer/ Scientist VIII	\$140.80	\$144.04	\$147.35	\$150.74	\$154.21
Graphic Artist I	\$47.94	\$49.04	\$50.17	\$51.32	\$52.50
Graphic Artist II	\$66.58	\$68.11	\$69.67	\$71.27	\$72.92
Information Systems Specialist I	\$72.02	\$73.68	\$75.37	\$77.10	\$78.88
Information Systems Specialist II	\$88.25	\$90.28	\$92.35	\$94.48	\$96.65
Information Systems Specialist III	\$102.96	\$105.33	\$107.75	\$110.23	\$112.76
Military Analyst I	\$59.43	\$60.80	\$62.20	\$63.63	\$65.09
Military Analyst II	\$65.75	\$67.26	\$68.82	\$70.40	\$72.02
Military Analyst III	\$81.55	\$83.43	\$85.34	\$87.30	\$89.31
Program Analyst I	\$105.37	\$107.80	\$110.28	\$112.82	\$115.42
Program Analyst II	\$142.88	\$146.17	\$149.53	\$152.97	\$156.48
Program Manager	\$120.56	\$123.34	\$126.17	\$129.07	\$132.04
Sr. Systems Consultant	\$170.52	\$174.44	\$178.45	\$182.55	\$186.75
Systems Consultant	\$145.68	\$149.03	\$152.46	\$155.97	\$159.56

LABOR CATEGORY	1/20/2021- 1/19/2022 Year	1/20/2022- 1/19/2023 Year 2	1/20/2023- 1/19/2024 Year 3	1/20/2024- 1/19/2025 Year 4	1/20/2025- 1/19/2026 Year 5
SINs:	541330ENG, 541330EMI, 541380, 541420, 54151S, 541611, 541614, 541614SVC, 541715, 541990, 611430				
Subject Matter Expert I	\$81.88	\$83.76	\$85.68	\$87.66	\$89.67
Subject Matter Expert II	\$91.07	\$93.17	\$95.31	\$97.51	\$99.76
Subject Matter Expert III	\$135.65	\$138.77	\$141.96	\$145.23	\$148.57
Systems Analyst I	\$66.27	\$67.79	\$69.35	\$70.95	\$72.58
Systems Analyst II	\$77.52	\$79.30	\$81.13	\$82.99	\$84.90
Systems Analyst III	\$99.25	\$101.53	\$103.86	\$106.25	\$108.70
Systems Analyst IV	\$108.68	\$111.18	\$113.74	\$116.35	\$119.03
Systems Analyst V	\$126.33	\$129.24	\$132.21	\$135.25	\$138.36
Task Order/Project Leader	\$99.88	\$102.17	\$104.52	\$106.93	\$109.39
Technical Specialist I	\$42.74	\$43.72	\$44.73	\$45.75	\$46.81
Technical Specialist II	\$72.88	\$74.56	\$76.27	\$78.03	\$79.82
SINs:	541990, 611430				
Ground Support Specialist	\$72.09	\$73.75	\$75.45	\$77.18	\$78.95
Joint Airspace Controller	\$65.27	\$66.77	\$68.30	\$69.87	\$71.49
SERE CSEL Academic Instructor	\$42.91	\$43.89	\$44.90	\$45.92	\$46.98
SINs:	611512				
Instructor Pilot I	\$78.39	\$79.20	\$ 81.03	\$82.89	\$84.80
Instructor Pilot II	\$82.49	\$83.34	\$ 85.25	\$87.21	\$89.22
Instructor Pilot III	\$90.71	\$91.65	\$ 93.75	\$95.91	\$98.12
Instructor Pilot IV	\$117.93	\$119.15	\$ 121.89	\$124.70	\$127.57

NDGI SCLS Matrix

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

SCLS Eligible Labor Category	SCLS Equivalent Code and Title	Wage Determination Number
Administrative Support I	Secretary I -01311	2015-4603
Co-Op Engineer/Scientist	Engineering Technician I - 30081	2015-4603
Academic Instructor	Technical Instructor -15090	2015-4603
Academic Instructor - CSEL	Technical Instructor -15090	2015-4603
Graphic Artist	Graphic Artist -15080	2015-4603
Instructor Pilot	Flight Instructor -15070	2015-4603
Technical Specialist I	Engineering Technician III - 30083	2015-4603
Technical Specialist II	Engineering Technician IV - 30084	2015-4603

