GENERAL SERVICES ADMINISTRATION (GSA) FEDERAL ACQUISITION SERVICE (FAS)

AUTHORIZED FEDERAL SUPPLY SCHEDULE PRICE LIST

FINANCIAL AND BUSINESS SOLUTIONS (FABS)

L-3 National Security Solutions, Inc.
Multiple-Award Resource Center (MRC)
11955 Freedom Drive, Reston, VA 20190
703.434.4000
Fax 703.434.4620
MRCcontract@l-3com.com
www.L-3nss.com

Contract Number	GS-23F-0226K
Modification Number 35 Contract Extension	Effective March 4th, 2015
Period Covered by Contract	05/04/2000 – 09/30/2015
FSC Group	520
Business Size	Large

For more information on ordering from Federal Supply Schedules, click the **FSS** button at http://www.fss.gsa.gov/.

Contents

1 Customer Information

1a **Authorized Special Item Numbers (SINs):**

520-11/520-11RC	Accounting
520-12/520-12RC	Budgeting
520-13/520-13RC	Complementary Financial Management Services
520-17/520-17RC	Risk Assessment and Mitigation Services
520-18 /520-18RC	Independent Risk Analysis
520-21/520-21RC	Program Management Services

1b. **Lowest Price Model Number and Lowest Unit Price:** Not applicable under this Schedule.

1c. **Hourly Rates:** See Section 3, "Services Price List – Hourly Rates."

2. **Maximum Order:** For FABS Schedule orders valued over the maximum order threshold of $1,000,000 for all awarded SINs, GSA recommends that the ordering activity seek price reductions.

3. **Minimum Order:** $100

4. **Geographic Coverage:** The geographic scope of the FABS Schedule is domestic and overseas delivery.

5. **Production Points:** Services under this Schedule are provided as specified on individual orders.

6. **Discount from list prices or NET price statement:** Prices herein are NET (basic discounts have been deducted).

7. **Quantity Discount:** As specified in individual orders.

8. **Prompt payment:** Net 30 days

9a. **Notification that Government purchase cards are accepted below the micropurchase threshold:**

☑ Accepted   ☐ Not Accepted

9b. **Notification that Government purchase cards are accepted above the micropurchase threshold:**

☑ Accepted   ☐ Not Accepted

10. **Foreign Items:** Not applicable under this Schedule

11a. **Delivery Time:** For all SINs, date of award to completion.

11b. **Expedited Delivery:** Items available for expedited delivery are stated in individual orders.

11c. **Overnight and two-day delivery:** Items available for overnight and two-day delivery are stated on individual orders.

11d.   **Urgent Requirements:** When the contract delivery period does not meet an ordering activity's bona fide urgent delivery requirements, the ordering activity is encouraged, if time permits, to contact the Contractor for accelerated delivery. The Contractor shall reply to the inquiry within three (3) workdays after receipt. (The Contractor shall confirm telephone replies in writing.) If the Contractor offers an accelerated delivery time acceptable to the ordering activity, any order(s) placed pursuant to the agreed-on accelerated delivery time shall be delivered in this shorter delivery time and in accordance with all other Contract terms and conditions.

12.   **F.O.B. Point(s):** Destination

13a.   **Ordering Address(es):**

U.S. Mail	Facsimile	Email
L-3 National Security Solutions, Inc. Multiple-Award Resource Center 11955 Freedom Drive Reston, VA 20190	L-3 National Security Solutions, Inc. Multiple-Award Resource Center 703.434.4620 To verify transmission: 703.434.4000	Multiple-Award Resource Center MRCcontract@L-3com.com

Overseas Mail	Facsimile	Email
L-3 National Security Solutions, Inc. Multiple-Award Resource Center August Sussdorf Strasse 12a 66877 Ramstein-Miisenback Germany	L-3 National Security Solutions, Inc. Multiple-Award Resource Center 0114963716136-44 To verify transmission: 01149637183873-54	Multiple-Award Resource Center MRCcontract@L-3com.com

13b.   **Ordering Procedures:** For supplies and services, ordering procedures and information on Blanket Purchase Agreements (BPAs) are in Federal Acquisition Regulation (FAR) 8.405-3.

14.   **Payment Address:**

U.S. Mail	Federal Express	EFT/Wire/ACH
L-3 National Security Solutions, Inc. STRATIS Division PO Box 51192 Los Angeles, CA 90051-5670	L-3 National Security Solutions, Inc. Mail Code 4929 Lockbox No. 51192 2015 Manhattan Beach Boulevard Redondo Beach, CA 90278	Comerica Bank ABA: 121137522 Acct: 1891946459 Lockbox: 51192

15.   **Warranty Provision:** L-3 warrants that items delivered hereunder are merchantable and fit for the use described in the FABS Schedule contract

16.   **Export Packing Charges:** As stated on individual orders

17.   **Government Purchase Card Acceptance Terms and Conditions (any Thresholds above the Micropurchase Level):** None

18.   **Rental, Maintenance, and Repair Terms and Conditions:** Not applicable under this Schedule.

19.   **Installation Terms and Conditions:** Not applicable under this Schedule.

20.   **Repair Part Terms and Conditions:** Not applicable under this Schedule.

20a.   **Terms and Conditions for Any Other Services:** Not applicable under this Schedule.

21.   **List of Service and Distribution Points:** Not applicable under this Schedule.

22.   **List of Participating Dealers:** Not applicable under this Schedule.

23.   **Preventative Maintenance:** Not applicable under this Schedule.

24a. **Environmental Attributes (recycled content, energy efficiency, and/or reduced pollutants):** Not applicable under this Schedule.

24b. **Section 508 Compliance:** If applicable, Section 508 compliance on contract supplies and services are available in Electronic and Information Technology (EIT). L-3 understands that Section 508 generally requires Federal agencies to ensure that EIT procurement accounts for all end users' needs, including those of people with disabilities. As agencies identify Access Board technical provisions applicable to each order, L-3 will meet those provisions. EIT standards are posted at www.Section508.gov/.

25. **Data Universal Number System (DUNS) number:** L-3 has registered with the Data Universal Number System (DUNS) database.

L-3 National Security Solutions, Inc.'s DUNS number is 136127482.

26. **Registration in Central Contractor Registration (CCR) Database** L-3 has registered with the System for Award Management (SAM) database (formerly CCR).

L-3 National Security Solutions, Inc.'s CAGE code is 3HNV7.

27. **Uncompensated Overtime:** Labor rates are based on a 40-hour work week.

2 Special Item Number (SIN) Descriptions

2.1 SIN 520-11: Accounting

Accounting service may include the following:

- Analyze, process, and summarize transactions or data
- Develop or revise accounting policies and procedures
- Classify accounting transactions
- Conduct studies to improve accounting operations
- Resolve accounting issues
- Resolve and/or implement audit findings
- Assess or enhance accounting internal controls
- Improve operating efficiency and effectiveness

2.2 SIN 520-12: Budgeting

Budgeting service may include the following:

- Assess and improve budget formulation processes
- Assess and improve budget execution processes
- Conduct special reviews of budget formulation or execution issues
- Review budgetary controls
- Implement corrective actions

2.3 SIN 520-13: Complementary Financial Management Services

Complementary Financial Management Services may include the following:

- Develop financial policy
- Help with managerial cost accounting
- Develop and implement performance measures affecting related processes and systems
- Assess and improve financial management systems
- Assess and improve financial reporting and analysis
- Conduct A-127 system compliance reviews
- Implement corrective actions and resolve audit recommendations
- Plan, develop, and document financial management systems, identifying system requirements
- Help meet agency financial management system or *Government Performance & Results Act* requirements
- Develop new reporting formats and *pro-forma* financial reports, improving and streamlining reporting and analysis processes
- Perform cost-benefit or other special financial analyses
- Develop strategic and operational financial plans
- Perform economic and regulatory analyses, which may include:
  - Developing methods to analyze regulation and policy costs, benefits, and impact
  - Collecting data and preparing Information Collection Requests for Office of Management and Budget (OMB) approval
  - Conducting exposure and risk analyses

- o Developing, modifying, or applying risk characterization models in analyzing and evaluating polices, programs, and regulations
- Perform actuarial services and/or actuarial data analysis services such as:
  - o Collecting, analyzing, editing, calibrating, or entering Employee Benefit Plan data
  - o Updating a full actuarial valuation pension plan database, or programming major upgrades or significant new modeling capabilities
  - o Quantitatively analyzing covered pension plans to identify potentially non-compliant or under-funded plans
- Help with quality assurance (QA) efforts
- Perform benchmarking

2.4   SIN 520-17: Risk Assessment and Mitigation Services

Risk Assessment and Mitigation Services include but are not limited to the following:

- Documentation of disclosure responsibilities for PII and PHI type information
- Deployment of risk assessment and mitigation strategies and techniques
- Improvement of capabilities through the reduction, identification, and mitigation of risks
- Detailed risk statements, risk explanations and mitigation recommendations
- Design and development of new business applications, processes, and procedures in response to risk assessments
- Ensuring compliance with governance and regulatory requirements
- Evaluation of threats and vulnerabilities to the protection PII and PHI type of information
- Training of government personnel on how to prevent data breaches and identity theft
- Information assurance of PII and PHI type information
- Vulnerability assessments
- Privacy impact and policy assessments
- Review and creation of privacy and safeguarding policies
- Prioritization of threats
- Maintenance and demonstration of compliance
- Evaluation and analysis of internal controls critical to the detection and elimination of weaknesses to the protection of PII and PHI type of information