NDGI Labor Category Descriptions

LABOR CATEGORY	DESCRIPTION	Minimum Education	Minimum Experience
Academic Instructor	Provide classroom instruction to facilitate student training IAW published programs of instruction, training support plans, and course syllabi for the functional area of the course supported. Includes instruction supporting engineering test and evaluation events, professional, scientific, or technical services, new equipment and/or IT system logistical fielding, or recurring supply refresh of major components. May include classroom setup, training equipment operation, student assessments and other academic training tasks.	HS	5
Administrative Support I	Provide administrative support consistent with customer regulations, requirements, policies, and procedures in any of the following: general office support, receiving visitors, arranging conference calls, document support, event administration, and program/project administration. Perform other clerk/secretary duties as assigned.	HS	0
Co-op Engineer/Scientist	Must be enrolled and completed one (1) year of education (from an accredited college or university) in a major applicable to the task order. The Co-op must have a minimum 3.0 grade point average out of a 4.0. Individual must be enrolled in an official cooperative education/training program at the accredited college or university.	HS	0
Engineer/Scientist I	Assists more senior positions and/or perform functional duties under the oversight of more senior engineers/scientist. Supports technical programs, projects, or tasks whose technical complexity requires engineering/scientific knowledge. Supports design, implementation, and/or integration of technical solutions to complete specific problems on a system component. If performing in an Engineer position, must have a Bachelor of Science in Engineering. If performing in a Scientist role, must have a degree in a field such as material science, chemistry, biology, or another task order related field.	Bachelor of Science	0
Engineer/Scientist II	Supports technical programs, projects, or tasks whose technical complexity requires engineering/scientific knowledge. Provides basic analytical/engineering solutions through the application of the principles of engineering, science, and mathematics. Responsibilities include one or more of the following: system/component models, requirements, designs, or analyses. Performs functions such as hardware/software testing, prepare various input for presentations to our customer on scheduled hardware / software deliverables, or other analyses as required by the task order. If performing in an Engineer position, must have a Bachelor of Science in Engineering. If performing in a Scientist role, must have a degree in a field such as material science, chemistry, biology, or another task order related field.	Bachelor of Science	2
Engineer/Scientist III	Supports technical programs, projects, or tasks whose technical complexity requires engineering/scientific knowledge. Provides moderate analytical/engineering solutions through the application of the principles of engineering, science, and mathematics. Responsibilities include one or more of the following: system/component models, requirements, designs, or analyses. Performs functions such as preparing engineering computations, surveys, statistics, analyzes costs for work projects, or other analyses as required by the task order. Provides guidance or recommendations to assist less experienced staff. If performing in an Engineer position, must have a Bachelor of Science in Engineering. If performing in a Scientist role, must have a degree in a field such as material science, chemistry, biology, or another task order related field.	Bachelor of Science	4
Engineer/Scientist IV	Supports technical programs, projects, or tasks whose technical complexity requires engineering/scientific knowledge. Provides moderate analytical/engineering solutions through the application of the principles of engineering, science, and mathematics.	Bachelor of Science	6