2.5   SIN 520-18: Independent Risk Analysis

Independent Risk Analysis includes a review of all information compromised by a data breach for trends and unusual patterns. The circumstances surrounding the breach are investigated to determine whether it appears to be incidental, accidental or targeted. The breached data itself is analyzed to determine if there is any current evidence of organized misuse. The analysis ultimately provides a determination as to the probability that breached data may be used to harm the individuals whose data has been compromised. The tasks involved in independent risk analysis include but are not limited to the following:

- Monitoring of multiple data elements and sources
- Metadata analysis
- Pattern analysis
- Risk analysis
- Privacy impact analysis
- Statistical analysis
- Data structure development

- Notification services
- Probability analysis that breached data has been used to cause harm
- Determination of the level of risk for potential misuse of sensitive PII and PHI type of information
- Certification of findings regarding misuse of compromised data
- Investigation of circumstances surrounding breach, including digital forensic analysis
- Collection of evidence regarding data breaches
- Development of a risk mitigation plan

2.6 SIN 520-21: Program Management Services

Program Management Services encompasses the management of financial and business solutions programs and projects and includes but is not limited to program management, program oversight, project management and program integration of a limited duration. A variety of functions may be utilized to support program integration or project management tasks.

3   Services Price List - Hourly Rates

SINs 520-11, 520-12, 520-13, 520-17, 520-18, 520-21

Contractor Site

Labor Category	Year 11 05/03/2010-05/02/2011	Year 12 05/03/2011-05/02/2012	Year 13 05/03/2012-05/02/2013	Year 14 05/03/2013-05/02/2014	Year 15 05/03/2014-05/02/2015
Senior Project Manager	$122.66	$125.11	$127.61	$130.16	$132.77
Project Manager	$106.94	$109.08	$111.26	$113.48	$115.75
Senior Task Leader	$94.74	$96.63	$98.56	$100.54	$102.55
Task Leader	$86.43	$88.16	$89.93	$91.73	$93.56
Senior Subject Matter Expert	$137.71	$140.46	$143.27	$146.14	$149.06
Subject Matter Expert	$122.91	$125.37	$127.88	$130.43	$133.04
Senior Accountant	$89.06	$90.84	$92.65	$94.51	$96.40
Accountant	$69.13	$70.51	$71.92	$73.36	$74.82
Junior Accountant	$57.31	$58.46	$59.63	$60.82	$62.04
Senior Auditor	$89.06	$90.84	$92.65	$94.51	$96.40
Auditor	$69.13	$70.51	$71.92	$73.36	$74.82
Junior Auditor	$54.30	$55.39	$56.50	$57.63	$58.78
Senior System Analyst	$105.09	$107.19	$109.34	$111.52	$113.75
System Analyst	$91.18	$93.00	$94.86	$96.76	$98.69
Junior System Analyst	$77.83	$79.38	$80.97	$82.59	$84.24
Senior Financial Analyst	$83.39	$85.05	$86.75	$88.49	$90.26
Financial Analyst	$69.13	$70.51	$71.92	$73.36	$74.82
Junior Financial Analyst	$54.30	$55.39	$56.50	$57.63	$58.78
Senior Cost Analyst	$81.46	$83.09	$84.75	$86.44	$88.17
Cost Analyst	$67.05	$68.40	$69.76	$71.16	$72.58
Junior Cost Analyst	$51.58	$52.61	$53.67	$54.74	$55.83
Senior Budget Analyst	$86.25	$87.98	$89.74	$91.53	$93.36
Budget Analyst	$69.13	$70.51	$71.92	$73.36	$74.82
Junior Budget Analyst	$56.92	$58.05	$59.22	$60.40	$61.61
Senior Functional Analyst	$96.69	$98.62	$100.59	$102.60	$104.66
Functional Analyst	$83.09	$84.75	$86.45	$88.17	$89.94
Junior Functional Analyst	$66.34	$67.67	$69.02	$70.40	$71.81
Senior Developer/ Programmer	$104.07	$106.15	$108.28	$110.44	$112.65
Developer/Programmer	$86.30	$88.03	$89.79	$91.58	$93.42
Junior Developer/ Programmer	$66.34	$67.67	$69.02	$70.40	$71.81
Senior Accounting Technician	$56.17	$57.29	$58.44	$59.61	$60.80
Accounting Technician	$47.24	$48.18	$49.14	$50.13	$51.13
Junior Accounting Technician	$37.62	$38.37	$39.14	$39.92	$40.72
Administrative Specialist	$53.60	$64.67	$55.77	$56.88	$58.02
Junior Administrative Specialist	$42.18	$43.02	$43.88	$44.76	$45.65
Financial Principal	$188.76	$192.54	$196.39	$200.31	$204.32