LABOR CATEGORY	DESCRIPTION	Minimum Education	Minimum Experience
	Responsibilities include one or more of the following: system/component models, requirements, designs, or analyses. Performs functions such as set up prototype equipment, uses experimental materials to test theories, performs and assists with equipment and material test studies, or other analyses as required by the task order. Provides guidance or recommendations to assist less experienced staff. If performing in an Engineer position, must have a Bachelor of Science in Engineering. If performing in a Scientist role, must have a degree in a field such as material science, chemistry, biology, or another task order related field.		
Engineer/ Scientist V	Supports technical programs, projects, or tasks whose technical complexity requires engineering/scientific knowledge. Provides moderate analytical/engineering solutions through the application of the principles of engineering, science, and mathematics. Responsibilities include one or more of the following: system/component models, requirements, designs, or analyses. Performs functions such as plans and performs engineering research, design development, other assignments in conformance with design, engineering, and customer specifications, or other analyses as required by the task order. Responsible for the technical/engineering part of a major project. Provides guidance or recommendations to assist less experienced staff. If performing in an Engineer position, must have a Bachelor of Science in Engineering. If performing in a Scientist role, must have a degree in a field such as material science, chemistry, biology, or another task order related field.	Bachelor of Science	8
Engineer/ Scientist VI	Supports technical programs, projects, or tasks whose technical complexity requires engineering/scientific knowledge. Provides complex analytical/engineering solutions through the application of the principles of engineering, science, and mathematics. Responsibilities include one or more of the following: system/component models, requirements, designs, or analyses. Performs functions such as development of engineering plans and designs in a particular field for a specific area. Assists in the investigation and analysis of new materials, equipment invoices, and engineering practices. Coordinates the activities of Technicians assigned to specific engineering projects. Provides guidance and supervises less experienced staff. If performing in an Engineer position, must have a Bachelor of Science in Engineering. If performing in a Scientist role, must have a degree in a field such as material science, chemistry, biology, or another task order related field.	Bachelor of Science	10
Engineer/ Scientist VII	Supports technical programs, projects, or tasks whose technical complexity requires engineering/scientific knowledge. Provides complex analytical/engineering solutions through the application of the principles of engineering, science, and mathematics. Responsibilities include one or more of the following: system/component models, requirements, designs, or analyses. Performs functions such as plans, engineering research, design development, and other assignments in conformance with design, engineering, and customer specifications. Supervises team of Engineers through project completion. Responsible for major technical/engineering projects of higher complexity and importance than those normally assigned to lower level engineers. Coordinates the activities of Engineers and Technicians assigned to specific engineering projects. If performing in an Engineer position, must have a Bachelor of Science in Engineering. If performing in a Scientist role, must have a degree in a field such as material science, chemistry, biology, or another task order related field.	Bachelor of Science	12
Engineer/ Scientist VIII	Supports technical programs, projects, or tasks whose technical complexity requires advanced engineering/scientific knowledge. Leads the design, implementation, and/or integration of technically complex solutions to resolve technical challenges. Performs one or more of the following types of functions: ensures completion of projects/tasks within estimated time frames and ensures the quality of the deliverables meets the established	Bachelor of Science	16

LABOR CATEGORY	DESCRIPTION	Minimum Education	Minimum Experience
	standards; initiates, supervises, and/or develops requirements from a project's inception to conclusion for complex programs; provides technical guidance and expertise to program and project staff; provides detailed analysis, evaluation and recommendations for improvements, optimization development, and/or maintenance efforts for client-specific or mission critical challenges/issues; consults with client to define needs or problems; supervises studies and lead surveys to collect and analyze data to provide advice and recommend solutions; supervises less experienced staff. If performing in an Engineer position, must have a Bachelor of Science in Engineering. If performing in a Scientist role, must have a degree in a field such as material science, chemistry, biology, or another task order related field.		
Graphic Artist I	Determines primary tasks of assignment and develops a schedule to accomplish all objectives. Drafts initial or final illustrations using common art media and creative license to depict technical material. Renders graphics to depict systems, components, exploded views, functional perspectives, isometric illustrations drawings, and schematic/wiring diagrams. Works independently and develops proposed illustrations in accordance with established style and formats considering perspective, angle of view, and artistic effect. Discusses illustration or drawing at various stages of completion with technical writers and adjusts as needed. Must be proficient utilizing graphic tools such as Adobe Illustrator and Photoshop.	HS	2
Graphic Artist II	Determines primary tasks of assignment and develops a schedule to accomplish all objectives. Drafts initial or final illustrations using common art media and creative license to depict technical material. Renders graphics to depict systems, components, exploded views, functional perspectives, isometric illustrations drawings, and schematic/wiring diagrams. Works independently and develops proposed illustrations in accordance with established style and formats considering perspective, angle of view, and artistic effect. Discusses illustration or drawing at various stages of completion with technical writers and adjusts as needed. Must be proficient utilizing graphic tools such as Adobe Illustrator and Photoshop.	HS	4
Ground Support Specialist	Provide expertise and training support in the area of military ground operations. Review, improve, validate and approve technical work. Extract technical information and convert into suitable training packets. Assist with development of training materials, provide instruction.	HS	5
Information Systems Specialist I	Under supervision, participates in simple design, implementation, evaluation and/or operation of IT networks or telecommunication systems. Responsibilities include one or more of the following: application programming, computer operations, database administration, LAN administration, data security, monitoring system performance, and installing and configuring software and hardware. Bachelor's degree in a field such as information technology, computer science, or another task order related field.	Bachelors	0
Information Systems Specialist II	Participates in moderate design, implementation, evaluation and/or operation of IT networks or telecommunication systems. Responsibilities include one or more of the following: application programming, computer operations, database administration, LAN administration, data/CYBER security, monitoring system performance, and installing and configuring software and hardware. Provides guidance or recommendations to assist less experienced staff. Bachelor's degree in a field such as information technology, computer science, or another task order related field.	Bachelors	3

LABOR CATEGORY	DESCRIPTION	Minimum Education	Minimum Experience
Information Systems Specialist III	Participates in complex design, implementation, evaluation and/or operation of IT networks or telecommunication systems. Responsibilities include one or more of the following: application programming, computer operations, database administration, LAN/WAN administration, data/CYBER security, monitoring system performance, and installing and configuring software and hardware. Direct interface with internal / external customers at all levels from quotations to final design and test activities, designs, reviews, and technical working group meetings to comply with requirements and specifications. Supervises less experienced staff. Bachelor's degree in a field such as information technology, computer science, or another task order related field.	Bachelors	8
Instructor Pilot I	Performs aircrew duties on aircraft or simulators and serves as a subject matter expert with specialized certifications or degree. Provides flight instruction in day, night, Visual Meteorological Conditions (VMC), Instrument Meteorological Conditions (IMC), night aided or unaided, and tactical flight conditions in accordance with flight training guides, aircrew training manual, aircraft manual, and regulations. Provides academic instruction, scheduling support, flight records management, and maintenance test flight duties when required. Special certifications may include graduation certificate from an approved Department of Defense (DoD) Instructor Pilot Course, Federal Aviation Administration (FAA) license with category endorsements, and a FAA Class 2 medical certificate or DoD Class 2 Flying Duty Medical Examination (FDME).	HS	1
Instructor Pilot II	Performs aircrew duties on aircraft or simulators and serves as a subject matter expert with specialized certifications or degree. Provides flight instruction in day, night, VMC, IMC, night aided or unaided, and tactical flight conditions in accordance with flight training guides, aircrew training manual, aircraft manual, and regulations. Provides academic instruction, scheduling support, flight records management, and maintenance test flight duties when required. Special certifications may include DoD rated Senior aviator, graduation certificate from an approved DoD Instructor Pilot Course, FAA license with category endorsements, and a FAA Class 2 medical certificate or DoD Class 2 FDME	HS	3
Instructor Pilot III	Performs aircrew duties on aircraft or simulators and serves as a subject matter expert with specialized certifications or degree. Provides flight instruction in day, night, VMC, IMC, night aided or unaided, and tactical flight conditions in accordance with flight training guides, aircrew training manual, aircraft manual, and regulations. Provides academic instruction, scheduling support, flight records management, and maintenance test flight duties when required. Special certifications may include DoD rated Master aviator graduation certificate from an approved DoD Instructor Pilot Course, FAA license with category endorsements, and a FAA Class 2 medical certificate or DoD Class 2 FDME.	HS	5
Instructor Pilot IV	Performs aircrew duties on aircraft or simulators and serves as a subject matter expert with specialized certifications or degree. Provides flight instruction in day, night, VMC, IMC, night aided or unaided, and tactical flight conditions in accordance with flight training guides, aircrew training manual, aircraft manual, and regulations. Provides academic instruction, scheduling support, flight records management, and maintenance test flight duties when required. Able to apply senior aviation and instructor pilot experience to a wide variety of engineering and research efforts related to aviation capability development and evaluation. Special certifications may include DoD rated Master aviator graduation certificate from an approved DoD Instructor Pilot Course, FAA license with category endorsements, and a FAA Class 2 medical certificate or DoD Class 2 FDME.	HS	10
Joint Airspace Controller	Provides support for technical activities related to systems administration of DoD command and control systems. Capable of research and capability development in the	HS	0