Government Site

Labor Category	Year 11 05/03/2010- 05/02/2011	Year 12 05/03/2011- 05/02/2012	Year 13 05/03/2012- 05/02/2013	Year 14 05/03/2013- 05/02/2014	Year 15 05/03/2014- 05/02/2015
Senior Project Manager	$110.39	$112.60	$114.85	$117.15	$119.49
Project Manager	$96.24	$98.16	$100.12	$102.13	$104.17
Senior Task Leader	$85.26	$86.97	$88.71	$90.48	$92.29
Task Leader	$77.80	$79.35	$80.94	$82.56	$84.21
Senior Subject Matter Expert	$123.94	$126.42	$128.95	$131.53	$134.16
Subject Matter Expert	$110.63	$112.84	$115.10	117.40$	$119.75
Senior Accountant	$80.15	$81.75	$83.39	$85.06	$86.76
Accountant	$62.21	$63.45	$64.72	$66.02	$67.34
Junior Accountant	$51.58	52.61$	$53.67	$54.74	$55.83
Senior Auditor	$80.15	$81.75	$83.39	$85.06	$86.76
Auditor	$62.21	$63.45	$64.72	$66.02	$67.34
Junior Auditor	$48.87	$49.85	$50.84	$51.86	$52.90
Senior System Analyst	$94.58	$96.48	$98.41	$100.37	$102.38
System Analyst	$82.06	$83.70	$85.37	$87.08	$88.82
Junior System Analyst	$70.04	$71.44	$72.87	$74.33	$75.82
Senior Financial Analyst	$75.04	$76.54	$78.07	$79.63	$81.23
Financial Analyst	$62.21	$63.45	$64.72	$66.02	$67.34
Junior Financial Analyst	$48.87	$49.85	$50.84	$51.86	$52.90
Senior Cost Analyst	$73.31	$74.77	$76.27	$77.79	$79.35
Cost Analyst	$60.34	$61.55	$62.78	$64.04	$65.32
Junior Cost Analyst	$46.42	$47.35	$48.30	$49.26	$50.25
Senior Budget Analyst	$77.62	$79.17	$80.76	$82.37	$84.02
Budget Analyst	$62.21	$63.45	$64.72	$66.02	$67.34
Junior Budget Analyst	$51.22	$52.25	$53.29	$54.36	$55.45
Senior Functional Analyst	$87.02	$88.76	$90.53	$92.34	$94.19
Functional Analyst	$74.78	$76.27	$77.80	$79.35	$80.94
Junior Functional Analyst	$59.69	$60.88	$62.10	$63.34	$64.61
Senior Developer/ Programmer	$93.67	$95.54	$97.45	$99.40	$101.39
Developer/Programmer	$77.67	$79.23	$80.81	$82.43	$84.08
Junior Developer/ Programmer	$59.69	$60.88	$62.10	$63.34	$64.61
Senior Accounting Technician	$50.55	$51.56	$52.59	$53.65	$54.72
Accounting Technician	$42.52	$43.37	$44.24	$45.13	$46.03
Junior Accounting Technician	$33.85	$34.53	$35.22	$35.93	$36.64
Administrative Specialist	$48.25	$49.21	$50.20	$51.20	$52.22
Junior Administrative Specialist	$37.96	$38.72	$39.50	$40.29	$41.09
Financial Principal	$169.88	$173.28	$176.74	$180.28	$183.88