LABOR CATEGORY	DESCRIPTION	Minimum Education	Minimum Experience
	fields of airspace control, airspace management, strategic planning and deconfliction. Supports command and control center technical services development and related scientific assessments. Possesses in depth knowledge of aviation principles and related flight training concepts.		
Military Analyst I	Conducts tactical level requirements analysis to accurately document military capabilities in the Joint Capabilities Integration and Development System (JCIDS), Joint/Urgent Operational Needs Statements (JUONS), and other rapid but non-standard methodologies for identifying and documenting required Army capabilities. Reviews existing Army and Aviation concepts and capabilities, studies trends and emerging technologies, review literature, and maintain a current knowledge of US Army, Joint, and coalition force current and future concepts and capabilities. Conducts operational, technical and design analysis in support of capability development and systems analysis. Expertise is applicable to a wide array of military conditions and disciplines, including deployment planning, logistics optimization, information technology, operational testing, system integration, and engineering. Includes military analysis of Cybersecurity and other IT systems, management and financial systems, or logistical operations supporting fielding or supply replenishment.	HS	3
Military Analyst II	Conducts tactical and operational level requirements analysis to accurately document military capabilities in the JCIDS, Joint/Urgent Operational Needs Statements (JUONS), and other rapid but non-standard methodologies for identifying and documenting required Army capabilities. Reviews existing Army and Aviation concepts and capabilities, studies trends and emerging technologies, review literature, and maintain a current knowledge of US Army, Joint, and coalition force current and future concepts and capabilities. Expertise is applicable to a wide array of military conditions and disciplines, including deployment planning, logistics optimization, information technology, operational testing, system integration, and engineering. Includes military analysis of Cybersecurity and other IT systems, management and financial systems, or logistical operations supporting fielding or supply replenishment.	HS	5
Military Analyst III	Conducts tactical, operational, and strategic level requirements analysis to accurately document military capabilities in the JCIDS, Joint/Urgent Operational Needs Statements (JUONS), and other rapid but non-standard methodologies for identifying and documenting required Army capabilities. Reviews existing Army and Aviation concepts and capabilities, studies trends and emerging technologies, review literature, and maintain a current knowledge of US Army, Joint, and coalition force current and future concepts and capabilities. Expertise is applicable to a wide array of military conditions and disciplines, including deployment planning, logistics optimization, information technology, operational testing, system integration, and engineering. Includes military analysis of Cybersecurity and other IT systems, management and financial systems, or logistical operations supporting fielding or supply replenishment.	HS	7
Program Analyst I	Principal Duties and Responsibilities (one or more of the following): Provides technical analysis or support to programs, projects or tasks and performs a variety of engineering, information technology, financial, logistics and technical tasks, either independently or under supervision, which is broad in nature. These efforts may include design and implementation, including personnel, hardware, software and support facilities and/or equipment. Additional areas may include oversight of project or task deliverables. Support Engineers/Scientists as required and perform other duties as assigned. Expertise in one or more science or engineering disciplines.	Bachelors	3

LABOR CATEGORY	DESCRIPTION	Minimum Education	Minimum Experience
Program Analyst II	Principal Duties and Responsibilities (one or more of the following): Provides expertise and supervision for technical analysis or support to programs, projects or tasks and performs a variety of engineering, information technology, financial, logistics and technical tasks, either independently or under supervision, which is broad in nature. These efforts may include design and implementation, including personnel, hardware, software and support facilities and/or equipment. Additional areas may include oversight of project or task deliverables. Support Engineers/Scientists as required and perform other duties as assigned. Expertise in one or more science or engineering disciplines.	Bachelors	8
Program Manager	Directs the performance of a project organized by technology, program, client or other means. Oversees the technology development and/or application, marketing, and resource allocation. Manages funds and personnel and is accountable for the quality and timely delivery of all contractual items. Operates within client guidance, contractual limitations, and company business and policy directives. Serves as focal point of contact with client regarding program activities. Confers with project manager to provide technical advice and to assist with problem resolution. Bachelor's degree in a field such as engineering, information technology, computer science, business, logistics, or another task order related field.	Bachelors	15
SERE CSEL Academic Instructor	Provide Survival Evasion Resistance Escape (SERE) expertise with the DoD Combat Survivor Evader Locator (CSEL) over the horizon architecture to include operations of the CSEL web-app terminal and/or CSEL base station. Experience/knowledge in operation of CSEL radio and CSEL command and control coverage in an operational environment. Provide instruction in accordance with (IAW) course syllabi for the functional area of the course supported. Includes logistical fielding instruction to units, or professional, scientific, or technical services involving CSEL.	HS	2
Sr. Systems Consultant	Senior level staff with demonstrated ability to understand, analyze and solve highly complex management, organizational, and business process problems. Possesses previously demonstrated leadership skills in successful efforts involving highly qualified scientific, engineering, or technical staff. Used in task requirements where an extremely high level of expertise is necessary to perform designated tasks. Degree in a field such as engineering, information technology, computer science, business, logistics, or another task order related field.	Masters	15
Systems Consultant	Understands, analyzes, and solves complex management, organizational, and business process problems. Individuals at this level are emerging authorities and are recognized by peers inside and outside the organization as significant contributors to current systems architecture and technology. Degree in a field such as engineering, information technology, computer science, business, logistics, or another task order related field.	Masters	12
Subject Matter Expert I	Material expert recognized for their extensive experience in one or more designated functional and/or domain areas required in the task scope. Provides technical advice, specialized skills, and insights concerning strategic direction of the project or program. Responsible for providing knowledge-based recommendations to the program/project manager or senior client leadership to influence objective outcomes of complex efforts.	HS	12
Subject Matter Expert II	Highly skilled individual who has an acknowledged specialized acquisition, logistics, and/or technological expertise in the specific functional tasks required for performance in an individual task order. It is anticipated that such individual possesses an advanced degree (Master or Doctorate) in either a technical, business, or management area, from an accredited college or university; or a BS degree in an engineering or technical field from	HS	15

LABOR CATEGORY	DESCRIPTION	Minimum Education	Minimum Experience
	an accredited college or university; or 15 or more years of defense/industrial, operational or acquisition experience in the field of expertise. The Subject Matter Expert (SME) develops requirements from a project's inception to its conclusion in the subject matter area for information technology /financial systems. Assists other senior consultants with analysis and evaluation and with the preparation of recommendations for system improvements, optimization, development, and/or maintenance efforts for integrated management systems. Specifically: information systems architecture, networking, telecommunications, automation, communications protocols, risk management/electronic analysis, software, life-cycle management, software development methodologies, and modeling and simulation.		
Subject Matter Expert III	Senior expert recognized for their extensive experience in one or more designated functional and/or domain areas required in the task scope. Provides technical leadership, specialized skills, insight, and advice concerning strategic direction of the project/program. Responsible for providing vision to program/project manager or senior client leadership to influence objectives of complex efforts. Bachelor's degree in a field such as engineering, information technology, computer science, business, logistics, or another task order related field.	Bachelors	15
Systems Analyst I	Knowledge, skills, and abilities in the analysis field required. Assists senior-level staff and/or performs basic functional duties. Executes analytical tasks utilizing appropriate analytical techniques for assigned programs. Uses basic analytic tools, techniques, and processes. Duties include one or more of the following: performs calculations, assesses systems concepts, assesses specifications, and performs system integration. Bachelor's degree in a field such as engineering, information technology, computer science, business, logistics, or another task order related field.	Bachelors	0
Systems Analyst II	Knowledge, skills, and abilities in the analysis field required. Performs basic functional analysis duties. Executes analytical tasks utilizing both analytical techniques for developmental and/or operational programs. Uses analytic tools, techniques, and processes. Duties include one or more of the following: performs detailed calculations, assesses systems concepts, assesses specifications, and performs system integration. Prepares work breakdown structures, charts, tables, graphs, and diagrams to assist in analyzing problems as required. Bachelor's degree in a field such as engineering, information technology, computer science, business, logistics, or another task order related field.	Bachelors	2
Systems Analyst III	Executes analytical tasks utilizing analytical tools, techniques, and processes for more complex developmental and/or operational programs. Duties include one or more of the following: performs detailed calculations, assesses systems concepts, assesses specifications, and performs system integration for low-risk programs of basic complexity. Capable to solve problems and provide guidance or recommendations to assist less experienced staff. Performs complex evaluations of existing procedures, processes, techniques, models, and/or systems related to problems or issues that would require a report and recommend solutions as required. Bachelor's degree in a field such as engineering, information technology, computer science, business, logistics, or another task order related field.	Bachelors	6
Systems Analyst IV	Executes analytical tasks utilizing analytical tools, techniques, and processes for complex developmental and/or operational programs. Duties include one or more of the following: performs detailed calculations, assesses systems concepts, assesses specifications, and performs system integration for programs of moderate risk and/or complexity and/or tight deadlines. Supervises less experienced staff. Responsible for formulation of the opinions, decisions, and the ultimate performance of the task specified in the statement of work	Bachelors	10