4   Labor Category Descriptions

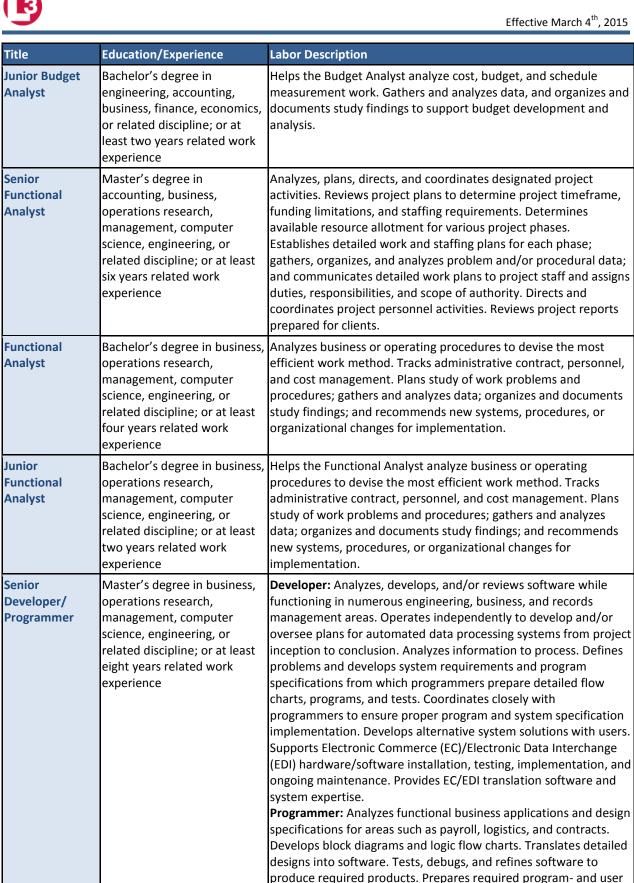| Title	Education/Experience	Labor Description
Senior Project Manager	Master's degree in business, operations research, management, computer science, engineering, or related discipline, or at least 10 years related work experience	Serves as the Contractor counterpart to the Government program/technical manager. Operates independently, managing substantial program/technical support operations for multiple projects/task orders (TOs) and personnel at diverse locations. Organizes, directs, and coordinates all program/technical support activity planning and execution. Interacts with all levels of management. Simultaneously plans and manages several highly technical project transitions. Establishes and alters management structure as needed to effectively direct program/technical support activities. Confers with Government management officials on the status of Contractor program/technical activities and problems, issues, or conflicts.
Project Manager	Bachelor's degree in business, operations research, management, computer science, engineering, or related discipline, or at least six years related work experience	Serves as the Contractor counterpart to the Government program/ technical manager. Manages moderate program/technical support operations, potentially involving multiple projects/TOs and personnel at multiple locations. Organizes, directs, and coordinates all program/technical support activity planning and execution. Interacts with management. Establishes and alters management structure as needed to effectively direct program/technical support activities. Confers with appropriate Government management officials on the status of Contractor program/technical activities and problems, issues, or conflicts.
Senior Task Leader	Master's degree in business, operations research, management, computer science, engineering, or related discipline; or at least 10 years related work experience	Consults with Contracting Officer's Technical Representative (COTR) and other Government project office personnel to minimize costs and maximize efficiency in meeting contract requirements. Leads planning, organizing, and control of overall task activities, such as task management, technical work, quality, schedule, and cost for various contract orders. Ensures that all activities conform to contract terms and conditions and ordering procedures. Acts as liaison between the COTR, Contracting Officer (CO), and project manager. Coordinates activities and seeks to resolve contractual and technical problems while working with the COTR, CO, and other Government personnel.
Task Leader	Bachelor's degree in business, operations research, management, computer science, engineering, or a related discipline; or at least six years related work experience	Consults with the COTR and other Government project office personnel, the Project Manager, and other contractor personnel as required, to minimize costs and maximize efficiency in meeting contract requirements. Plans, organizes, and controls overall task activities, such as task management, technical work, quality, schedule, and cost for various contract orders issued. Ensures that all activities conform to contract terms and conditions and ordering procedures. Acts as liaison between the COTR, CO, and project manager. Coordinates activities and seeks to resolve contractual and technical problems while working with the COTR, CO, and other Government personnel.

Title	Education/Experience	Labor Description
Senior Subject Matter Expert	Master's degree in business, operations research, management, computer science, engineering, or a related discipline; or at least 15 years related work experience	Plans, conducts, and directs research and development (R&D), and/or implementation work on specialized and/or complex tasks necessitating organization and innovative approaches. Provides management and/or technical direction and support to lower-level personnel. Provides consulting services. Resolves technical problems. Develops problem-solving analytical techniques. Has in-depth experience with current Government initiatives, such as the *Government Performance Results Act (GPRA)*, *Chief Information Officer's (CIO's) Act*, and outsourcing.
Subject Matter Expert	Bachelor's degree in business, operations research, management, computer science, engineering, or a related discipline; or at least 10 years related work experience	Plans, conducts, and directs R&D and/or implementation work on specialized and/or complex tasks necessitating organization and innovative approaches. Provides management and/or technical direction and supports lower-level personnel. Provides consulting services. Resolves technical problems. Develops problem-solving analytical techniques. Has in-depth experience with current Government initiatives, such as *GPRA*, the *CIO's Act*, and outsourcing.
Senior Accountant	Bachelor's degree in accounting, business, operations research, management, computer science, engineering, or a related discipline, and Certified Public Accountant (CPA) certification; or at least six years related work experience	Responsible for major segments of contract work. Supervises and directs accountants performing project plan procedures. Supervises field personnel and reviews contract work products for proper documentation. Summarizes contract work results for the Task Leader or Project Manager to consider for inclusion in the draft report.
Accountant	Bachelor's degree in accounting, business, operations research, management, computer science, engineering, or a related discipline; or at least four years related work experience	Analyzes computer, communications, or network systems. Installs computer operating systems (OSs), network, application software, and computer/network hardware. Provides hotline support to customers and possesses troubleshooting skills.
Junior Accountant	Bachelor's degree in accounting, business, operations research, management, computer science, engineering, or a related discipline; or at least two years related work experience	Helps the accountant perform individual work plan tasks under direct Senior Accountant, Task Leader, or Project Manager supervision. Examines and analyzes accounting documents to verify computation accuracy and uniform policy, procedure, and acceptable accounting standard application. Prepares working papers and supporting documentation to demonstrate procedure results.
Senior Auditor	Bachelor's degree in accounting, business, operations research, management, or a related discipline; or at least six years related work experience	Responsible for major audit segments. Supervises and directs accountants performing audit plan procedures. Supervises field personnel and reviews work products prepared during audits for proper documentation. Summarizes audit results for the Task Leader or Project Manager to consider for inclusion in the draft report.

Title	Education/Experience	Labor Description
Auditor	Bachelor's degree in accounting, business, operations research, management, or a related discipline; or at least four years related work experience	Performs individual audit plan tasks under direct Senior Accountant, Task Leader, or Project Manager supervision. Examines and analyzes accounting documents to verify computation accuracy and application of uniform policy, procedure, and acceptable accounting standards. Prepares working papers and supporting documentation to demonstrate procedure results. May recommend changes to established procedures.
Junior Auditor	Bachelor's degree in accounting, business, operations research, management, or a related discipline; or at least two years related work experience	Helps the auditor perform individual audit plan tasks under direct Senior Accountant, Task Leader, or Project Manager supervision. Examines and analyzes accounting documents to verify computation accuracy and application of uniform policy, procedure, and acceptable accounting standards. Prepares working papers and supporting documentation to demonstrate procedure results.
Senior Systems Analyst	Master's degree in a technical field, operations research, management, computer science, engineering, or a related discipline; or at least six years related work experience	Designs and develops systems. Supervises and gives technical guidance to Systems Analysts and Junior Systems Analysts. Formulates and implements solutions to complex and/or highly specialized problems requiring a high degree of technical expertise and creative thinking to develop efficient solutions to complex customer requirements. Develops system improvement recommendations for Task Leader or Project Manager review.
Systems Analyst	Bachelor's degree in a technical field, operations research, management, computer science, engineering, or a related discipline; or at least four years related work experience	Reviews overall system components under Senior Systems Analyst supervision. Formulates and recommends solutions to highly specialized problems requiring creative thinking to develop efficient solutions to customer requirements. Prepares working papers and other documentation to support recommended changes to the existing system. Provides technical direction to Junior Systems Analysts.
Junior Systems Analyst	Bachelor's degree in a technical field, operations research, management, computer science, engineering, or a related discipline; or at least two years related work experience	Helps the Systems Analyst review overall system components. Prepares working papers and other documentation to support recommended changes to the existing system.
Senior Financial Analyst	Master's degree in accounting, business, operations research, management, or related discipline; or at least six years related work experience	Analyzes, plans, directs, and coordinates designated project activities. Reviews project plans to determine timeframe, funding limitations, project procedures, staffing requirements, and available resource allotments in various project phases. Establishes detailed work and staffing plans for each phase; gathers, organizes, and analyzes problem and/or procedural data; and confers with project team to communicate detailed work plans; and assign duties, responsibilities, and scope of authority. Directs and coordinates project personnel. Reviews project reports prepared for clients.