LABOR CATEGORY	DESCRIPTION	Minimum Education	Minimum Experience
	contained in the task order as required. Bachelor's degree in a field such as engineering, information technology, computer science, business, logistics, or another task order related field.		
Systems Analyst V	Executes complex analytical tasks utilizing analytical tools, techniques, and processes for developmental and/or operational programs. Duties include one or more of the following: performs detailed calculations, assesses systems concepts, assesses specifications, and performs system integration for programs of higher complexity, tight deadlines, or increased risk. Supervises less experienced staff and leads teams to solve problems as required. Provides regular status reports to project leaders and customers. Makes presentations to customers and company management. Manages small tasks including technical, cost, and schedule tracking and reporting. Responsible for formulation of the opinions, decisions, and the ultimate performance of the task specified in the statement of work contained in the task order as required. Bachelor's degree in a field such as engineering, information technology, computer science, business, logistics, or another task order related field.	Bachelors	15
Task Order/Project Leader	Responsible for day-to-day management of specific task/project support. Demonstrates written and oral communication skills. Operates within client guidance, contractual limitations, and company business and policy directives. Accountable for the quality and timely delivery of all task/project deliverables. Bachelor's degree in a field such as engineering, information technology, computer science, business, logistics, or another task order related field.	Bachelors	12
Technical Specialist I	Performs information search, correlation, and/or preparation of technical documentation. Utilizes technical/military experience as required.	HS	5
Technical Specialist II	Performs detailed information search, correlation, interpretation of technical data and the preparation of technical documentation. Utilizes technical/military experience. Participates in or leads technical teams. Advises managers on alternatives and assist in the selection of the course of action that best fulfills the requirements of the organization as required. Supports task requirements requiring knowledge/experience/expertise not held by less experienced technicians.	HS	10

Note: All experience must be relevant to the functional descriptions of each position

Education/Experience Substitutions

LABOR CATEGORY	Minimum Education	Minimum Experience	PhD	Masters	Bachelors	Associate	High School
Academic Instructor	HS	5	0	0	1	3	5
Administrative Support I	HS	0	0	0	0	0	0
Co-op Engineer/ Scientist	HS	0	0	0	0	0	0
Engineer/ Scientist I	BS	0	0	0	0	N/A	N/A
Engineer/ Scientist II	BS	2	0	0	2	N/A	N/A
Engineer/ Scientist III	BS	4	0	2	4	N/A	N/A
Engineer/ Scientist IV	BS	6	2	4	6	N/A	N/A
Engineer/ Scientist V	BS	8	4	6	8	N/A	N/A
Engineer/ Scientist VI	BS	10	6	8	10	N/A	N/A
Engineer/ Scientist VII	BS	12	8	10	12	N/A	N/A
Engineer/ Scientist VIII	BS	16	12	14	16	N/A	N/A
Graphic Artist I	HS	2	0	0	0	1	2
Graphic Artist II	HS	4	0	0	0	2	1
Ground Support Specialist	HS	5	0	0	1	3	5
Information Systems Specialist I	Bachelors	0	0	0	0	2	4
Information Systems Specialist II	Bachelors	3	0	1	3	5	7
Information Systems Specialist III	Bachelors	8	4	6	8	10	12
Instructor Pilot I	HS	1	0	0	0	0	0
Instructor Pilot II	HS	3	0	0	0	2	1
Instructor Pilot III	HS	5	0	0	1	3	5
Instructor Pilot IV	HS	10	2	4	6	8	10
Joint Airspace Controller	HS	0	0	0	0	0	0
Military Analyst I	HS	3	0	0	0	2	1
Military Analyst II	HS	5	0	0	1	3	5
Military Analyst III	HS	7	0	1	3	5	7
Program Analyst I	Bachelors	3	0	1	3	5	7
Program Analyst II	Bachelors	8	4	6	8	10	12
Program Manager	Bachelors	15	11	13	15	17	19
SERE CSEL Academic Instructor	HS	2	0	0	0	1	2
Sr. Systems Consultant	Masters	15	13	15	17	N/A	N/A
Systems Consultant	Masters	12	10	12	14	N/A	N/A
Subject Matter Expert I	HS	12	6	8	9	10	12
Subject Matter Expert II	HS	15	8	10	11	13	15
Subject Matter Expert III	Bachelors	15	11	13	15	17	19
Systems Analyst I	Bachelors	0	0	0	0	2	4
Systems Analyst II	Bachelors	2	0	0	2	4	6
Systems Analyst III	Bachelors	6	2	4	6	8	10
Systems Analyst IV	Bachelors	10	6	8	10	12	14
Systems Analyst V	Bachelors	15	11	13	15	17	19
Task Order/Project Leader	Bachelors	12	8	10	12	14	16
Technical Specialist I	HS	5	0	0	1	3	5
Technical Specialist II	HS	10	2	4	6	8	10