Title	Education/Experience	Labor Description
Financial Analyst	Bachelor's degree in accounting, business, operations research, management, or related discipline; or at least four years related work experience	Analyzes business or operating procedures to devise the most efficient method to work. Tracks administrative management of contracts, personnel, and cost. Plans study of work problems and procedures; gathers and analyzes data; organizes and documents study findings; and recommends new systems, procedures, or organizational changes for implementation.
Junior Financial Analyst	Bachelor's degree in accounting, business, operations research, management, or related discipline; or at least two years related work experience	Helps the Financial Analyst analyze business or operating procedures to devise the most efficient method to work. Tracks administrative management of contracts, personnel, and costs. Plans study of work problems and procedures; gathers and analyzes data; organizes and documents study findings; and recommends new systems, procedures, or organizational changes for implementation.
Senior Cost Analyst	Bachelor's degree in engineering, accounting, business, finance, economics, or related discipline; or at least four years related work experience	Analyzes, plans, directs, and coordinates designated project activities. Reviews project plans to determine timeframe, funding limitations, project procedures, staffing requirements, and available resource allotments for various project phases. Establishes detailed work and staffing plans for each phase; gathers, organizes and analyzes problem and/or procedural data; communicates detailed work plans to project staff; and assigns duties, responsibilities, and scope of authority. Directs and coordinates project personnel. Reviews project reports prepared for clients.
Cost Analyst	Bachelor's degree in engineering, accounting, business, finance, economics, or related discipline; or at least two years related work experience	Analyzes business or operating procedures to devise the most efficient method to work. Tracks administrative management of contracts, personnel, and costs. Plans study of work problems and procedures; gathers and analyzes data; organizes and documents study findings; and recommends new systems, procedures, or organizational changes for implementation.
Junior Cost Analyst	Bachelor's degree in engineering, accounting, business, finance, economics, or related discipline; or at least one year of related work experience	Helps the Cost Analyst analyze business or operating procedures to devise the most efficient method to work. Tracks administrative management of contracts, personnel, and costs. Plans study of work problems and procedures; gathers and analyzes data; organizes and documents study findings; and recommends new systems, procedures, or organizational changes for implementation.
Senior Budget Analyst	Bachelor's degree in engineering, accounting, business, finance, economics, or related discipline; or at least six years related work experience	Plans, organizes, and directs budget, cost, and schedule analysis of specialists skilled in financial management, military operations, engineering, management, programming, and pricing. Work requires the technical capability to develop and manipulate databases and assess budget, cost, and schedule implications of existing and projected technological advances.
Budget Analyst	Bachelor's degree in engineering, accounting, business, finance, economics, or related discipline; or at least four years related work experience	Advises on and performs professional budget cost, budget, and schedule measurement work. Develops and manipulates databases, assesses future trends and technological implications, and evaluates new and innovative acquisition strategies.

Title	Education/Experience	Labor Description
Junior Budget Analyst	Bachelor's degree in engineering, accounting, business, finance, economics, or related discipline; or at least two years related work experience	Helps the Budget Analyst analyze cost, budget, and schedule measurement work. Gathers and analyzes data, and organizes and documents study findings to support budget development and analysis.
Senior Functional Analyst	Master's degree in accounting, business, operations research, management, computer science, engineering, or related discipline; or at least six years related work experience	Analyzes, plans, directs, and coordinates designated project activities. Reviews project plans to determine project timeframe, funding limitations, and staffing requirements. Determines available resource allotment for various project phases. Establishes detailed work and staffing plans for each phase; gathers, organizes, and analyzes problem and/or procedural data; and communicates detailed work plans to project staff and assigns duties, responsibilities, and scope of authority. Directs and coordinates project personnel activities. Reviews project reports prepared for clients.
Functional Analyst	Bachelor's degree in business, operations research, management, computer science, engineering, or related discipline; or at least four years related work experience	Analyzes business or operating procedures to devise the most efficient work method. Tracks administrative contract, personnel, and cost management. Plans study of work problems and procedures; gathers and analyzes data; organizes and documents study findings; and recommends new systems, procedures, or organizational changes for implementation.
Junior Functional Analyst	Bachelor's degree in business, operations research, management, computer science, engineering, or related discipline; or at least two years related work experience	Helps the Functional Analyst analyze business or operating procedures to devise the most efficient work method. Tracks administrative contract, personnel, and cost management. Plans study of work problems and procedures; gathers and analyzes data; organizes and documents study findings; and recommends new systems, procedures, or organizational changes for implementation.
Senior Developer/ Programmer	Master's degree in business, operations research, management, computer science, engineering, or related discipline; or at least eight years related work experience	**Developer:** Analyzes, develops, and/or reviews software while functioning in numerous engineering, business, and records management areas. Operates independently to develop and/or oversee plans for automated data processing systems from project inception to conclusion. Analyzes information to process. Defines problems and develops system requirements and program specifications from which programmers prepare detailed flow charts, programs, and tests. Coordinates closely with programmers to ensure proper program and system specification implementation. Develops alternative system solutions with users. Supports Electronic Commerce (EC)/Electronic Data Interchange (EDI) hardware/software installation, testing, implementation, and ongoing maintenance. Provides EC/EDI translation software and system expertise. **Programmer:** Analyzes functional business applications and design specifications for areas such as payroll, logistics, and contracts. Develops block diagrams and logic flow charts. Translates detailed designs into software. Tests, debugs, and refines software to produce required products. Prepares required program- and user documentation. Enhances software to reduce operating time or improve efficiency. Provides programmers with technical direction, as required, to meet program deadlines.

Title	Education/Experience	Labor Description
Developer/ Programmer	Bachelor's degree in business, operations research, management, computer science, engineering, or related discipline; or at least six years related work experience	**Developer:** Analyzes, develops, and/or reviews software while functioning in numerous engineering, business, and records management areas. Under Senior Developer/Programmer supervision, develops and/or oversees plans for automated data processing systems from project inception to conclusion. Analyzes information to process. Defines problems and develops system requirements and program specifications from which programmers prepare detailed flow charts, programs, and tests. Coordinates closely with programmers to ensure proper implementation of program and system specifications. Develops system alternative solutions with functional users. Supports EC/EDI hardware/software installation, testing, implementation, and ongoing maintenance. Provides EC/EDI translation software and system expertise. **Programmer:** Analyzes functional business applications and design specifications for functional areas such as payroll, logistics, and contracts. Under Senior Developer/Programmer supervision, develops block diagrams and logic flow charts. Translates detailed designs into software. Tests, debugs, and refines software to produce the required product. Prepares program- and user documentation. Enhances software to reduce operating time or improve efficiency. Provides programmers with technical direction, as required, to meet program deadlines.
Junior Developer/ Programmer	Bachelor's degree in business, operations research, management, computer science, engineering, or related discipline; or at least four years related work experience	**Developer:** Helps analyze and develop software while functioning in numerous engineering, business, and records management areas. Helps develop plans for automated data processing systems from project inception to conclusion. Analyzes information to process. Develops system requirements and program specifications from which programmers prepare detailed flow charts, programs, and tests. Coordinates with programmers to ensure proper implementation of program and system specifications. Supports EC/EDI hardware/software installation, testing, implementation, and ongoing maintenance. **Programmer:** Helps analyze functional business applications and design specifications for areas such as payroll, logistics, and contracts. Develops block diagrams and logic flow charts. Helps translate detailed designs into software. Tests, debugs, and refines computer software to produce the required product. Prepares both program- and user documentation.
Senior Accounting Technician	An Associate's degree, or certification from a one- or two-year program, such as specialized military training, trade school; or at least 10 years related work experience	Supervises the posting and balancing of a variety of financial data in accounts payable and accounts receivable ledgers in various Government financial systems. Checks and verifies transactions to ensure consistency and accuracy of accounting documents and entries. May perform duties with Accountant, Auditor, Financial Analyst, Cost Analyst, Budget Analyst, or Functional Analyst. May help train and guide junior accounting personnel.

Title	Education/Experience	Labor Description
Accounting Technician	An Associate's degree, or certification from a one- or two-year program, such as specialized military training, trade school; or at least two years related work experience	Under Senior Accounting Technician supervision, posts and balances a variety of financial data in accounts payable and accounts receivable ledgers in various Government financial systems. Checks and verifies transactions to ensure consistency and accuracy of accounting documents and entries. May perform duties with Accountant, Auditor, Financial Analyst, Cost Analyst, Budget Analyst, or Functional Analyst. May help train and guide junior accounting technicians.
Junior Accounting Technician	High school diploma or certification from a one- or two-year program, such as specialized military training, or trade school; or at least one year of related work experience	Helps the Accounting Technician post and balance a variety of financial data in accounts payable and accounts receivable ledgers in various Government financial systems. Checks and verifies transactions to ensure consistency and accuracy of accounting documents and entries. Performs duties with Accountant, Auditor, Financial Analyst, Cost Analyst, Budget Analyst, Functional Analyst, or Accounting Technician.
Administrative Specialist	High school diploma or at least four years related work experience	Under limited direction, performs standard and advanced secretarial duties for a company executive. Disposes of routine matters to conserve the superior's time. Maintains regular and follow-up files and confidential data. Collects the superior's conference and report information. Arranges meetings as directed. Directs and reviews work of secretarial staff. May use word processing equipment in assigned tasks.
Junior Administrative Specialist	High School diploma, or at least two years related work experience	Under direction of the Administrative Specialist, performs standard and advanced secretarial duties for a company executive. Disposes of routine matters to save the superior's time. Maintains regular and follow-up files and confidential data. Collects the superior's conference and report information. Arranges meetings as directed. Directs and reviews work of secretarial staff. May use word processing equipment on assigned tasks.
Financial Principal	Bachelor's degree in business, operations research, management, computer science, engineering, or related discipline; or at least 15 years related work experience	Provides expert guidance in all financial disciplines. Plans, conducts, and directs R&D and/or implementation work on specialized and/or complex tasks necessitating organization and innovative approaches. Provides management and/or technical direction. Provides consulting services. Resolves technical problems. Develops analytical problem-solving techniques. Has in-depth experience with current government initiatives, such as *GPRA*, *CIO Act*, and outsourcing.

Equivalencies:

   a.   One year of experience is the equivalent of one year of education.
   b.   One year of education is the equivalent of one year of experience.
   c.   Certification related to technology is equivalent to two years of experience/education.